

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