

2015 SNPA Survey of Newspaper Salaries

General Executives
Advertising/Marketing
Circulation
Graphic Design
Finance
Human Resources
Information Technology
Interactive Media
News/Editorial
Production/Maintenance





CONFIDENTIAL

SNPA SURVEY OF
NEWSPAPER SALARIES

JUNE 2015

The 2015 SNPA Survey of Newspaper Salaries includes a separate compilation of salary data for each of eight circulation groups. The distribution of participating newspapers by circulation group and the average and median circulation of participants follows:

	<u>No. of Survey Participants</u>	<u>Average Circulation</u>	<u>Median Circulation</u>
Under 6,000 Circulation	14	4,671	4,900
6,001-10,000 Circulation	8	8,254	8,175
10,001-15,000 Circulation	13	12,709	12,279
15,001-25,000 Circulation	16	19,941	20,273
25,001-40,000 Circulation	9	33,146	33,405
40,001-60,000 Circulation	9	51,010	52,532
60,001-100,000 Circulation	8	74,645	71,358
100,001-200,000 Circulation	7	136,034	120,000
TOTAL	84		

The figures in this survey are based entirely on information supplied by participants. **The figures in parentheses in each column indicate the number of responses to individual questions.** Overtime is not included in wages unless overtime is guaranteed.

Non-Supervisory Employees: In using the actual pay data in the section pertaining to non-supervisory employees, please keep the following in mind:

Newspapers that employ more than one person for a given position were asked to list the lowest, highest and average salaries currently being paid. Those papers that employ only one person for a given position were asked to list that person's salary in one place ONLY – the column labeled "average annual salary."

SNPA then averaged the lowest, high and average salaries reported by participants. So, the "average lowest annual wage" is the average of the "lowest" salaries reported by each participant. The "average highest annual wage" is an average of the "highest" salaries reported by each participant, and so forth. The number in parentheses shows the number of respondents to each particular question.

Because a number of papers only had one person employed in many of these positions, the number of responses in the column pertaining to average salaries generally is larger than the number of responses in each of the other two columns. Therefore, some “average” salaries may be larger than “high” salaries – or lower than “lowest” salaries. In these cases, the “best” figures to use are the figures in the “average annual wage” column – simply because they represent a greater number of survey respondents.

Some Data was Excluded From Survey: In a few cases, data supplied by newspaper participants was excluded from this survey.

Survey Comparisons: Some participants in the 2015 survey took part for the first time, and some 2014 participants did not take part in 2015. Also, every newspaper did not supply information for every position listed in the survey. Exact comparison between the 2014 and 2015 surveys may not be made.

Participating Newspapers: SNPA does not identify participating newspapers in this survey.

Searching for Given Positions: A Table of Contents is included with this report. In addition, the electronic version of this report allows easy searches. To locate a particular position in the report, click on the SEARCH button in your toolbar.

Additional Copies: An electronic copy of this report has been distributed to the publisher of every newspaper that shared data for this study. Electronic copies also will be distributed to the corporate offices of participating newspapers upon request.

Publishers are free to forward copies of this electronic study to department heads at their own newspapers. However, copies may not be shared with anyone outside of the given paper. This is a copyrighted publication.

Hard copies of this study are available to newspapers that shared data for this study for \$75 per copy. In addition, publishers of newspapers that did not share data with SNPA for this study may purchase the survey for \$150 (member price). The non-member price is \$300.

Questions: Any questions concerning this study should be addressed to Cindy Durham in the SNPA office: cindy@snpa.org or (404) 256-0444.

Antitrust Compliance Statement: It is the policy of the Southern Newspaper Publishers Association to comply fully with all federal and state antitrust laws, and to avoid all conduct which is unlawful, or which may give the appearance of being in conflict with such laws.

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<i>Responsible for all personnel-related activities. Top position.</i>	

MARKETING DEPARTMENT

Marketing Director/Manager	12
<i>Total marketing responsibility. Top position.</i>	

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Advertising Director	13
<i>Total advertising responsibility. Top position.</i>	
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<i>Supervises retail advertising sales representatives and/or division managers.</i>	
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<i>Supervises staff dealing only with key accounts and major advertisers.</i>	

Classified Advertising Manager	16
<i>Manages transient and classified display staff. May handle some display accounts. Manages budget and makes hiring decisions.</i>	

CIRCULATION DEPARTMENT

Circulation Director	17
<i>Overall responsibility for sales and distribution. Supervises carrier advisers, clerks and/or mailroom. Develops and manages budgets. Top circulation position.</i>	
Home Delivery Manager	18
<i>Oversees delivery of all home-delivery newspapers. District managers or zone managers (depending on the size of your operation) report to this person.</i>	
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<i>Supervises circulation office clerks responsible for handling starts, stops and complaints from readers. This position only handles circulation.</i>	
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<i>Supervises delivery of single-copy newspapers. Supervises drivers. Reports to top circulation position.</i>	
District Manager	21
<i>Responsible for distribution and sales through carrier network. Recruits carriers.</i>	

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Information Technology Director	22
<i>Responsible for all activities and services, including systems, programming, telecommunications and computer operations. This position is not responsible for production. Top data services position.</i>	

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Webmaster	23
<i>Responsible for the technical development of the newspaper's website.</i>	
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<i>Responsible for news content of website on a day-to-day basis.</i>	
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<i>Responsible for overseeing the sale of ads on the website.</i>	

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Composing Services/Creative Services/Art Department Manager	26
<i>Responsible for supervising and managing the composing/creative services department. This position may fall under different departments. At some newspapers, this position may report to the production or advertising department.</i>	

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Executive Editor or Editor	27
<i>Top newsroom executive.</i>	
Managing Editor	28
<i>Manages day-to-day newspaper production.</i>	
Assistant Managing Editor	29
<i>Second in command to the managing editor.</i>	
Editorial Page Editor	30
<i>Supervises the content, editing and make-up of editorial and op/ed pages. Makes or recommends hiring decisions and evaluates employee performance.</i>	
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<i>Supervises coverage of city/local news, makes or recommends hiring decisions, edits copy, assigns stories, determines play of news.</i>	

Sports Editor.....	32
<i>Responsible for editing, make-up of sports pages. Supervises employees. Makes or recommends hiring decisions.</i>	
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<i>Responsible for editing, make-up of business pages. Supervises employees. Makes or recommends hiring decisions.</i>	
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<i>Responsible for editing, make-up of lifestyle pages. Supervises employees. Makes or recommends hiring decisions.</i>	
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<i>Assistant to the editor of a major news sub-department, such as sports, business, etc.</i>	
Copy Desk Chief	36
<i>Supervision of copy editing.</i>	
Design Editor.....	37
<i>Responsible for the overall design of the paper.</i>	
Chief Photographer	38
<i>Responsible for supervising performance of staff photographers. Makes or recommends hiring decisions.</i>	

PRODUCTION AND MAINTENANCE

Production Director/Manager.....	39
<i>Overall responsibility for composing, camera and platemaking, stereo or lithography, mailroom and press. Manages budgets and makes hiring decisions.</i>	
Pressroom Manager/Press Supervisor	40
<i>Supervisory responsibility for press and employees, including shift foreman. Operates press; may be a "working manager." Top pressroom position.</i>	
Mailroom Manager.....	41
<i>Supervises full-time and/or part-time employees, bundle preparation, inserting and other post-press activities.</i>	
Building/General Maintenance Supervisor.....	42
<i>Responsible for building maintenance, repair and cleaning.</i>	

Salary/Wage Information for Non-Supervisory Employees:

FINANCE DEPARTMENT

Accountant	43
<i>General accounting work. Professional degreed position. Typically has two to three years experience.</i>	
Accounting Clerk, Entry-Level	44
<i>Responsible for accounts payables, receivables, payroll and data input. This is an entry-level position.</i>	
Accounting Clerk, Senior	45
<i>Responsible for accounts payables, receivables, payroll and data input. Has substantial experience and increased abilities.</i>	

ADMINISTRATIVE DEPARTMENT

Executive Assistant to Publisher/GM	46
<i>Works directly with and provides administrative support to Publisher or General Manager, applying independent judgment and initiative.</i>	

ADVERTISING DEPARTMENT

Retail Salesperson/Outside	47
<i>Services existing accounts and develops new business in local area. Salaried position, but may be on part or full commission.</i>	
Classified Salesperson	48
<i>Services existing accounts and sells new advertisements for classified advertising section.</i>	
Classified Telephone Salesperson	49
<i>Handles placement of new classified ads that are received over the telephone.</i>	
Online Sales Representative	50
<i>Responsible for selling advertising on the website and/or mobile.</i>	
Sales Assistant.....	51
<i>Assists sales staff with customer service, ordering and billing of all advertising products for the newspaper including print, preprints, online and niche publications. Also assists with customer inquiries, proposal creation and rate quotes. Works with artists and reps to assure correct publication of advertising.</i>	
Artist/Layout Specialist	52
<i>Creates production and speculative layouts, and proofs ads. Produces camera-ready art, hand-lettering, line, wash and color illustrations. This category includes Macintosh operators and creative services.</i>	

NEWS/EDITORIAL DEPARTMENT

Editorial Writer.....	53
<i>Gathers material and writes columns for editorial page.</i>	
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<i>Writes signed column. Includes all types of columnists: general assignment, beats, sports, business, lifestyle, etc.</i>	
Copy Editor, Entry-Level.....	55
<i>Edits and fits local and wire news. Performs layouts and writes headlines. Generally has little or no experience.</i>	
Copy Editor, Experienced.....	56
<i>Edits and fits local and wire news. Performs layouts and writes headlines. Typically has one to four years experience.</i>	
Reporter, Entry-Level	57
<i>Reporter assigned to less complicated stories. Generally has little or no experience; handles routine office assignments under supervision.</i>	
Reporter, Experienced.....	58
<i>Typically has one to four years experience. Handles beat assignments, including the development of story ideas.</i>	
Reporter, Senior.....	59
<i>Has substantial experience (usually five or more years). Capable of handling all types of stories, including investigative articles and in-depth series that may have regional or national significance. May handle special assignments.</i>	
Sports Reporter, Experienced	60
<i>Gathers and writes local sports stories. Typically has one to four years experience.</i>	
Sports Reporter, Senior.....	61
<i>Gathers and writes local sports stories. Has substantial experience (usually five or more years).</i>	
Photojournalist.....	62
<i>Takes still or video photographs.</i>	

PRODUCTION/MAINTENANCE/OTHER

Press Operator, Entry-Level63
Operates and maintains web press. Generally has little or no experience. May be involved in paper handling and/or platemaking. "Journeyman" level.

Press Operator, Experienced64
Operates and maintains web press. Typically has one to four years of experience. May be involved in paper handling and/or platemaking. "Journeyman" level.

Machine Operator.....65
Sets up and troubleshoots equipment.

Inserter66
Loads inserts onto machine.

Machinist67
Performs routine preventive maintenance, including cleaning, lubricating and checking for wear, and making necessary adjustments to equipment. Troubleshoots equipment problems and makes repairs with minimum down time.

Maintenance Technician.....68
Responsible for troubleshooting and repair of all production and building-related electrical or mechanical systems.

<p>General Executives</p>

Regional Publisher

Chief executive officer -- responsible for overseeing more than one newspaper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(0)
10,001-15,000	(3) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(4) 1.0
100,001-200,000	(1) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	78,000	135,000	111,700	(4) 109,100	(4) 133,100
6,001-10,000				(0)	(0)
10,001-15,000	120,000	146,163	146,163	(3) 142,054	(3) 157,054
15,001-25,000	164,510	175,000	170,000	(5) 174,902	(5) 209,926
25,001-40,000	200,000	200,000	200,000	(1) 200,000	(1) 200,000
40,001-60,000	185,000	525,000	355,000	(2) 355,000	(2) 377,804
60,001-100,000	280,000	285,000	282,750	(4) 290,350	(4) 330,475
100,001-200,000	600,000	600,000	600,000	(1) 600,000	(1) 784,138

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	88,400	135,000	111,700	(2) 111,700	(2) 131,700
\$2,000,001-\$4,000,000	78,000	135,000	106,500	(2) 106,500	(2) 134,500
\$4,000,001-\$8,000,000	120,000	146,163	133,082	(2) 133,082	(2) 155,582
\$8,000,001-\$16,000,000	164,510	170,000	167,500	(6) 172,418	(6) 201,605
\$16,000,001-\$32,000,000	185,000	200,000	192,500	(2) 192,500	(2) 215,304
\$32,000,001-\$64,000,000	280,500	285,000	285,000	(3) 363,500	(3) 392,000
\$64,000,001-\$128,000,000	280,000	315,900	297,950	(2) 297,950	(2) 335,450

General Executives

Publisher

Chief executive officer of newspaper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.0
6,001-10,000	(6) 1.0
10,001-15,000	(6) 1.2
15,001-25,000	(7) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(2) 1.0
100,001-200,000	(4) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	75,000	102,794	80,000	(7) 90,542	(7) 101,484
6,001-10,000	90,100	111,000	108,000	(6) 108,778	(6) 120,778
10,001-15,000	115,000	150,000	133,309	(6) 150,808	(6) 168,054
15,001-25,000	150,000	204,000	200,000	(7) 184,714	(7) 204,963
25,001-40,000	170,000	207,030	188,515	(2) 188,515	(2) 188,515
40,001-60,000	75,000	275,000	175,000	(2) 175,000	(2) 242,216
60,001-100,000	225,000	260,100	242,550	(2) 242,550	(2) 242,827
100,001-200,000	275,000	371,000	369,508	(4) 347,254	(4) 363,362

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	72,000	75,000	75,000	(4) 81,750	(4) 98,250
\$2,000,001-\$4,000,000	80,000	108,000	102,794	(5) 101,472	(5) 110,991
\$4,000,001-\$8,000,000	106,819	194,760	130,000	(9) 147,037	(9) 160,181
\$8,000,001-\$16,000,000	123,000	200,000	160,000	(7) 172,231	(7) 195,363
\$16,000,001-\$32,000,000	75,000	170,000	170,000	(3) 150,677	(3) 158,877
\$32,000,001-\$64,000,000	225,000	260,100	260,100	(3) 253,367	(3) 290,162
\$64,000,001-\$128,000,000	368,016	371,000	371,000	(3) 371,339	(3) 392,816

General Executives

General Manager

Responsible for all business functions, except editorial.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(2) 1.0
100,001-200,000	(1) 7.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	41,600	44,200	42,900	(2) 42,900	(2) 57,256
6,001-10,000	76,200	76,200	76,200	(1) 76,200	(1) 88,484
10,001-15,000	92,949	100,000	100,000	(3) 105,983	(3) 118,816
15,001-25,000	50,250	142,500	115,362	(5) 111,137	(5) 127,069
25,001-40,000	95,000	95,000	95,000	(1) 95,000	(1) 95,000
40,001-60,000	200,000	200,000	200,000	(1) 200,000	(1) 200,000
60,001-100,000	137,500	180,000	158,750	(2) 158,750	(2) 218,214
100,001-200,000	162,299	162,299	162,299	(1) 162,299	(1) 162,299

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	41,600	76,200	60,200	(4) 76,125	(4) 99,850
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	92,949	100,000	100,000	(3) 105,983	(3) 118,816
\$8,000,001-\$16,000,000	50,250	115,362	102,687	(4) 103,296	(4) 109,735
\$16,000,001-\$32,000,000	95,000	200,000	147,500	(2) 147,500	(2) 147,500
\$32,000,001-\$64,000,000				(0)	(0)
\$64,000,001-\$128,000,000	137,500	137,500	137,500	(1) 137,500	(1) 137,500

Vice President/Operations

Responsible for production and systems.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(5) 1.0
100,001-200,000	(1) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	204,000	204,000	204,000	(1) 204,000	(1) 380,746
25,001-40,000	72,135	95,000	95,000	(3) 91,378	(3) 93,045
40,001-60,000	92,700	92,700	92,700	(1) 92,700	(1) 99,200
60,001-100,000	90,000	130,000	128,750	(5) 132,250	(5) 144,612
100,001-200,000	138,210	138,210	138,210	(1) 138,210	(1) 139,565

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	204,000	204,000	204,000	(1) 204,000	(1) 380,746
\$8,000,001-\$16,000,000				(0)	(0)
\$16,000,001-\$32,000,000	72,135	95,000	95,000	(3) 91,378	(3) 93,045
\$32,000,001-\$64,000,000	92,700	128,750	128,375	(4) 119,863	(4) 133,190
\$64,000,001-\$128,000,000	90,000	138,210	138,210	(3) 137,570	(3) 143,022

Chief Financial Officer

Top financial officer.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(5) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(2) 1.0
100,001-200,000	(4) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	80,000	115,000	112,500	(5) 102,613	(5) 117,640
25,001-40,000	83,945	125,000	105,378	(4) 105,314	(4) 121,242
40,001-60,000	73,250	73,250	73,250	(1) 73,250	(1) 96,050
60,001-100,000	109,180	141,892	125,536	(2) 125,536	(2) 138,228
100,001-200,000	122,767	180,000	160,000	(4) 185,692	(4) 190,254

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	118,000	118,000	118,000	(1) 118,000	(1) 150,400
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	87,567	87,567	87,567	(1) 87,567	(1) 87,567
\$8,000,001-\$16,000,000	80,000	112,500	112,500	(3) 102,500	(3) 116,745
\$16,000,001-\$32,000,000	73,250	125,000	85,756	(5) 98,901	(5) 116,204
\$32,000,001-\$64,000,000	109,180	141,892	125,536	(2) 125,536	(2) 138,228
\$64,000,001-\$128,000,000	122,767	140,000	140,000	(3) 147,589	(3) 153,672

Responsible for accounting department.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(10) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(4) 1.2
100,001-200,000	(2) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	57,637	57,637	57,637	(3) 68,425	(3) 71,758
6,001-10,000	50,000	56,000	53,000	(2) 53,000	(2) 54,000
10,001-15,000	38,000	61,984	61,442	(4) 55,721	(4) 60,721
15,001-25,000	60,000	82,500	78,273	(10) 75,577	(10) 80,265
25,001-40,000	68,016	68,016	68,016	(1) 68,016	(1) 68,016
40,001-60,000	56,770	100,000	98,500	(4) 99,405	(4) 107,097
60,001-100,000	83,640	92,000	91,000	(4) 105,160	(4) 108,000
100,001-200,000	143,750	175,000	159,375	(2) 159,375	(2) 172,609

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	57,637	62,080	59,859	(2) 59,859	(2) 62,359
\$2,000,001-\$4,000,000	57,637	61,984	59,811	(2) 59,811	(2) 67,311
\$4,000,001-\$8,000,000	38,000	56,000	53,000	(4) 51,225	(4) 54,225
\$8,000,001-\$16,000,000	60,000	82,500	78,273	(10) 75,569	(10) 80,257
\$16,000,001-\$32,000,000	68,016	100,000	84,008	(2) 84,008	(2) 84,008
\$32,000,001-\$64,000,000	56,770	97,000	90,000	(5) 94,252	(5) 100,406
\$64,000,001-\$128,000,000	143,750	155,000	149,375	(2) 149,375	(2) 154,375

Sets credit policies and supervises collection of accounts receivable.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(0)
60,001-100,000	(4) 1.0
100,001-200,000	(5) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	34,320	38,382	36,351	(2) 36,351	(2) 36,351
15,001-25,000	33,280	36,750	36,750	(3) 48,343	(3) 48,443
25,001-40,000	57,092	57,092	57,092	(1) 57,092	(1) 57,092
40,001-60,000				(0)	(0)
60,001-100,000	36,000	57,169	55,585	(4) 57,514	(4) 62,408
100,001-200,000	44,900	62,930	61,581	(5) 59,234	(5) 59,234

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	34,320	38,382	36,351	(2) 36,351	(2) 36,351
\$8,000,001-\$16,000,000	33,280	36,750	36,750	(3) 48,343	(3) 48,443
\$16,000,001-\$32,000,000	57,092	57,092	57,092	(1) 57,092	(1) 57,092
\$32,000,001-\$64,000,000	57,169	82,887	70,028	(2) 70,028	(2) 70,028
\$64,000,001-\$128,000,000	44,900	62,930	61,581	(5) 58,027	(5) 59,348

Accounting Supervisor

Responsible for overseeing the business office and accounting functions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(7) 1.9
100,001-200,000	(4) 1.8

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	29,000	35,850	35,000	(7) 34,807	(7) 35,438
6,001-10,000	25,500	47,008	37,100	(5) 37,193	(5) 40,553
10,001-15,000	39,120	54,669	45,560	(5) 47,925	(5) 48,445
15,001-25,000	40,040	52,600	51,520	(6) 51,454	(6) 52,537
25,001-40,000	46,000	55,620	50,810	(2) 50,810	(2) 50,810
40,001-60,000	56,808	56,808	56,808	(1) 56,808	(1) 56,808
60,001-100,000	54,750	66,650	66,500	(7) 62,109	(7) 62,152
100,001-200,000	60,196	77,300	75,852	(4) 72,375	(4) 72,375

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	28,100	40,400	35,000	(5) 35,902	(5) 36,602
\$2,000,001-\$4,000,000	28,000	35,850	35,425	(6) 35,501	(6) 35,954
\$4,000,001-\$8,000,000	37,100	45,560	42,200	(5) 43,730	(5) 47,250
\$8,000,001-\$16,000,000	40,040	55,642	52,600	(7) 52,399	(7) 53,328
\$16,000,001-\$32,000,000	46,000	55,620	55,620	(3) 52,809	(3) 52,809
\$32,000,001-\$64,000,000	43,500	66,500	61,950	(4) 59,591	(4) 59,591
\$64,000,001-\$128,000,000	60,196	75,000	74,404	(5) 70,770	(5) 70,770

Director of Human Resources

Responsible for all personnel-related activities. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(10) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(6) 1.0
100,001-200,000	(5) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	47,923	67,000	57,462	(2) 57,462	(2) 57,962
15,001-25,000	32,000	73,000	55,444	(10) 54,650	(10) 56,320
25,001-40,000	37,000	77,805	57,403	(2) 57,403	(2) 57,403
40,001-60,000	56,000	80,000	71,750	(4) 70,675	(4) 76,720
60,001-100,000	75,190	90,000	85,000	(6) 84,901	(6) 90,180
100,001-200,000	96,000	120,000	112,200	(5) 127,243	(5) 138,325

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	80,500	80,500	80,500	(1) 80,500	(1) 94,200
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	47,923	47,923	47,923	(1) 47,923	(1) 48,923
\$8,000,001-\$16,000,000	32,000	67,752	55,444	(10) 53,300	(10) 53,600
\$16,000,001-\$32,000,000	37,000	77,805	66,903	(4) 62,701	(4) 64,051
\$32,000,001-\$64,000,000	63,500	80,000	77,595	(6) 78,768	(6) 86,060
\$64,000,001-\$128,000,000	90,000	112,200	108,000	(5) 105,240	(5) 111,322

Marketing Director/Mgr.

Total marketing responsibility. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(3) 1.3
60,001-100,000	(4) 1.0
100,001-200,000	(3) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	30,000	70,000	50,000	(2) 50,000	(2) 57,250
6,001-10,000				(0)	(0)
10,001-15,000	32,000	32,000	32,000	(1) 32,000	(1) 34,000
15,001-25,000	90,572	90,572	90,572	(1) 90,572	(1) 90,572
25,001-40,000	40,000	65,335	65,335	(3) 65,349	(3) 65,469
40,001-60,000	61,000	63,000	63,000	(3) 81,667	(3) 95,620
60,001-100,000	50,080	80,000	77,500	(4) 77,020	(4) 90,634
100,001-200,000	185,000	200,000	200,000	(3) 223,333	(3) 240,898

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	30,000	30,000	30,000	(1) 30,000	(1) 32,500
\$4,000,001-\$8,000,000	32,000	32,000	32,000	(1) 32,000	(1) 34,000
\$8,000,001-\$16,000,000	90,572	90,572	90,572	(1) 90,572	(1) 90,572
\$16,000,001-\$32,000,000	40,000	65,335	63,168	(4) 64,262	(4) 64,352
\$32,000,001-\$64,000,000	50,080	103,000	75,000	(5) 82,416	(5) 101,679
\$64,000,001-\$128,000,000	80,000	185,000	185,000	(3) 155,000	(3) 165,183

Advertising Director

Total advertising responsibility. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(8) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(10) 1.0
15,001-25,000	(13) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(8) 1.0
100,001-200,000	(5) 1.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	26,500	47,000	39,973	(8) 40,931	(8) 62,745
6,001-10,000	35,027	70,000	55,000	(5) 57,485	(5) 66,146
10,001-15,000	52,500	75,000	63,500	(10) 66,706	(10) 79,438
15,001-25,000	70,000	100,000	90,000	(13) 87,573	(13) 102,597
25,001-40,000	78,000	105,040	105,040	(3) 107,680	(3) 126,873
40,001-60,000	100,000	133,900	129,450	(4) 127,225	(4) 176,592
60,001-100,000	135,000	170,000	160,000	(8) 156,184	(8) 188,065
100,001-200,000	128,513	190,740	185,000	(5) 180,451	(5) 217,261

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	26,500	55,000	37,000	(7) 45,504	(7) 65,978
\$2,000,001-\$4,000,000	35,000	54,000	52,500	(5) 50,889	(5) 64,139
\$4,000,001-\$8,000,000	46,000	82,800	63,500	(10) 68,615	(10) 79,711
\$8,000,001-\$16,000,000	70,000	100,000	90,000	(13) 85,713	(13) 101,705
\$16,000,001-\$32,000,000	78,000	125,000	105,040	(5) 109,608	(5) 132,566
\$32,000,001-\$64,000,000	133,900	160,000	160,000	(7) 154,053	(7) 186,021
\$64,000,001-\$128,000,000	170,000	185,000	181,500	(6) 179,790	(6) 201,207

Retail Advertising Manager

Supervises retail advertising sales representatives and/or division managers.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(5) 2.4
40,001-60,000	(5) 1.0
60,001-100,000	(8) 2.1
100,001-200,000	(4) 2.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	36,000	47,500	41,750	(2) 41,750	(2) 50,500
6,001-10,000	26,000	26,000	26,000	(1) 26,000	(1) 41,500
10,001-15,000	22,500	56,250	41,385	(4) 41,318	(4) 60,302
15,001-25,000	54,600	60,200	57,600	(6) 61,465	(6) 69,083
25,001-40,000	60,000	67,000	65,000	(5) 64,150	(5) 82,327
40,001-60,000	39,856	80,000	60,000	(5) 63,771	(5) 102,249
60,001-100,000	60,000	69,490	65,900	(8) 74,622	(8) 99,249
100,001-200,000	89,293	106,896	104,948	(4) 104,797	(4) 142,298

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	60,200	60,200	60,200	(1) 60,200	(1) 63,925
\$2,000,001-\$4,000,000	26,000	36,000	36,000	(3) 36,500	(3) 47,500
\$4,000,001-\$8,000,000	22,500	26,520	26,520	(3) 35,090	(3) 55,402
\$8,000,001-\$16,000,000	54,600	60,000	57,500	(6) 61,432	(6) 70,929
\$16,000,001-\$32,000,000	60,000	67,000	65,000	(7) 66,536	(7) 88,057
\$32,000,001-\$64,000,000	54,000	69,490	63,400	(8) 69,042	(8) 101,343
\$64,000,001-\$128,000,000	65,000	103,000	89,293	(5) 93,159	(5) 117,964

Major Accounts Manager

Supervises staff dealing only with key accounts and major advertisers.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(7) 1.9
100,001-200,000	(5) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	32,000	49,618	40,809	(2) 40,809	(2) 51,309
15,001-25,000	45,000	55,000	55,000	(3) 53,000	(3) 65,167
25,001-40,000	35,700	50,000	42,850	(2) 42,850	(2) 73,174
40,001-60,000	54,000	56,197	56,197	(3) 63,399	(3) 90,151
60,001-100,000	64,336	77,500	75,000	(7) 77,819	(7) 107,327
100,001-200,000	65,256	105,053	100,000	(5) 93,122	(5) 135,893

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	32,000	45,000	38,500	(2) 38,500	(2) 50,500
\$8,000,001-\$16,000,000	49,618	55,000	55,000	(3) 54,539	(3) 65,706
\$16,000,001-\$32,000,000	35,700	56,197	53,099	(4) 55,474	(4) 86,212
\$32,000,001-\$64,000,000	54,000	75,000	73,500	(5) 68,867	(5) 89,457
\$64,000,001-\$128,000,000	90,000	100,000	97,500	(6) 94,259	(6) 128,462

Classified Advertising Manager

Manages transient and classified display staff. May handle some display accounts. Manages budget and makes hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(6) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(6) 1.0
100,001-200,000	(3) 1.7

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	28,769	33,800	31,602	(6) 32,749	(6) 47,535
15,001-25,000	26,500	38,500	36,889	(8) 33,372	(8) 45,486
25,001-40,000	31,144	33,160	33,160	(3) 46,498	(3) 63,149
40,001-60,000	32,028	57,750	56,375	(4) 54,695	(4) 86,585
60,001-100,000	55,000	93,636	89,488	(6) 79,996	(6) 117,823
100,001-200,000	75,000	84,367	84,367	(3) 84,871	(3) 123,286

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	37,000	37,000	37,000	(1) 37,000	(1) 42,500
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	29,404	38,000	35,900	(6) 34,371	(6) 45,764
\$8,000,001-\$16,000,000	26,500	36,778	30,000	(7) 31,464	(7) 47,432
\$16,000,001-\$32,000,000	31,144	55,000	44,080	(4) 48,624	(4) 67,110
\$32,000,001-\$64,000,000	50,000	74,000	65,875	(6) 65,459	(6) 98,277
\$64,000,001-\$128,000,000	55,000	84,367	79,684	(4) 78,592	(4) 107,887

Circulation Department

Circulation Director

Overall responsibility for sales and distribution. Supervises carrier advisers, clerks and/or mailroom. Develops and manages budgets. Top circulation position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(9) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(11) 1.0
15,001-25,000	(14) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(8) 1.1
100,001-200,000	(5) 1.6

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	30,000	42,000	32,500	(9) 39,297	(9) 43,642
6,001-10,000	39,000	49,920	45,510	(4) 46,255	(4) 48,700
10,001-15,000	50,900	65,000	62,000	(11) 59,551	(11) 63,833
15,001-25,000	60,000	72,306	70,000	(14) 67,556	(14) 74,661
25,001-40,000	65,000	93,880	82,976	(4) 82,790	(4) 88,898
40,001-60,000	88,301	92,800	92,400	(5) 95,700	(5) 118,918
60,001-100,000	95,000	132,000	128,750	(8) 126,263	(8) 136,834
100,001-200,000	45,227	170,000	114,000	(5) 120,482	(5) 125,002

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	30,000	39,000	34,500	(6) 37,962	(6) 39,708
\$2,000,001-\$4,000,000	32,500	42,000	42,000	(7) 40,246	(7) 46,073
\$4,000,001-\$8,000,000	48,000	62,000	57,680	(10) 55,926	(10) 59,386
\$8,000,001-\$16,000,000	65,000	75,000	70,020	(14) 70,413	(14) 77,641
\$16,000,001-\$32,000,000	72,072	90,000	89,151	(6) 84,910	(6) 101,220
\$32,000,001-\$64,000,000	92,800	115,000	96,202	(8) 105,725	(8) 113,486
\$64,000,001-\$128,000,000	114,000	170,000	150,000	(6) 134,905	(6) 141,130

Home Delivery Manager

Oversees delivery of all home-delivery newspapers. District managers or zone managers (depending on the size of your operation) report to this person.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(4) 1.2
40,001-60,000	(5) 1.4
60,001-100,000	(6) 1.3
100,001-200,000	(3) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	28,000	28,000	28,000	(1) 28,000	(1) 29,200
6,001-10,000				(0)	(0)
10,001-15,000	25,480	32,300	28,890	(2) 28,890	(2) 31,290
15,001-25,000	32,000	40,000	35,000	(7) 39,345	(7) 43,653
25,001-40,000	40,497	44,979	43,706	(4) 47,127	(4) 50,946
40,001-60,000	44,200	61,275	55,000	(5) 55,636	(5) 62,444
60,001-100,000	60,000	73,500	71,943	(6) 74,560	(6) 86,554
100,001-200,000	65,896	85,782	85,782	(3) 87,226	(3) 87,818

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	28,000	28,000	28,000	(1) 28,000	(1) 29,200
\$4,000,001-\$8,000,000	25,480	25,480	25,480	(1) 25,480	(1) 27,280
\$8,000,001-\$16,000,000	32,000	40,000	33,750	(8) 38,465	(8) 42,609
\$16,000,001-\$32,000,000	42,432	44,979	44,590	(6) 47,833	(6) 55,276
\$32,000,001-\$64,000,000	55,000	61,275	60,638	(6) 61,828	(6) 65,250
\$64,000,001-\$128,000,000	73,500	110,000	97,891	(4) 95,371	(4) 96,727

Circulation Department

Customer Service Manager

Supervises circulation office clerks responsible for handling starts, stops and complaints from readers. This position only handles circulation.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(3) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(7) 1.0
100,001-200,000	(4) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	24,000	26,850	26,850	(3) 29,350	(3) 30,572
15,001-25,000	27,202	35,852	34,736	(8) 33,108	(8) 35,537
25,001-40,000	24,128	35,375	35,375	(3) 33,484	(3) 34,078
40,001-60,000	41,384	78,773	60,079	(2) 60,079	(2) 67,170
60,001-100,000	40,040	60,000	53,677	(7) 53,254	(7) 55,261
100,001-200,000	48,963	82,488	69,744	(4) 69,613	(4) 71,525

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	24,000	37,200	32,025	(4) 31,658	(4) 34,006
\$8,000,001-\$16,000,000	27,202	35,152	34,320	(7) 32,326	(7) 34,285
\$16,000,001-\$32,000,000	24,128	35,375	35,375	(3) 33,484	(3) 34,078
\$32,000,001-\$64,000,000	40,040	53,677	45,000	(7) 53,045	(7) 57,007
\$64,000,001-\$128,000,000	48,963	60,000	58,500	(4) 63,991	(4) 65,903

Single Copy Sales Manager

Supervises delivery of single-copy newspapers. Supervises drivers. Reports to top circulation position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(5) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(8) 1.0
100,001-200,000	(4) 4.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	24,960	24,960	24,960	(1) 24,960	(1) 27,960
6,001-10,000				(0)	(0)
10,001-15,000	23,660	33,930	30,727	(5) 33,659	(5) 34,659
15,001-25,000	27,040	42,000	31,200	(5) 34,748	(5) 37,008
25,001-40,000	33,206	44,512	44,512	(3) 46,506	(3) 50,124
40,001-60,000	46,410	65,000	55,705	(2) 55,705	(2) 60,955
60,001-100,000	42,000	64,346	48,810	(8) 57,093	(8) 62,566
100,001-200,000	36,555	59,247	52,216	(4) 51,497	(4) 51,497

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	24,960	28,600	26,780	(2) 26,780	(2) 30,780
\$4,000,001-\$8,000,000	23,660	33,930	32,329	(4) 34,924	(4) 34,924
\$8,000,001-\$16,000,000	27,040	42,000	31,200	(5) 34,748	(5) 37,008
\$16,000,001-\$32,000,000	33,206	44,512	44,512	(3) 46,506	(3) 50,124
\$32,000,001-\$64,000,000	46,410	64,346	50,700	(7) 57,677	(7) 61,059
\$64,000,001-\$128,000,000	36,555	65,000	45,184	(5) 54,231	(5) 54,351

Circulation Department

District Manager

Responsible for distribution and sales through carrier network. Recruits carriers.

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.4
6,001-10,000	(5) 1.4
10,001-15,000	(9) 2.4
15,001-25,000	(13) 4.1
25,001-40,000	(4) 5.0
40,001-60,000	(4) 8.8
60,001-100,000	(5) 24.6
100,001-200,000	(2) 11.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	24,335	29,000	25,000	(7) 26,131	(7) 27,328
6,001-10,000	23,670	31,200	28,000	(5) 28,134	(5) 29,695
10,001-15,000	23,000	29,650	25,220	(8) 26,530	(8) 29,198
15,001-25,000	24,960	27,756	26,975	(13) 26,772	(13) 29,971
25,001-40,000	30,869	34,038	32,871	(4) 33,190	(4) 35,693
40,001-60,000	25,480	38,237	32,000	(5) 33,101	(5) 34,853
60,001-100,000	25,698	38,523	33,682	(5) 32,900	(5) 39,841
100,001-200,000	34,651	66,734	50,693	(2) 50,693	(2) 51,043

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	23,670	25,000	24,980	(4) 24,670	(4) 25,836
\$2,000,001-\$4,000,000	24,335	29,000	26,980	(6) 26,319	(6) 28,684
\$4,000,001-\$8,000,000	24,368	30,420	27,000	(10) 27,672	(10) 30,006
\$8,000,001-\$16,000,000	24,324	27,756	27,013	(12) 26,612	(12) 29,689
\$16,000,001-\$32,000,000	28,076	31,704	31,287	(6) 31,053	(6) 33,064
\$32,000,001-\$64,000,000	25,698	38,523	38,237	(5) 35,234	(5) 39,413
\$64,000,001-\$128,000,000	33,682	38,794	36,723	(4) 43,465	(4) 44,937

Information Technology Director

Responsible for all activities and services, including systems, programming, telecommunications and computer operations. This position is not responsible for production. Top data services position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(5) 1.2
100,001-200,000	(2) 2.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	30,000	30,000	30,000	(1) 30,000	(1) 30,000
10,001-15,000	32,100	55,016	55,000	(5) 52,043	(5) 52,543
15,001-25,000	47,138	72,420	58,600	(9) 60,848	(9) 62,570
25,001-40,000	62,665	72,471	67,568	(2) 67,568	(2) 67,748
40,001-60,000	80,000	97,000	88,500	(2) 88,500	(2) 99,467
60,001-100,000	76,747	97,000	96,445	(5) 96,238	(5) 97,818
100,001-200,000	156,975	272,308	214,642	(2) 214,642	(2) 227,659

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	72,705	72,705	72,705	(1) 72,705	(1) 77,205
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	30,000	55,000	43,200	(5) 47,040	(5) 47,140
\$8,000,001-\$16,000,000	47,138	70,018	55,016	(9) 58,882	(9) 60,327
\$16,000,001-\$32,000,000	62,665	72,471	72,471	(3) 77,379	(3) 83,532
\$32,000,001-\$64,000,000	76,747	96,445	88,223	(4) 87,548	(4) 89,107
\$64,000,001-\$128,000,000	81,000	272,308	176,654	(2) 176,654	(2) 185,404

Responsible for the technical development of the newspaper's website.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(4) 1.0
100,001-200,000	(4) 1.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	31,756	43,680	37,718	(2) 37,718	(2) 37,768
6,001-10,000				(0)	(0)
10,001-15,000	38,403	69,000	53,702	(2) 53,702	(2) 53,702
15,001-25,000	44,856	52,000	51,450	(6) 50,869	(6) 50,953
25,001-40,000	42,803	42,803	42,803	(1) 42,803	(1) 42,803
40,001-60,000	56,700	65,000	60,850	(2) 60,850	(2) 60,975
60,001-100,000	69,925	92,000	84,500	(4) 90,981	(4) 101,064
100,001-200,000	52,494	102,000	96,861	(4) 88,084	(4) 88,084

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	31,756	31,756	31,756	(1) 31,756	(1) 31,856
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	38,403	50,900	50,900	(3) 52,768	(3) 52,768
\$8,000,001-\$16,000,000	33,735	56,420	52,000	(5) 50,863	(5) 50,963
\$16,000,001-\$32,000,000	42,803	56,700	49,752	(2) 49,752	(2) 49,877
\$32,000,001-\$64,000,000	65,000	69,925	69,925	(3) 75,642	(3) 78,675
\$64,000,001-\$128,000,000	52,494	102,000	89,500	(4) 84,404	(4) 84,404

Responsible for news content of website on a day-to-day basis.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(4) 1.5
40,001-60,000	(4) 1.0
60,001-100,000	(6) 1.0
100,001-200,000	(4) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	29,000	29,000	29,000	(1) 29,000	(1) 29,000
15,001-25,000	34,100	53,248	51,080	(7) 46,191	(7) 46,334
25,001-40,000	15,600	40,000	35,153	(4) 32,952	(4) 33,102
40,001-60,000	36,000	72,561	65,281	(4) 60,570	(4) 60,570
60,001-100,000	53,999	80,292	76,146	(6) 72,201	(6) 73,868
100,001-200,000	93,590	154,500	125,908	(4) 130,101	(4) 134,852

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	53,248	53,248	53,248	(1) 53,248	(1) 54,248
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	65,280	65,280	65,280	(1) 65,280	(1) 65,280
\$8,000,001-\$16,000,000	29,000	37,179	35,640	(6) 38,968	(6) 38,968
\$16,000,001-\$32,000,000	30,306	40,000	38,000	(6) 40,061	(6) 40,161
\$32,000,001-\$64,000,000	53,999	80,292	75,720	(7) 70,704	(7) 72,132
\$64,000,001-\$128,000,000	72,000	97,315	95,453	(4) 104,351	(4) 104,726

Web Sales Manager

Responsible for overseeing the sale of ads on the website.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(5) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(5) 2.2
100,001-200,000	(2) 1.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	30,000	74,263	55,000	(5) 57,253	(5) 74,653
25,001-40,000	60,000	65,000	62,500	(2) 62,500	(2) 90,741
40,001-60,000	50,000	144,000	97,000	(2) 97,000	(2) 108,000
60,001-100,000	26,000	68,000	65,000	(5) 56,184	(5) 64,090
100,001-200,000	58,000	65,000	61,500	(2) 61,500	(2) 98,685

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	30,000	74,263	55,000	(5) 57,253	(5) 74,653
\$16,000,001-\$32,000,000	60,000	65,000	62,500	(2) 62,500	(2) 90,741
\$32,000,001-\$64,000,000	26,000	65,000	50,000	(5) 66,384	(5) 76,483
\$64,000,001-\$128,000,000	58,000	68,000	66,500	(4) 66,500	(4) 87,852

Composing Services/Creative Services/Art Dept. Mgr.

Responsible for supervising and managing the composing/creative services department. This position may fall under different departments. At some newspapers, this position may report to the production or advertising department.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(10) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(6) 1.2
100,001-200,000	(5) 1.6

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	31,500	41,600	36,550	(2) 36,550	(2) 38,100
6,001-10,000	40,000	40,000	40,000	(1) 40,000	(1) 40,000
10,001-15,000	38,000	39,458	38,774	(6) 41,395	(6) 41,395
15,001-25,000	39,655	45,457	43,925	(10) 42,469	(10) 42,719
25,001-40,000	36,610	42,432	42,432	(3) 42,327	(3) 43,240
40,001-60,000	39,500	47,736	47,736	(3) 55,870	(3) 72,782
60,001-100,000	51,414	72,191	62,805	(6) 68,498	(6) 70,483
100,001-200,000	72,000	97,064	86,822	(5) 94,577	(5) 97,575

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	31,500	42,849	37,175	(2) 37,175	(2) 38,725
\$2,000,001-\$4,000,000	32,760	32,760	32,760	(1) 32,760	(1) 32,760
\$4,000,001-\$8,000,000	30,771	40,000	38,090	(5) 37,972	(5) 37,972
\$8,000,001-\$16,000,000	39,655	46,172	45,050	(10) 44,759	(10) 45,009
\$16,000,001-\$32,000,000	36,610	42,432	40,966	(4) 41,620	(4) 45,355
\$32,000,001-\$64,000,000	47,736	53,419	52,417	(6) 58,516	(6) 64,939
\$64,000,001-\$128,000,000	72,000	113,000	97,064	(5) 99,813	(5) 102,213

Executive Editor or Editor

Top newsroom executive.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(9) 1.0
15,001-25,000	(13) 1.0
25,001-40,000	(9) 1.0
40,001-60,000	(8) 1.0
60,001-100,000	(8) 1.0
100,001-200,000	(6) 1.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	36,000	42,000	40,000	(4) 46,000	(4) 49,125
6,001-10,000	45,000	55,000	55,000	(3) 56,491	(3) 58,357
10,001-15,000	63,000	81,600	70,000	(9) 76,311	(9) 79,872
15,001-25,000	66,000	101,069	85,000	(13) 83,611	(13) 87,464
25,001-40,000	78,000	135,314	114,566	(9) 114,682	(9) 123,781
40,001-60,000	115,000	140,000	122,500	(8) 134,625	(8) 146,404
60,001-100,000	120,000	149,000	130,000	(8) 142,522	(8) 155,805
100,001-200,000	193,659	222,500	216,629	(6) 218,998	(6) 237,793

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	38,000	45,000	45,000	(3) 60,867	(3) 68,000
\$2,000,001-\$4,000,000	36,000	69,472	68,000	(5) 59,094	(5) 63,734
\$4,000,001-\$8,000,000	63,000	81,600	70,000	(7) 75,213	(7) 78,005
\$8,000,001-\$16,000,000	66,000	87,500	79,520	(14) 80,190	(14) 82,768
\$16,000,001-\$32,000,000	78,000	135,314	114,783	(10) 114,714	(10) 122,903
\$32,000,001-\$64,000,000	120,000	170,000	135,000	(12) 146,348	(12) 159,308
\$64,000,001-\$128,000,000	130,000	222,500	210,758	(7) 198,275	(7) 211,581

Managing Editor

Manages day-to-day newspaper production.

Circulation	Avg. # Employees Holding Position
6,000 or less	(8) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(3) 1.7
40,001-60,000	(5) 1.0
60,001-100,000	(6) 1.0
100,001-200,000	(6) 1.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	28,080	40,000	36,100	(8) 38,570	(8) 40,883
6,001-10,000	43,500	52,800	51,000	(5) 52,470	(5) 54,550
10,001-15,000	50,300	60,000	56,000	(7) 55,256	(7) 55,453
15,001-25,000	60,000	69,398	65,000	(7) 67,485	(7) 70,343
25,001-40,000	60,500	72,892	72,892	(3) 69,193	(3) 69,193
40,001-60,000	66,000	100,186	90,000	(5) 85,237	(5) 86,337
60,001-100,000	85,000	100,000	98,481	(6) 96,349	(6) 99,098
100,001-200,000	110,000	125,000	118,126	(6) 136,265	(6) 143,046

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	33,280	40,000	37,200	(5) 37,796	(5) 39,136
\$2,000,001-\$4,000,000	28,000	42,000	35,040	(4) 37,270	(4) 40,820
\$4,000,001-\$8,000,000	45,050	64,623	52,800	(9) 54,960	(9) 56,002
\$8,000,001-\$16,000,000	60,000	69,398	62,660	(8) 66,550	(8) 69,050
\$16,000,001-\$32,000,000	60,500	74,187	72,892	(5) 74,753	(5) 75,853
\$32,000,001-\$64,000,000	76,974	102,000	96,961	(7) 93,299	(7) 95,655
\$64,000,001-\$128,000,000	100,000	125,000	110,000	(7) 127,334	(7) 132,477

Assistant Managing Editor

Second in command to the managing editor.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(1) 1.0
60,001-100,000	(2) 2.5
100,001-200,000	(2) 1.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	40,760	50,000	45,380	(2) 45,380	(2) 45,380
6,001-10,000	36,000	50,596	43,298	(2) 43,298	(2) 43,598
10,001-15,000	36,000	37,500	37,500	(3) 38,167	(3) 38,250
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	85,000	85,000	85,000	(1) 85,000	(1) 85,000
60,001-100,000	83,467	84,929	84,198	(2) 84,198	(2) 84,586
100,001-200,000	116,261	121,852	119,057	(2) 119,057	(2) 121,438

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	40,760	50,596	45,678	(2) 45,678	(2) 45,978
\$4,000,001-\$8,000,000	36,000	37,500	36,750	(4) 37,625	(4) 37,688
\$8,000,001-\$16,000,000				(0)	(0)
\$16,000,001-\$32,000,000				(0)	(0)
\$32,000,001-\$64,000,000	84,929	85,000	84,965	(2) 84,965	(2) 84,965
\$64,000,001-\$128,000,000	116,261	116,261	116,261	(1) 116,261	(1) 116,261

Editorial Page Editor

Supervises the content, editing and make-up of editorial and op/ed pages. Makes or recommends hiring decisions and evaluates employee performance.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(9) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(7) 1.0
100,001-200,000	(6) 1.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	37,080	52,000	48,500	(9) 49,619	(9) 49,640
25,001-40,000	48,530	83,911	56,406	(5) 67,938	(5) 68,058
40,001-60,000	56,000	85,000	72,000	(5) 76,169	(5) 80,452
60,001-100,000	76,072	115,360	111,417	(7) 102,499	(7) 103,216
100,001-200,000	99,000	105,000	102,507	(6) 102,059	(6) 104,609

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	48,500	48,500	48,500	(1) 48,500	(1) 48,500
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	37,080	52,000	49,654	(8) 49,759	(8) 49,782
\$16,000,001-\$32,000,000	54,233	83,911	61,000	(7) 69,384	(7) 69,941
\$32,000,001-\$64,000,000	63,440	106,847	86,701	(7) 87,395	(7) 90,221
\$64,000,001-\$128,000,000	79,662	113,680	105,000	(7) 101,131	(7) 103,316

City/Metro Editor

Supervises coverage of city/local news, makes or recommends hiring decisions, edits copy, assigns stories, determines play of news.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(11) 1.3
25,001-40,000	(7) 1.1
40,001-60,000	(5) 1.2
60,001-100,000	(8) 1.4
100,001-200,000	(5) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	28,080	33,500	33,500	(3) 33,860	(3) 34,865
6,001-10,000	31,324	35,367	33,346	(2) 33,346	(2) 33,346
10,001-15,000	41,080	50,000	47,550	(6) 47,540	(6) 47,540
15,001-25,000	40,800	51,000	45,000	(11) 46,061	(11) 46,110
25,001-40,000	43,617	57,512	48,941	(7) 52,640	(7) 52,725
40,001-60,000	44,950	75,000	70,720	(5) 68,601	(5) 69,003
60,001-100,000	59,621	73,531	62,285	(8) 69,492	(8) 69,542
100,001-200,000	59,585	98,765	74,777	(5) 85,572	(5) 87,930

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	28,080	31,324	29,702	(2) 29,702	(2) 29,702
\$2,000,001-\$4,000,000	33,500	40,000	37,684	(4) 37,487	(4) 38,241
\$4,000,001-\$8,000,000	39,000	53,907	50,000	(5) 48,985	(5) 48,985
\$8,000,001-\$16,000,000	40,800	51,000	45,000	(11) 45,992	(11) 46,040
\$16,000,001-\$32,000,000	43,617	62,000	53,227	(8) 54,414	(8) 54,714
\$32,000,001-\$64,000,000	59,621	75,000	70,720	(9) 68,488	(9) 68,512
\$64,000,001-\$128,000,000	59,585	74,777	67,389	(6) 74,557	(6) 74,557

Sports Editor

Responsible for editing, make-up of sports pages. Supervises employees. Makes or recommends hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(10) 1.0
15,001-25,000	(13) 1.0
25,001-40,000	(7) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(8) 1.0
100,001-200,000	(6) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	27,477	31,550	31,000	(7) 32,263	(7) 32,696
6,001-10,000	29,520	38,000	34,953	(4) 35,316	(4) 35,316
10,001-15,000	33,150	41,000	39,133	(10) 38,225	(10) 38,225
15,001-25,000	36,950	45,000	42,120	(13) 42,018	(13) 42,090
25,001-40,000	53,942	58,543	56,139	(7) 55,997	(7) 56,082
40,001-60,000	60,700	66,196	64,098	(6) 68,379	(6) 69,179
60,001-100,000	65,000	84,316	75,062	(8) 76,215	(8) 76,727
100,001-200,000	85,000	89,270	87,421	(6) 103,082	(6) 105,644

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	27,477	29,520	29,287	(6) 30,229	(6) 30,312
\$2,000,001-\$4,000,000	31,000	41,837	37,830	(5) 38,631	(5) 39,138
\$4,000,001-\$8,000,000	31,906	40,600	38,000	(9) 37,026	(9) 37,026
\$8,000,001-\$16,000,000	36,950	44,439	42,480	(14) 41,988	(14) 42,054
\$16,000,001-\$32,000,000	53,942	60,700	58,543	(9) 57,652	(9) 58,252
\$32,000,001-\$64,000,000	57,356	84,316	79,908	(9) 73,235	(9) 73,235
\$64,000,001-\$128,000,000	66,270	85,571	85,000	(7) 87,109	(7) 87,304

Responsible for editing, make-up of business pages. Supervises employees. Makes or recommends hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(5) 1.0
100,001-200,000	(4) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	34,883	45,561	40,222	(2) 40,222	(2) 40,222
15,001-25,000	24,232	32,000	28,116	(2) 28,116	(2) 28,116
25,001-40,000	49,664	49,664	49,664	(1) 49,664	(1) 50,264
40,001-60,000	44,397	82,100	63,249	(2) 63,249	(2) 63,249
60,001-100,000	46,794	74,500	67,014	(5) 66,089	(5) 66,148
100,001-200,000	79,063	110,613	105,195	(4) 100,768	(4) 102,898

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	24,232	34,883	33,442	(4) 34,169	(4) 34,169
\$16,000,001-\$32,000,000	44,397	49,664	47,031	(2) 47,031	(2) 47,331
\$32,000,001-\$64,000,000	46,794	67,014	66,076	(4) 65,262	(4) 65,262
\$64,000,001-\$128,000,000	74,500	99,776	89,420	(4) 90,988	(4) 90,988

Lifestyle Editor

Responsible for editing, make-up of lifestyle pages. Supervises employees. Makes or recommends hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(3) 1.3
60,001-100,000	(8) 1.1
100,001-200,000	(4) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	28,000	29,536	28,768	(2) 28,768	(2) 29,268
6,001-10,000	29,536	29,536	29,536	(1) 29,536	(1) 29,536
10,001-15,000	32,600	36,600	34,544	(7) 35,174	(7) 35,174
15,001-25,000	37,000	42,000	41,106	(7) 41,469	(7) 41,654
25,001-40,000	32,011	48,801	40,406	(2) 40,406	(2) 40,706
40,001-60,000	46,000	54,613	54,613	(3) 56,704	(3) 57,804
60,001-100,000	54,998	69,511	65,916	(8) 64,432	(8) 64,495
100,001-200,000	80,500	90,073	87,631	(4) 98,587	(4) 102,917

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	29,536	29,536	29,536	(3) 33,393	(3) 33,656
\$2,000,001-\$4,000,000	28,000	39,000	33,500	(2) 33,500	(2) 34,000
\$4,000,001-\$8,000,000	32,600	34,544	34,445	(6) 34,536	(6) 34,536
\$8,000,001-\$16,000,000	37,000	42,000	41,000	(6) 41,530	(6) 41,613
\$16,000,001-\$32,000,000	32,011	46,000	46,000	(3) 42,271	(3) 43,571
\$32,000,001-\$64,000,000	54,998	68,944	62,887	(7) 63,523	(7) 63,523
\$64,000,001-\$128,000,000	50,400	85,189	80,500	(5) 76,232	(5) 76,232

Assistant Editor

Assistant to the editor of a major news sub-department, such as sports, business, etc.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(3) 1.7
15,001-25,000	(5) 1.0
25,001-40,000	(2) 2.0
40,001-60,000	(0)
60,001-100,000	(7) 6.7
100,001-200,000	(4) 16.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	40,000	40,000	40,000	(1) 40,000	(1) 40,000
10,001-15,000	26,492	29,070	29,070	(3) 30,437	(3) 30,562
15,001-25,000	26,520	35,000	29,120	(5) 33,441	(5) 33,441
25,001-40,000	41,134	47,184	44,159	(2) 44,159	(2) 44,159
40,001-60,000				(0)	(0)
60,001-100,000	49,104	68,476	65,782	(7) 62,576	(7) 62,865
100,001-200,000	54,896	79,652	69,826	(4) 68,812	(4) 68,977

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	26,492	40,000	35,750	(5) 35,751	(5) 35,826
\$8,000,001-\$16,000,000	26,520	29,120	29,120	(4) 29,940	(4) 29,940
\$16,000,001-\$32,000,000	41,134	47,184	44,159	(2) 44,159	(2) 44,159
\$32,000,001-\$64,000,000	46,396	68,476	65,782	(5) 63,616	(5) 63,616
\$64,000,001-\$128,000,000	54,896	70,850	65,425	(4) 66,612	(4) 66,612

Copy Desk Chief

Supervision of copy editing.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(6) 1.0
15,001-25,000	(11) 1.0
25,001-40,000	(7) 1.1
40,001-60,000	(8) 1.0
60,001-100,000	(6) 1.0
100,001-200,000	(4) 2.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	36,400	42,000	41,368	(6) 41,971	(6) 42,971
15,001-25,000	36,000	46,000	43,763	(11) 42,308	(11) 43,262
25,001-40,000	34,000	50,000	37,440	(7) 42,950	(7) 43,036
40,001-60,000	52,000	79,968	69,549	(8) 69,115	(8) 69,978
60,001-100,000	56,803	60,937	60,917	(6) 65,111	(6) 65,202
100,001-200,000	66,192	74,201	71,767	(4) 73,476	(4) 73,476

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	43,763	43,763	43,763	(1) 43,763	(1) 43,763
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	30,250	42,443	42,000	(5) 40,646	(5) 41,846
\$8,000,001-\$16,000,000	36,000	46,000	40,800	(11) 42,747	(11) 43,702
\$16,000,001-\$32,000,000	34,000	51,788	43,720	(8) 44,082	(8) 44,157
\$32,000,001-\$64,000,000	56,028	79,968	62,649	(10) 67,469	(10) 68,159
\$64,000,001-\$128,000,000	68,000	84,178	74,201	(5) 76,742	(5) 76,742

Responsible for the overall design of the paper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(6) 1.0
100,001-200,000	(4) 2.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	31,800	37,440	34,620	(2) 34,620	(2) 35,520
6,001-10,000	29,536	29,536	29,536	(1) 29,536	(1) 29,536
10,001-15,000	32,000	32,000	32,000	(1) 32,000	(1) 32,000
15,001-25,000	41,912	48,978	45,489	(4) 46,973	(4) 47,298
25,001-40,000	68,357	68,357	68,357	(1) 68,357	(1) 68,357
40,001-60,000	52,000	56,064	54,032	(2) 54,032	(2) 55,682
60,001-100,000	58,000	70,013	68,370	(6) 65,334	(6) 65,539
100,001-200,000	62,725	85,000	76,040	(4) 76,366	(4) 76,366

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	29,536	31,800	31,800	(3) 34,416	(3) 35,283
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	32,000	32,000	32,000	(1) 32,000	(1) 32,000
\$8,000,001-\$16,000,000	42,000	48,978	48,978	(3) 48,659	(3) 48,826
\$16,000,001-\$32,000,000	52,000	68,357	60,179	(2) 60,179	(2) 61,829
\$32,000,001-\$64,000,000	52,023	70,013	66,727	(5) 63,043	(5) 63,043
\$64,000,001-\$128,000,000	58,000	85,000	73,863	(4) 74,096	(4) 74,096

Chief Photographer

Responsible for supervising performance of staff photographers. Makes or recommends hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(11) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(6) 1.2
100,001-200,000	(5) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	43,888	43,888	43,888	(1) 43,888	(1) 43,888
6,001-10,000	25,440	26,500	25,970	(2) 25,970	(2) 26,470
10,001-15,000	27,664	36,504	28,018	(5) 31,542	(5) 31,573
15,001-25,000	32,660	41,600	35,360	(11) 39,279	(11) 39,379
25,001-40,000	42,862	44,872	44,872	(3) 50,578	(3) 50,778
40,001-60,000	40,000	75,000	62,110	(5) 60,234	(5) 61,294
60,001-100,000	49,263	85,000	70,000	(6) 69,169	(6) 69,200
100,001-200,000	68,000	85,519	85,279	(5) 78,794	(5) 78,794

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	34,320	34,320	34,320	(1) 34,320	(1) 34,980
\$2,000,001-\$4,000,000	26,500	36,504	31,502	(2) 31,502	(2) 31,502
\$4,000,001-\$8,000,000	27,664	28,018	28,009	(6) 32,408	(6) 32,601
\$8,000,001-\$16,000,000	32,240	41,600	35,360	(9) 38,883	(9) 38,932
\$16,000,001-\$32,000,000	40,000	47,569	44,872	(5) 47,861	(5) 48,641
\$32,000,001-\$64,000,000	55,000	76,490	75,000	(7) 69,636	(7) 69,921
\$64,000,001-\$128,000,000	68,000	86,032	85,279	(5) 80,070	(5) 80,070

Production and Maintenance

Production Director/Manager

Overall responsibility for composing, camera and platemaking, stereo or lithography, mailroom and press. Manages budgets and makes hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(8) 1.0
15,001-25,000	(10) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(4) 1.2
100,001-200,000	(5) 1.4

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	36,000	44,944	44,944	(3) 43,648	(3) 49,821
6,001-10,000	46,114	62,972	54,543	(2) 54,543	(2) 56,368
10,001-15,000	55,000	72,000	65,662	(8) 65,147	(8) 71,990
15,001-25,000	74,277	89,250	76,268	(10) 81,514	(10) 87,319
25,001-40,000	55,000	65,000	65,000	(3) 78,896	(3) 84,152
40,001-60,000	70,000	75,000	74,925	(4) 77,462	(4) 86,871
60,001-100,000	70,000	95,000	85,219	(4) 91,235	(4) 107,251
100,001-200,000	81,600	152,000	94,880	(5) 118,326	(5) 123,642

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	46,114	75,010	60,562	(2) 60,562	(2) 65,312
\$2,000,001-\$4,000,000	36,000	50,000	47,472	(4) 48,479	(4) 54,022
\$4,000,001-\$8,000,000	55,000	70,699	65,662	(6) 62,835	(6) 71,960
\$8,000,001-\$16,000,000	74,277	89,000	77,500	(11) 80,391	(11) 84,804
\$16,000,001-\$32,000,000	55,000	74,849	70,000	(5) 76,307	(5) 83,337
\$32,000,001-\$64,000,000	75,000	75,438	75,438	(3) 80,146	(3) 86,231
\$64,000,001-\$128,000,000	81,600	124,500	104,780	(6) 115,209	(6) 119,334

Pressroom Manager/Press Supervisor

Supervisory responsibility for press and employees, including shift foreman. Operates press; may be a "working manager." Top pressroom position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.0
6,001-10,000	(3) 1.3
10,001-15,000	(8) 1.0
15,001-25,000	(11) 1.1
25,001-40,000	(6) 1.0
40,001-60,000	(5) 1.6
60,001-100,000	(8) 1.5
100,001-200,000	(4) 3.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	36,608	41,600	39,483	(6) 41,082	(6) 42,982
6,001-10,000	33,696	42,771	42,771	(3) 39,822	(3) 39,822
10,001-15,000	40,685	49,920	46,094	(8) 46,893	(8) 47,048
15,001-25,000	50,000	57,000	51,822	(11) 54,633	(11) 57,088
25,001-40,000	54,080	55,917	55,391	(6) 57,520	(6) 58,754
40,001-60,000	51,068	70,668	53,617	(5) 62,347	(5) 64,476
60,001-100,000	60,276	74,000	71,600	(8) 69,416	(8) 73,736
100,001-200,000	80,288	84,980	82,885	(4) 92,505	(4) 93,161

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	33,696	45,000	41,600	(5) 42,932	(5) 45,992
\$2,000,001-\$4,000,000	36,000	36,608	36,608	(3) 37,764	(3) 37,764
\$4,000,001-\$8,000,000	42,000	45,926	43,000	(7) 46,292	(7) 46,470
\$8,000,001-\$16,000,000	47,860	54,998	50,798	(12) 53,346	(12) 55,271
\$16,000,001-\$32,000,000	51,068	55,917	54,473	(8) 56,134	(8) 57,700
\$32,000,001-\$64,000,000	54,071	79,974	72,334	(8) 70,765	(8) 74,109
\$64,000,001-\$128,000,000	60,276	84,980	80,789	(5) 84,641	(5) 85,166

Mailroom Manager

Supervises full-time and/or part-time employees, bundle preparation, inserting and other post-press activities.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(8) 1.2
15,001-25,000	(13) 1.2
25,001-40,000	(5) 1.2
40,001-60,000	(4) 1.0
60,001-100,000	(7) 1.0
100,001-200,000	(3) 2.7

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	24,712	25,000	24,980	(6) 25,459	(6) 26,890
6,001-10,000	20,280	23,670	23,670	(3) 24,317	(3) 24,317
10,001-15,000	27,500	39,895	35,150	(8) 34,281	(8) 34,531
15,001-25,000	35,739	48,502	45,205	(13) 44,151	(13) 45,719
25,001-40,000	29,795	55,000	55,000	(5) 48,858	(5) 50,235
40,001-60,000	50,000	80,900	66,970	(4) 67,348	(4) 71,410
60,001-100,000	54,060	79,500	78,358	(7) 69,220	(7) 74,149
100,001-200,000	63,822	65,741	65,741	(3) 71,113	(3) 71,113

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	23,670	26,500	25,000	(5) 28,479	(5) 30,699
\$2,000,001-\$4,000,000	20,280	24,712	23,068	(4) 24,404	(4) 24,425
\$4,000,001-\$8,000,000	27,500	32,300	30,650	(6) 31,193	(6) 31,526
\$8,000,001-\$16,000,000	37,640	47,658	45,100	(14) 44,042	(14) 45,312
\$16,000,001-\$32,000,000	46,166	55,000	53,040	(7) 49,618	(7) 51,937
\$32,000,001-\$64,000,000	59,000	80,900	79,629	(6) 73,438	(6) 75,209
\$64,000,001-\$128,000,000	51,000	79,764	72,753	(4) 70,070	(4) 70,070

Production and Maintenance

Building/General Maintenance Supervisor

Responsible for building maintenance, repair and cleaning.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(7) 1.1
100,001-200,000	(5) 1.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	52,000	52,000	52,000	(1) 52,000	(1) 52,000
6,001-10,000	23,000	34,291	34,291	(3) 35,764	(3) 36,264
10,001-15,000	23,000	24,870	24,870	(3) 28,623	(3) 28,623
15,001-25,000	32,085	46,240	41,600	(9) 44,339	(9) 45,206
25,001-40,000	50,132	66,872	52,312	(5) 60,301	(5) 61,237
40,001-60,000	43,930	50,773	47,352	(2) 47,352	(2) 47,352
60,001-100,000	58,915	75,072	71,363	(7) 70,196	(7) 70,975
100,001-200,000	60,532	88,810	69,700	(5) 82,275	(5) 82,575

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	41,600	50,000	45,800	(2) 45,800	(2) 47,950
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	23,000	34,291	24,870	(5) 28,632	(5) 28,632
\$8,000,001-\$16,000,000	32,085	46,240	41,506	(8) 44,682	(8) 45,307
\$16,000,001-\$32,000,000	50,132	52,312	51,779	(6) 57,573	(6) 58,353
\$32,000,001-\$64,000,000	58,915	71,363	69,872	(6) 68,161	(6) 68,994
\$64,000,001-\$128,000,000	61,541	88,810	78,182	(5) 85,805	(5) 86,105

General accounting work. Professional degreed position. Typically has two to three years experience.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(5) 1.8
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(2) 1.5
100,001-200,000	(5) 2.4

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 41,000	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(2) 30,910	(2) 39,000	(5) 40,250	(0)
25,001-40,000	(0)	(0)	(2) 43,716	(1) 600
40,001-60,000	(0)	(0)	(2) 42,000	(0)
60,001-100,000	(1) 35,000	(1) 43,500	(2) 41,125	(0)
100,001-200,000	(3) 43,823	(3) 50,481	(4) 45,728	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 41,000	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 50,720	(0)
\$8,000,001-\$16,000,000	(2) 30,910	(2) 39,000	(4) 37,632	(0)
\$16,000,001-\$32,000,000	(0)	(0)	(3) 42,144	(1) 600
\$32,000,001-\$64,000,000	(0)	(0)	(1) 45,000	(0)
\$64,000,001-\$128,000,000	(3) 40,071	(3) 43,981	(5) 42,270	(0)

Accounting Clerk, Entry-Level

Responsible for accounts payables, receivables, payroll and data input. This is an entry-level position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(4) 1.2
10,001-15,000	(6) 2.5
15,001-25,000	(9) 2.1
25,001-40,000	(2) 2.5
40,001-60,000	(4) 2.2
60,001-100,000	(5) 3.6
100,001-200,000	(1) 11.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(3) 24,800	(0)
6,001-10,000	(1) 24,380	(1) 24,380	(4) 24,500	(0)
10,001-15,000	(3) 20,966	(3) 27,609	(5) 23,702	(2) 12,627
15,001-25,000	(6) 25,569	(6) 29,016	(9) 26,454	(0)
25,001-40,000	(2) 22,360	(2) 25,740	(2) 24,094	(1) 360
40,001-60,000	(3) 28,853	(3) 31,399	(4) 28,976	(0)
60,001-100,000	(3) 24,766	(3) 31,001	(5) 28,714	(1) 238
100,001-200,000	(1) 29,199	(1) 41,082	(1) 35,374	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(4) 25,380	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(2) 23,250	(0)
\$4,000,001-\$8,000,000	(3) 21,189	(3) 26,223	(6) 23,451	(2) 12,627
\$8,000,001-\$16,000,000	(7) 25,304	(7) 28,947	(9) 26,697	(0)
\$16,000,001-\$32,000,000	(3) 21,493	(3) 24,440	(4) 23,487	(1) 360
\$32,000,001-\$64,000,000	(4) 29,294	(4) 33,540	(5) 32,274	(0)
\$64,000,001-\$128,000,000	(0)	(0)	(1) 24,960	(0)

Accounting Clerk, Senior

Responsible for accounts payables, receivables, payroll and data input. Has substantial experience and increased abilities.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.2
6,001-10,000	(4) 2.2
10,001-15,000	(8) 1.9
15,001-25,000	(10) 1.9
25,001-40,000	(2) 4.0
40,001-60,000	(3) 2.3
60,001-100,000	(6) 3.3
100,001-200,000	(4) 4.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 35,360	(1) 37,440	(4) 28,535	(2) 1,318
6,001-10,000	(2) 19,931	(3) 26,757	(2) 23,016	(1) 200
10,001-15,000	(3) 22,822	(3) 30,381	(8) 30,027	(1) 650
15,001-25,000	(4) 27,929	(4) 35,308	(10) 35,446	(1) 2,100
25,001-40,000	(2) 33,084	(2) 53,304	(2) 41,081	(0)
40,001-60,000	(3) 36,522	(3) 40,072	(3) 38,481	(1) 1,167
60,001-100,000	(4) 32,089	(4) 43,208	(6) 37,658	(1) 335
100,001-200,000	(4) 42,278	(4) 51,044	(4) 46,699	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 24,451	(2) 30,066	(2) 26,535	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(5) 26,697	(2) 1,318
\$4,000,001-\$8,000,000	(3) 21,196	(4) 27,020	(6) 30,661	(2) 425
\$8,000,001-\$16,000,000	(4) 26,889	(4) 36,109	(10) 34,793	(1) 2,100
\$16,000,001-\$32,000,000	(3) 30,029	(3) 44,202	(3) 35,707	(0)
\$32,000,001-\$64,000,000	(4) 38,067	(4) 47,274	(6) 41,635	(1) 1,167
\$64,000,001-\$128,000,000	(4) 40,494	(4) 48,113	(4) 44,121	(0)

Administrative Department

Executive Assistant to Publisher/GM

Works directly with and provides administrative support to Publisher or General Manager, applying independent judgment and initiative.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(5) 1.0
100,001-200,000	(5) 1.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 24,336	(0)
15,001-25,000	(0)	(0)	(7) 32,394	(1) 1,910
25,001-40,000	(0)	(0)	(1) 45,932	(0)
40,001-60,000	(0)	(0)	(4) 45,419	(0)
60,001-100,000	(0)	(0)	(5) 53,326	(1) 25,696
100,001-200,000	(1) 65,000	(1) 75,000	(5) 65,380	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(1) 39,564	(1) 1,910
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(2) 27,436	(0)
\$8,000,001-\$16,000,000	(0)	(0)	(5) 31,332	(0)
\$16,000,001-\$32,000,000	(0)	(0)	(2) 42,487	(0)
\$32,000,001-\$64,000,000	(0)	(0)	(6) 52,186	(1) 25,696
\$64,000,001-\$128,000,000	(0)	(0)	(6) 58,841	(0)

Advertising Department

Retail Salesperson/Outside

Services existing accounts and develops new business in local area. Salaried position, but may be on part or full commission.

Circulation	Avg. # Employees Holding Position
6,000 or less	(12) 2.4
6,001-10,000	(7) 4.1
10,001-15,000	(12) 4.4
15,001-25,000	(14) 5.1
25,001-40,000	(6) 9.0
40,001-60,000	(6) 10.2
60,001-100,000	(8) 14.5
100,001-200,000	(6) 18.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(7) 24,330	(7) 28,034	(8) 24,181	(12) 22,297	(9) 47%
6,001-10,000	(7) 19,226	(7) 25,684	(7) 21,252	(6) 14,108	(4) 43%
10,001-15,000	(8) 20,833	(8) 31,210	(9) 24,961	(11) 24,919	(11) 57%
15,001-25,000	(11) 22,237	(11) 36,859	(12) 27,668	(12) 23,074	(6) 64%
25,001-40,000	(4) 23,300	(4) 40,031	(6) 30,058	(6) 19,721	(3) 45%
40,001-60,000	(5) 28,755	(5) 45,273	(6) 35,619	(6) 29,097	(1) 53%
60,001-100,000	(8) 28,629	(8) 60,149	(8) 37,740	(8) 38,684	(4) 55%
100,001-200,000	(5) 36,120	(5) 56,101	(6) 42,438	(6) 27,159	(2) 30%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(5) 17,235	(5) 20,020	(7) 18,269	(9) 21,653	(7) 45%
\$2,000,001-\$4,000,000	(7) 22,657	(7) 27,003	(6) 24,415	(8) 18,513	(5) 51%
\$4,000,001-\$8,000,000	(10) 20,299	(10) 32,461	(10) 24,459	(10) 22,438	(10) 50%
\$8,000,001-\$16,000,000	(10) 23,473	(10) 37,842	(12) 28,520	(13) 25,177	(7) 71%
\$16,000,001-\$32,000,000	(6) 23,667	(6) 40,188	(8) 29,567	(8) 21,997	(3) 45%
\$32,000,001-\$64,000,000	(8) 29,306	(8) 49,886	(9) 36,999	(9) 37,578	(4) 59%
\$64,000,001-\$128,000,000	(6) 36,403	(6) 66,459	(7) 43,926	(7) 28,332	(2) 32%

Classified Salesperson

Services existing accounts and sells new advertisements for classified advertising section.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.0
6,001-10,000	(4) 1.5
10,001-15,000	(8) 1.6
15,001-25,000	(10) 2.0
25,001-40,000	(3) 3.0
40,001-60,000	(2) 5.0
60,001-100,000	(7) 5.9
100,001-200,000	(4) 11.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(6) 23,285	(6) 9,804	(2) 25%
6,001-10,000	(1) 19,448	(1) 23,005	(4) 19,817	(4) 12,902	(3) 46%
10,001-15,000	(2) 19,042	(2) 23,426	(6) 24,029	(7) 21,308	(5) 52%
15,001-25,000	(3) 22,280	(3) 25,383	(9) 24,545	(9) 22,636	(5) 64%
25,001-40,000	(2) 19,240	(2) 26,603	(3) 24,092	(3) 24,459	(2) 53%
40,001-60,000	(2) 31,000	(2) 34,420	(2) 32,710	(2) 28,282	(1) 35%
60,001-100,000	(5) 30,018	(5) 40,059	(5) 35,095	(7) 42,358	(4) 72%
100,001-200,000	(4) 37,375	(4) 62,759	(4) 47,773	(4) 27,613	(2) 38%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(0)	(0)	(5) 19,660	(5) 12,988	(2) 48%
\$2,000,001-\$4,000,000	(1) 19,448	(1) 23,005	(4) 23,244	(4) 11,947	(2) 44%
\$4,000,001-\$8,000,000	(2) 19,042	(2) 23,426	(5) 24,185	(6) 19,382	(5) 53%
\$8,000,001-\$16,000,000	(3) 22,280	(3) 25,383	(10) 24,065	(10) 23,309	(5) 63%
\$16,000,001-\$32,000,000	(2) 19,240	(2) 26,603	(3) 24,092	(3) 24,459	(2) 53%
\$32,000,001-\$64,000,000	(6) 32,537	(6) 39,453	(6) 36,441	(7) 33,334	(4) 56%
\$64,000,001-\$128,000,000	(3) 38,167	(3) 55,950	(3) 47,623	(4) 39,756	(2) 64%

Classified Telephone Salesperson

Handles placement of new classified ads that are received over the telephone.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.2
6,001-10,000	(3) 1.7
10,001-15,000	(9) 2.8
15,001-25,000	(9) 2.8
25,001-40,000	(2) 5.5
40,001-60,000	(4) 2.5
60,001-100,000	(6) 6.5
100,001-200,000	(5) 8.6

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(1) 18,000	(1) 20,000	(5) 19,556	(6) 10,523	(4) 36%
6,001-10,000	(2) 17,580	(2) 19,340	(3) 17,985	(3) 6,432	(1) 8%
10,001-15,000	(8) 19,581	(8) 23,054	(9) 20,410	(9) 12,723	(7) 40%
15,001-25,000	(9) 18,642	(9) 20,945	(8) 19,665	(9) 19,287	(3) 41%
25,001-40,000	(2) 17,557	(2) 18,626	(2) 17,900	(2) 26,139	(2) 55%
40,001-60,000	(2) 25,108	(2) 26,056	(4) 23,924	(4) 10,214	(1) 60%
60,001-100,000	(5) 26,523	(5) 39,417	(6) 31,881	(5) 17,335	(1) 49%
100,001-200,000	(5) 26,179	(5) 43,736	(5) 34,429	(5) 19,056	(2) 40%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(2) 17,940	(2) 18,481	(5) 18,884	(5) 3,706	(3) 9%
\$2,000,001-\$4,000,000	(2) 20,700	(2) 23,000	(4) 20,480	(5) 13,587	(3) 50%
\$4,000,001-\$8,000,000	(7) 18,822	(7) 21,612	(8) 19,435	(8) 13,782	(6) 41%
\$8,000,001-\$16,000,000	(9) 18,728	(9) 21,930	(8) 20,115	(9) 19,311	(3) 43%
\$16,000,001-\$32,000,000	(3) 18,638	(3) 19,351	(4) 18,533	(4) 18,724	(2) 55%
\$32,000,001-\$64,000,000	(3) 25,854	(3) 38,379	(5) 29,880	(4) 12,213	(1) 60%
\$64,000,001-\$128,000,000	(6) 29,273	(6) 43,367	(6) 35,492	(6) 19,327	(2) 46%

Online Sales Representative

Responsible for selling advertising on the website and/or mobile.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(4) 1.2
15,001-25,000	(5) 1.6
25,001-40,000	(1) 1.0
40,001-60,000	(4) 2.0
60,001-100,000	(7) 2.6
100,001-200,000	(4) 10.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(1) 30,000	(1) 12,000	(0)
6,001-10,000	(0)	(0)	(0)	(0)	(0)
10,001-15,000	(1) 25,000	(1) 25,750	(4) 29,694	(3) 12,772	(2) 23%
15,001-25,000	(1) 30,000	(1) 30,000	(5) 31,001	(2) 13,050	(0)
25,001-40,000	(0)	(0)	(1) 25,000	(1) 4,525	(1) 15%
40,001-60,000	(3) 35,667	(3) 37,667	(4) 36,750	(4) 28,789	(1) 38%
60,001-100,000	(6) 28,651	(6) 42,330	(7) 36,722	(7) 22,432	(3) 38%
100,001-200,000	(4) 45,275	(4) 63,738	(4) 53,504	(4) 42,476	(2) 59%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 30,000	(1) 12,000	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(4) 32,100	(2) 16,658	(2) 23%
\$8,000,001-\$16,000,000	(2) 27,500	(2) 27,875	(5) 29,076	(3) 10,367	(0)
\$16,000,001-\$32,000,000	(1) 24,000	(1) 30,000	(3) 29,667	(3) 16,406	(1) 15%
\$32,000,001-\$64,000,000	(6) 34,000	(6) 38,100	(6) 36,607	(6) 27,421	(3) 37%
\$64,000,001-\$128,000,000	(4) 43,001	(4) 62,695	(5) 50,023	(5) 31,268	(2) 56%

Sales Assistant

Assists sales staff with customer service, ordering and billing of all ad products, including: print, preprints, online & niche. Assists with customer inquiries, proposal creation & rate quotes. Helps artists and reps ensure correct ad publication.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(6) 1.8
15,001-25,000	(8) 2.1
25,001-40,000	(2) 3.0
40,001-60,000	(4) 4.0
60,001-100,000	(8) 7.8
100,001-200,000	(4) 14.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(6) 24,321	(3) 7,467	(0)
6,001-10,000	(0)	(0)	(2) 21,690	(1) 5,700	(1) 25%
10,001-15,000	(3) 23,457	(3) 28,428	(6) 23,815	(3) 2,345	(2) 14%
15,001-25,000	(5) 23,712	(5) 28,594	(8) 24,636	(3) 2,773	(1) 4%
25,001-40,000	(2) 25,230	(2) 28,506	(2) 26,738	(1) 1,507	(0)
40,001-60,000	(4) 27,531	(4) 33,323	(4) 30,866	(3) 12,598	(0)
60,001-100,000	(7) 25,322	(7) 38,853	(8) 30,387	(3) 5,142	(1) 6%
100,001-200,000	(4) 32,601	(4) 48,173	(4) 37,018	(2) 9,415	(2) 23%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(0)	(0)	(6) 23,342	(3) 4,892	(1) 25%
\$2,000,001-\$4,000,000	(0)	(0)	(4) 24,585	(2) 7,200	(0)
\$4,000,001-\$8,000,000	(2) 24,266	(2) 29,840	(5) 23,933	(2) 3,268	(2) 14%
\$8,000,001-\$16,000,000	(6) 23,400	(6) 28,096	(7) 24,461	(3) 2,614	(1) 4%
\$16,000,001-\$32,000,000	(4) 24,003	(4) 28,881	(4) 26,940	(3) 3,850	(0)
\$32,000,001-\$64,000,000	(6) 28,194	(6) 40,394	(7) 32,990	(2) 14,712	(1) 6%
\$64,000,001-\$128,000,000	(5) 29,911	(5) 36,030	(5) 32,791	(2) 7,465	(1) 27%

Artist/Layout Specialist

Creates production and speculative layouts, and proofs ads. Produces camera-ready art, hand-lettering, line, wash and color illustrations. This category includes Macintosh operators and creative services.

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.7
6,001-10,000	(2) 2.5
10,001-15,000	(11) 3.1
15,001-25,000	(13) 3.7
25,001-40,000	(3) 3.7
40,001-60,000	(3) 6.7
60,001-100,000	(8) 9.9
100,001-200,000	(5) 14.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(5) 25,256	(5) 26,109	(7) 26,316	(5) 685	(1) 1%
6,001-10,000	(1) 18,720	(1) 23,982	(2) 21,107	(0)	(0)
10,001-15,000	(7) 23,739	(7) 33,187	(11) 26,018	(2) 8,247	(2) 35%
15,001-25,000	(9) 24,642	(9) 31,729	(13) 29,560	(3) 3,183	(2) 7%
25,001-40,000	(3) 29,494	(3) 34,593	(3) 31,756	(1) 2,450	(1) 9%
40,001-60,000	(3) 30,750	(3) 39,438	(3) 34,524	(2) 1,813	(0)
60,001-100,000	(8) 32,687	(8) 48,189	(8) 40,598	(2) 1,012	(1) 1%
100,001-200,000	(7) 31,185	(7) 60,647	(7) 44,419	(1) 4,500	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(5) 21,928	(5) 24,894	(7) 22,362	(3) 509	(1) 1%
\$2,000,001-\$4,000,000	(2) 25,480	(2) 29,588	(3) 30,023	(2) 950	(0)
\$4,000,001-\$8,000,000	(5) 23,597	(5) 31,149	(9) 25,414	(2) 8,247	(2) 35%
\$8,000,001-\$16,000,000	(9) 24,335	(9) 33,071	(13) 29,709	(3) 3,183	(2) 7%
\$16,000,001-\$32,000,000	(4) 27,841	(4) 32,705	(4) 30,016	(2) 2,775	(1) 9%
\$32,000,001-\$64,000,000	(7) 33,462	(7) 50,844	(7) 39,708	(2) 272	(1) 1%
\$64,000,001-\$128,000,000	(8) 31,771	(8) 52,877	(8) 42,956	(1) 4,500	(0)

Gathers material and writes columns for editorial page.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(3) 1.3
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(7) 1.7
100,001-200,000	(4) 3.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 25,938	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(1) 17,388	(1) 40,706	(3) 37,149	(0)
25,001-40,000	(0)	(0)	(1) 52,000	(0)
40,001-60,000	(0)	(0)	(2) 48,184	(0)
60,001-100,000	(5) 56,617	(5) 70,181	(7) 65,462	(1) 234
100,001-200,000	(4) 72,653	(4) 105,456	(4) 87,951	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(2) 37,219	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(1) 17,388	(1) 40,706	(2) 31,474	(0)
\$16,000,001-\$32,000,000	(0)	(0)	(2) 45,999	(0)
\$32,000,001-\$64,000,000	(3) 55,250	(3) 67,995	(5) 64,323	(0)
\$64,000,001-\$128,000,000	(5) 64,987	(5) 89,845	(5) 76,903	(0)

Writes signed column. Includes all types of columnists: general assignment, beats, sports, business, lifestyle, etc.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(3) 1.3
25,001-40,000	(7) 1.7
40,001-60,000	(5) 1.8
60,001-100,000	(8) 2.6
100,001-200,000	(6) 3.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 13,500	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(1) 50,000	(1) 65,000	(3) 45,600	(0)
25,001-40,000	(3) 52,516	(3) 56,971	(7) 51,518	(0)
40,001-60,000	(3) 46,411	(3) 64,977	(5) 62,584	(1) 40
60,001-100,000	(7) 60,065	(7) 70,603	(8) 67,033	(1) 9,280
100,001-200,000	(7) 64,852	(7) 118,525	(7) 86,644	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 13,500	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(1) 50,000	(1) 65,000	(3) 45,600	(0)
\$16,000,001-\$32,000,000	(3) 52,516	(3) 56,971	(7) 51,518	(0)
\$32,000,001-\$64,000,000	(7) 56,314	(7) 68,418	(10) 65,909	(1) 40
\$64,000,001-\$128,000,000	(8) 67,058	(8) 98,867	(8) 81,200	(0)

Copy Editor, Entry-Level

Edits and fits local and wire news. Performs layouts and writes headlines. Generally has little or no experience.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(4) 9.0
15,001-25,000	(6) 3.5
25,001-40,000	(3) 2.3
40,001-60,000	(1) 3.0
60,001-100,000	(3) 6.3
100,001-200,000	(4) 9.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 33,720	(0)
6,001-10,000	(0)	(0)	(1) 27,500	(0)
10,001-15,000	(2) 22,805	(1) 34,507	(3) 25,850	(1) 225
15,001-25,000	(6) 25,335	(6) 29,247	(5) 26,988	(0)
25,001-40,000	(2) 29,234	(2) 31,158	(3) 28,544	(1) 360
40,001-60,000	(1) 26,998	(1) 28,600	(1) 28,066	(0)
60,001-100,000	(3) 28,267	(3) 35,258	(3) 32,387	(1) 856
100,001-200,000	(4) 32,178	(4) 47,385	(4) 38,126	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(3) 27,556	(0)
\$4,000,001-\$8,000,000	(1) 24,950	(0)	(1) 23,400	(1) 225
\$8,000,001-\$16,000,000	(7) 24,667	(7) 29,999	(6) 27,320	(0)
\$16,000,001-\$32,000,000	(3) 28,489	(3) 30,305	(4) 28,425	(1) 360
\$32,000,001-\$64,000,000	(1) 29,120	(1) 37,669	(1) 33,464	(0)
\$64,000,001-\$128,000,000	(4) 31,538	(4) 45,060	(4) 37,799	(0)

Copy Editor, Experienced

Edits and fits local and wire news. Performs layouts and writes headlines. Typically has one to four years experience.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.3
6,001-10,000	(4) 1.8
10,001-15,000	(7) 3.6
15,001-25,000	(11) 3.6
25,001-40,000	(4) 4.0
40,001-60,000	(5) 5.8
60,001-100,000	(8) 10.0
100,001-200,000	(4) 11.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 30,264	(1) 33,280	(3) 30,254	(1) 200
6,001-10,000	(1) 26,000	(1) 32,000	(4) 28,248	(0)
10,001-15,000	(6) 27,266	(6) 30,998	(7) 28,860	(1) 41
15,001-25,000	(8) 27,516	(8) 36,583	(11) 32,855	(0)
25,001-40,000	(4) 33,187	(4) 40,295	(4) 36,179	(1) 360
40,001-60,000	(4) 38,414	(4) 51,130	(5) 42,508	(0)
60,001-100,000	(8) 37,848	(8) 59,375	(8) 47,026	(1) 465
100,001-200,000	(4) 45,733	(4) 68,527	(4) 57,420	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(1) 28,600	(1) 43,763	(4) 30,904	(1) 200
\$2,000,001-\$4,000,000	(1) 30,264	(1) 33,280	(2) 32,456	(0)
\$4,000,001-\$8,000,000	(6) 27,604	(6) 32,458	(8) 28,813	(1) 41
\$8,000,001-\$16,000,000	(8) 26,937	(8) 34,018	(11) 31,650	(0)
\$16,000,001-\$32,000,000	(5) 32,373	(5) 39,137	(6) 35,198	(1) 360
\$32,000,001-\$64,000,000	(8) 39,206	(8) 56,984	(8) 47,168	(0)
\$64,000,001-\$128,000,000	(5) 42,785	(5) 65,014	(5) 52,824	(0)

Reporter, Entry-Level

Reporter assigned to less complicated stories. Generally has little or no experience; handles routine office assignments under supervision.

Circulation	Avg. # Employees Holding Position
6,000 or less	(11) 1.6
6,001-10,000	(6) 2.0
10,001-15,000	(9) 2.8
15,001-25,000	(11) 2.8
25,001-40,000	(6) 3.7
40,001-60,000	(8) 4.8
60,001-100,000	(6) 6.0
100,001-200,000	(5) 9.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(6) 23,280	(5) 25,296	(10) 23,175	(0)
6,001-10,000	(4) 25,215	(4) 25,969	(6) 25,966	(0)
10,001-15,000	(5) 27,377	(4) 31,237	(8) 27,639	(1) 25
15,001-25,000	(7) 24,920	(7) 27,367	(10) 28,503	(0)
25,001-40,000	(5) 26,077	(5) 35,474	(6) 31,296	(1) 360
40,001-60,000	(5) 29,452	(5) 42,379	(8) 37,353	(0)
60,001-100,000	(6) 26,293	(6) 31,847	(6) 28,660	(0)
100,001-200,000	(5) 31,850	(5) 47,383	(5) 37,911	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(5) 23,920	(5) 25,043	(7) 23,801	(0)
\$2,000,001-\$4,000,000	(3) 22,987	(2) 26,580	(5) 22,967	(0)
\$4,000,001-\$8,000,000	(6) 26,560	(5) 29,218	(10) 26,775	(1) 25
\$8,000,001-\$16,000,000	(8) 25,493	(8) 27,800	(11) 28,671	(0)
\$16,000,001-\$32,000,000	(7) 25,467	(7) 33,807	(8) 30,258	(1) 360
\$32,000,001-\$64,000,000	(7) 28,954	(7) 39,306	(10) 35,697	(0)
\$64,000,001-\$128,000,000	(5) 32,319	(5) 42,428	(5) 36,535	(0)

Reporter, Experienced

Typically has one to four years experience. Handles beat assignments, including the development of story ideas.

Circulation	Avg. # Employees Holding Position
6,000 or less	(10) 1.8
6,001-10,000	(6) 2.3
10,001-15,000	(10) 2.9
15,001-25,000	(16) 4.4
25,001-40,000	(9) 2.8
40,001-60,000	(9) 7.8
60,001-100,000	(8) 13.0
100,001-200,000	(6) 10.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(4) 28,465	(4) 30,943	(10) 27,745	(3) 1,380
6,001-10,000	(5) 28,716	(5) 32,545	(6) 29,907	(0)
10,001-15,000	(8) 27,533	(8) 32,843	(10) 29,722	(1) 25
15,001-25,000	(12) 25,447	(12) 36,472	(16) 31,461	(1) 205
25,001-40,000	(6) 31,708	(6) 43,923	(9) 37,298	(1) 360
40,001-60,000	(9) 35,218	(9) 52,299	(9) 41,544	(1) 538
60,001-100,000	(8) 33,904	(8) 52,490	(8) 42,196	(1) 1,073
100,001-200,000	(6) 41,206	(6) 65,721	(6) 51,541	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(4) 26,052	(4) 27,239	(7) 26,585	(1) 100
\$2,000,001-\$4,000,000	(2) 29,110	(2) 32,160	(6) 28,088	(1) 1,160
\$4,000,001-\$8,000,000	(10) 27,879	(10) 34,031	(11) 30,011	(1) 25
\$8,000,001-\$16,000,000	(12) 25,455	(12) 36,063	(17) 31,416	(1) 205
\$16,000,001-\$32,000,000	(8) 30,151	(8) 42,263	(11) 35,798	(2) 449
\$32,000,001-\$64,000,000	(12) 36,679	(12) 52,828	(12) 43,154	(0)
\$64,000,001-\$128,000,000	(7) 37,462	(7) 62,902	(7) 49,447	(0)

Reporter, Senior

Has substantial experience (usually five or more years). Capable of handling all types of stories, including investigative articles and in-depth series that may have regional or national significance. May handle special assignments.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.2
6,001-10,000	(2) 2.5
10,001-15,000	(6) 1.5
15,001-25,000	(11) 2.3
25,001-40,000	(8) 6.1
40,001-60,000	(8) 8.2
60,001-100,000	(7) 6.9
100,001-200,000	(6) 8.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 25,480	(1) 26,208	(6) 30,584	(1) 1,200
6,001-10,000	(1) 28,000	(1) 35,000	(2) 32,004	(0)
10,001-15,000	(2) 29,296	(2) 30,660	(6) 28,689	(1) 25
15,001-25,000	(8) 35,513	(8) 43,171	(11) 38,027	(1) 5,000
25,001-40,000	(8) 37,206	(8) 51,441	(8) 43,363	(1) 566
40,001-60,000	(8) 46,843	(8) 64,518	(8) 54,793	(0)
60,001-100,000	(5) 44,649	(5) 67,444	(7) 58,662	(1) 517
100,001-200,000	(6) 58,777	(6) 79,775	(6) 67,767	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(1) 28,600	(1) 39,520	(4) 34,626	(1) 1,200
\$2,000,001-\$4,000,000	(2) 28,340	(2) 29,900	(5) 28,800	(0)
\$4,000,001-\$8,000,000	(2) 35,635	(2) 40,081	(5) 31,893	(1) 25
\$8,000,001-\$16,000,000	(7) 34,232	(7) 41,202	(11) 35,998	(1) 5,000
\$16,000,001-\$32,000,000	(10) 37,447	(10) 51,865	(10) 43,511	(1) 566
\$32,000,001-\$64,000,000	(9) 47,037	(9) 70,439	(11) 59,696	(0)
\$64,000,001-\$128,000,000	(6) 55,049	(6) 74,995	(6) 63,474	(0)

Sports Reporter, Experienced

Gathers and writes local sports stories. Typically has one to four years experience.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(5) 1.2
10,001-15,000	(7) 2.0
15,001-25,000	(12) 2.1
25,001-40,000	(3) 2.0
40,001-60,000	(4) 1.2
60,001-100,000	(5) 3.2
100,001-200,000	(2) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 36,000	(1) 40,000	(4) 30,639	(1) 2,880
6,001-10,000	(1) 23,774	(1) 24,960	(5) 26,949	(0)
10,001-15,000	(5) 26,834	(5) 28,502	(7) 26,891	(1) 280
15,001-25,000	(7) 27,779	(7) 32,857	(12) 29,217	(1) 340
25,001-40,000	(3) 28,288	(3) 31,616	(3) 29,952	(1) 520
40,001-60,000	(1) 51,213	(1) 52,626	(4) 44,100	(0)
60,001-100,000	(4) 38,483	(4) 46,410	(5) 42,538	(1) 175
100,001-200,000	(1) 44,990	(1) 50,463	(2) 47,573	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 27,383	(2) 29,224	(4) 28,415	(0)
\$2,000,001-\$4,000,000	(1) 36,000	(1) 40,000	(4) 26,969	(0)
\$4,000,001-\$8,000,000	(5) 26,834	(5) 28,502	(9) 26,933	(1) 280
\$8,000,001-\$16,000,000	(6) 27,243	(6) 32,752	(10) 29,021	(1) 340
\$16,000,001-\$32,000,000	(3) 28,288	(3) 31,616	(4) 29,964	(1) 520
\$32,000,001-\$64,000,000	(4) 43,486	(4) 51,065	(6) 47,307	(0)
\$64,000,001-\$128,000,000	(1) 44,990	(1) 50,463	(2) 45,140	(0)

Sports Reporter, Senior

Gathers and writes local sports stories. Has substantial experience (usually five or more years).

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(4) 1.2
15,001-25,000	(7) 1.6
25,001-40,000	(4) 2.0
40,001-60,000	(5) 3.4
60,001-100,000	(6) 2.8
100,001-200,000	(3) 4.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 30,050	(0)
6,001-10,000	(0)	(0)	(1) 36,989	(0)
10,001-15,000	(1) 24,149	(1) 24,262	(4) 30,794	(1) 310
15,001-25,000	(2) 28,507	(2) 34,008	(7) 36,413	(0)
25,001-40,000	(2) 35,505	(2) 45,894	(4) 38,700	(1) 600
40,001-60,000	(4) 38,856	(4) 50,580	(5) 50,164	(1) 276
60,001-100,000	(5) 48,588	(5) 61,566	(6) 54,761	(1) 231
100,001-200,000	(3) 59,358	(3) 81,981	(3) 68,929	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(2) 34,250	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(3) 31,363	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(2) 36,485	(1) 310
\$8,000,001-\$16,000,000	(3) 27,054	(3) 30,759	(7) 34,228	(0)
\$16,000,001-\$32,000,000	(4) 33,254	(4) 46,539	(6) 38,546	(2) 438
\$32,000,001-\$64,000,000	(5) 46,234	(5) 58,847	(7) 55,726	(0)
\$64,000,001-\$128,000,000	(4) 57,019	(4) 75,622	(4) 64,879	(0)

Takes still or video photographs.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.2
6,001-10,000	(4) 1.5
10,001-15,000	(10) 1.4
15,001-25,000	(15) 1.9
25,001-40,000	(8) 2.4
40,001-60,000	(9) 4.3
60,001-100,000	(8) 4.5
100,001-200,000	(7) 8.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 32,000	(1) 36,000	(4) 32,690	(0)
6,001-10,000	(2) 26,980	(2) 29,052	(4) 29,403	(0)
10,001-15,000	(4) 25,982	(4) 27,947	(10) 27,353	(1) 120
15,001-25,000	(11) 27,102	(11) 34,039	(15) 30,225	(0)
25,001-40,000	(6) 34,473	(6) 44,517	(8) 37,941	(1) 600
40,001-60,000	(9) 39,962	(9) 54,754	(9) 45,661	(1) 250
60,001-100,000	(8) 38,217	(8) 56,515	(8) 47,096	(1) 381
100,001-200,000	(7) 44,705	(7) 77,971	(7) 60,552	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 22,282	(2) 26,832	(4) 27,147	(0)
\$2,000,001-\$4,000,000	(1) 32,000	(1) 36,000	(4) 33,285	(0)
\$4,000,001-\$8,000,000	(5) 25,974	(5) 30,064	(11) 27,556	(1) 120
\$8,000,001-\$16,000,000	(10) 28,157	(10) 34,033	(14) 30,745	(0)
\$16,000,001-\$32,000,000	(8) 33,728	(8) 44,630	(10) 37,437	(2) 425
\$32,000,001-\$64,000,000	(12) 40,462	(12) 57,458	(12) 47,854	(0)
\$64,000,001-\$128,000,000	(8) 45,867	(8) 70,586	(8) 58,497	(0)

**Production /
Maintenance /
Other**

Press Operator, Entry-Level

Operates and maintains web press. Generally has little or no experience. May be involved in paper handling and/or platemaking. "Journeyman" level.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(5)	1.6
6,001-10,000	(3)	1.7
10,001-15,000	(5)	2.2
15,001-25,000	(10)	3.0
25,001-40,000	(3)	4.3
40,001-60,000	(3)	4.3
60,001-100,000	(6)	4.0
100,001-200,000	(2)	4.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage		Avg. Highest Hourly Wage		Avg. Hourly Wage		Avg. Annual Bonuses/Comm.	
6,000 or less	(3)	9.6167	(3)	11.0167	(5)	11.3900	(2)	63
6,001-10,000	(1)	8.5000	(1)	8.5000	(3)	9.5000	(0)	
10,001-15,000	(4)	11.5625	(4)	13.0375	(5)	11.8420	(0)	
15,001-25,000	(10)	10.1550	(10)	12.2600	(10)	11.2625	(0)	
25,001-40,000	(3)	9.8600	(3)	12.3967	(3)	11.1367	(2)	352
40,001-60,000	(2)	15.2000	(2)	16.9416	(3)	13.9722	(1)	500
60,001-100,000	(4)	10.2500	(4)	14.5775	(6)	12.7750	(1)	277
100,001-200,000	(2)	18.2150	(2)	21.1150	(2)	19.6600	(0)	

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage		Avg. Highest Hourly Wage		Avg. Hourly Wage		Avg. Annual Bonuses/Comm.	
\$2,000,000 or less	(4)	9.3375	(4)	10.3875	(5)	10.0900	(1)	50
\$2,000,001-\$4,000,000	(1)	8.0000	(1)	9.0000	(3)	10.1667	(1)	75
\$4,000,001-\$8,000,000	(3)	11.1667	(3)	12.3333	(4)	11.0625	(0)	
\$8,000,001-\$16,000,000	(10)	10.6300	(10)	12.8750	(10)	11.8085	(0)	
\$16,000,001-\$32,000,000	(4)	9.3950	(4)	11.6350	(5)	10.3720	(3)	401
\$32,000,001-\$64,000,000	(3)	14.1333	(3)	17.0111	(5)	14.9093	(0)	
\$64,000,001-\$128,000,000	(3)	16.1433	(3)	20.6133	(3)	18.1567	(0)	

**Production /
Maintenance /
Other**

Press Operator, Experienced

Operates and maintains web press. Typically has one to four years of experience. May be involved in paper handling and/or platemaking. "Journeyman" level.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.4
6,001-10,000	(5) 2.8
10,001-15,000	(8) 3.4
15,001-25,000	(11) 6.5
25,001-40,000	(4) 8.5
40,001-60,000	(4) 7.0
60,001-100,000	(7) 10.6
100,001-200,000	(3) 18.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(2) 11.7850	(2) 13.3600	(5) 16.6050	(2) 1,075
6,001-10,000	(4) 13.2825	(4) 18.1025	(4) 14.1550	(1) 304
10,001-15,000	(7) 14.2200	(7) 18.2100	(8) 15.5140	(0)
15,001-25,000	(11) 13.8427	(11) 19.4531	(11) 16.5263	(1) 876
25,001-40,000	(4) 13.8000	(4) 20.3950	(4) 17.2475	(2) 721
40,001-60,000	(4) 17.5348	(4) 23.2212	(4) 19.8142	(2) 2,236
60,001-100,000	(7) 17.0743	(7) 24.4829	(7) 20.9743	(1) 5,637
100,001-200,000	(3) 19.0600	(3) 27.3167	(3) 23.1483	(1) 2,457

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 9.8150	(2) 16.6300	(5) 15.3140	(1) 2,000
\$2,000,001-\$4,000,000	(3) 12.5900	(3) 17.2400	(4) 13.8488	(2) 227
\$4,000,001-\$8,000,000	(7) 14.4343	(7) 17.6671	(6) 15.1570	(0)
\$8,000,001-\$16,000,000	(12) 14.1725	(12) 19.3278	(12) 16.7199	(1) 876
\$16,000,001-\$32,000,000	(6) 12.5333	(6) 19.4400	(6) 15.6983	(3) 1,481
\$32,000,001-\$64,000,000	(7) 19.3570	(7) 25.9635	(7) 22.7610	(1) 1,471
\$64,000,001-\$128,000,000	(4) 19.5450	(4) 27.4575	(4) 23.3588	(1) 2,457

**Production /
Maintenance /
Other**

Machine Operator

Sets up and troubleshoots equipment.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(0)	
10,001-15,000	(3)	4.0
15,001-25,000	(7)	3.0
25,001-40,000	(3)	3.3
40,001-60,000	(2)	5.5
60,001-100,000	(7)	6.1
100,001-200,000	(1)	4.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(3) 9.1667	(3) 13.7100	(3) 10.6800	(0)
15,001-25,000	(6) 9.8750	(6) 12.6800	(7) 11.1076	(0)
25,001-40,000	(3) 13.1733	(3) 15.7067	(3) 14.6433	(1) 698
40,001-60,000	(2) 12.2713	(2) 16.7848	(2) 14.4181	(1) 1,200
60,001-100,000	(7) 14.0671	(7) 18.6343	(7) 16.1757	(1) 1,766
100,001-200,000	(1) 21.9000	(1) 23.7500	(1) 22.8250	(0)

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(2) 9.0000	(2) 12.2750	(2) 10.3400	(0)
\$8,000,001-\$16,000,000	(7) 9.8214	(7) 13.2371	(8) 11.1392	(0)
\$16,000,001-\$32,000,000	(4) 12.0050	(4) 15.6050	(4) 13.9025	(2) 949
\$32,000,001-\$64,000,000	(6) 14.9455	(6) 18.7016	(6) 16.7194	(0)
\$64,000,001-\$128,000,000	(2) 16.2000	(2) 18.1250	(2) 17.2025	(0)

**Production /
Maintenance /
Other**

Inserter

Loads inserts onto machine.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(6)	7.3
6,001-10,000	(4)	8.0
10,001-15,000	(8)	13.0
15,001-25,000	(12)	18.8
25,001-40,000	(4)	39.5
40,001-60,000	(3)	35.3
60,001-100,000	(8)	52.9
100,001-200,000	(3)	47.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage		Avg. Highest Hourly Wage		Avg. Hourly Wage		Avg. Annual Bonuses/Comm.	
6,000 or less	(6)	7.9583	(6)	9.3583	(6)	8.4217	(2)	54
6,001-10,000	(4)	7.3125	(4)	9.2500	(4)	7.7725	(2)	4,826
10,001-15,000	(8)	7.6575	(8)	10.3475	(8)	8.2562	(0)	
15,001-25,000	(12)	7.7192	(12)	10.8933	(12)	8.5592	(0)	
25,001-40,000	(4)	7.7500	(4)	10.7400	(4)	8.4925	(1)	272
40,001-60,000	(3)	7.7611	(3)	12.0251	(3)	9.5445	(1)	350
60,001-100,000	(8)	9.0412	(8)	14.5463	(8)	10.5150	(1)	404
100,001-200,000	(3)	10.3100	(3)	17.3733	(2)	14.9125	(0)	

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage		Avg. Highest Hourly Wage		Avg. Hourly Wage		Avg. Annual Bonuses/Comm.	
\$2,000,000 or less	(6)	7.5000	(6)	9.0850	(6)	7.9583	(2)	1,313
\$2,000,001-\$4,000,000	(4)	7.6250	(4)	8.5225	(4)	7.8500	(2)	3,568
\$4,000,001-\$8,000,000	(6)	7.4667	(6)	10.4317	(6)	8.0950	(0)	
\$8,000,001-\$16,000,000	(13)	7.7377	(13)	11.1123	(13)	8.6277	(0)	
\$16,000,001-\$32,000,000	(6)	7.6250	(6)	10.6800	(6)	8.4767	(2)	311
\$32,000,001-\$64,000,000	(6)	9.3939	(6)	13.8342	(6)	10.9522	(0)	
\$64,000,001-\$128,000,000	(5)	9.5860	(5)	15.8000	(4)	12.7762	(0)	

**Production /
Maintenance /
Other**

Machinist

Performs routine preventive maintenance, including cleaning, lubricating and checking for wear, and making necessary adjustments to equipment. Troubleshoots equipment problems and makes repairs with minimum down time.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(0)	
10,001-15,000	(2)	1.0
15,001-25,000	(0)	
25,001-40,000	(1)	2.0
40,001-60,000	(1)	2.0
60,001-100,000	(4)	5.0
100,001-200,000	(2)	4.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(2) 13.0000	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(1) 16.9600	(1) 20.5000	(1) 18.7300	(0)
40,001-60,000	(1) 30.4687	(1) 32.0687	(1) 31.2687	(0)
60,001-100,000	(4) 14.4075	(4) 24.1050	(4) 19.6525	(1) 1,811
100,001-200,000	(2) 22.0250	(2) 25.8750	(2) 23.9500	(1) 1,400

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 10.5000	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(0)	(0)	(1) 15.5000	(0)
\$16,000,001-\$32,000,000	(1) 16.9600	(1) 20.5000	(1) 18.7300	(0)
\$32,000,001-\$64,000,000	(4) 19.7747	(4) 25.4547	(4) 22.7522	(0)
\$64,000,001-\$128,000,000	(2) 22.0250	(2) 25.8750	(2) 23.9500	(1) 1,400

Production / Maintenance / Other

Maintenance Technician

Responsible for troubleshooting and repair of all production and building-related electrical or mechanical systems.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(8) 1.5
25,001-40,000	(2) 2.5
40,001-60,000	(3) 2.7
60,001-100,000	(6) 4.0
100,001-200,000	(2) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(3) 12.5833	(3) 18.7967	(8) 15.7775	(0)
25,001-40,000	(1) 16.3200	(1) 22.0000	(2) 19.7500	(1) 1,073
40,001-60,000	(2) 16.8228	(2) 23.0868	(3) 22.1681	(0)
60,001-100,000	(6) 20.5100	(6) 26.5650	(6) 23.7383	(1) 4,555
100,001-200,000	(1) 24.0000	(1) 28.0000	(2) 27.5000	(1) 1,520

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(1) 12.0000	(1) 17.7500	(1) 14.8700	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(2) 12.8750	(2) 19.3200	(7) 15.9071	(0)
\$16,000,001-\$32,000,000	(2) 15.2850	(2) 19.0700	(4) 20.3225	(1) 1,073
\$32,000,001-\$64,000,000	(5) 20.5711	(5) 28.1027	(5) 24.6449	(0)
\$64,000,001-\$128,000,000	(2) 22.0100	(2) 28.1200	(3) 26.3267	(1) 1,520