

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(2) 2.0
15,001-25,000	(4) 1.0
25,001-40,000	(8) 1.5
40,001-60,000	(2) 1.5
60,001-100,000	(2) 2.5
100,001-230,000	(6) 2.2

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)	(1) 23,742	(0)
10,001-15,000	(1) 26,998	(1) 29,494	(2) 32,741	(0)
15,001-25,000	(0)	(0)	(4) 49,089	(1) 500
25,001-40,000	(2) 36,180	(2) 51,800	(8) 47,067	(3) 1,070
40,001-60,000	(1) 45,000	(1) 47,250	(2) 46,837	(1) 2,000
60,001-100,000	(2) 50,650	(2) 89,132	(2) 65,971	(0)
100,001-230,000	(5) 43,700	(5) 56,940	(6) 49,273	(2) 652

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) 23,742	(0)
\$4,000,001-\$8,000,000	(1) 35,360	(1) 41,600	(1) 37,440	(0)
\$8,000,001-\$16,000,000	(1) 26,998	(1) 29,494	(6) 45,384	(1) 500
\$16,000,001-\$32,000,000	(1) 37,000	(1) 62,000	(7) 46,947	(3) 1,070
\$32,000,001-\$64,000,000	(2) 41,500	(2) 52,625	(3) 47,225	(1) 2,000
\$64,000,001-\$128,000,000	(5) 43,100	(5) 54,040	(6) 47,814	(2) 652

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	(5)	1.0
6,001-10,000	(9)	1.8
10,001-15,000	(9)	2.3
15,001-25,000	(6)	1.8
25,001-40,000	(7)	2.3
40,001-60,000	(5)	2.4
60,001-100,000	(5)	4.0
100,001-230,000	(3)	2.3

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	(0)		(0)		(5)	24,035	(0)	
6,001-10,000	(6)	22,207	(6)	27,384	(9)	23,199	(1)	150
10,001-15,000	(7)	21,153	(7)	27,255	(9)	23,254	(4)	1,236
15,001-25,000	(4)	24,472	(4)	27,778	(6)	26,220	(0)	
25,001-40,000	(5)	25,567	(5)	29,761	(7)	27,744	(3)	359
40,001-60,000	(3)	28,156	(3)	35,471	(5)	29,659	(3)	1,404
60,001-100,000	(3)	27,330	(3)	34,072	(5)	32,415	(2)	2,482
100,001-230,000	(2)	37,412	(2)	46,870	(3)	38,972	(2)	697

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)	15,925	(1)	22,880	(5)	24,061	(0)	
\$2,000,001-\$4,000,000	(1)	29,120	(1)	37,440	(4)	23,464	(0)	
\$4,000,001-\$8,000,000	(8)	22,313	(8)	26,679	(12)	23,871	(4)	1,124
\$8,000,001-\$16,000,000	(7)	23,064	(7)	27,998	(9)	25,643	(1)	600
\$16,000,001-\$32,000,000	(5)	24,407	(5)	29,053	(8)	26,537	(4)	1,059
\$32,000,001-\$64,000,000	(5)	27,294	(5)	33,890	(6)	31,423	(3)	1,710
\$64,000,001-\$128,000,000	(3)	34,938	(3)	44,305	(5)	36,969	(3)	760

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	(7) 1.3
10,001-15,000	(5) 1.0
15,001-25,000	(8) 2.5
25,001-40,000	(8) 1.6
40,001-60,000	(7) 2.7
60,001-100,000	(6) 4.0
100,001-230,000	(4) 1.8

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	(1) 25,360	(1) 26,112	(4) 26,149	(3) 1,284
6,001-10,000	(1) 23,400	(1) 31,033	(7) 25,853	(0)
10,001-15,000	(0)	(0)	(5) 31,780	(1) 9,185
15,001-25,000	(4) 29,041	(4) 35,739	(8) 37,945	(2) 1,425
25,001-40,000	(4) 30,165	(4) 35,035	(8) 32,914	(2) 333
40,001-60,000	(5) 33,598	(5) 39,105	(7) 35,951	(3) 718
60,001-100,000	(5) 35,574	(5) 43,240	(6) 40,825	(1) 496
100,001-230,000	(2) 53,163	(2) 61,844	(4) 54,182	(1) 300

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) 27,040	(1) 34,860	(2) 28,375	(1) 750
\$2,000,001-\$4,000,000	(2) 24,380	(2) 28,573	(10) 26,497	(3) 1,284
\$4,000,001-\$8,000,000	(0)	(0)	(4) 28,314	(1) 9,185
\$8,000,001-\$16,000,000	(2) 28,558	(2) 33,706	(8) 38,368	(1) 2,100
\$16,000,001-\$32,000,000	(7) 31,097	(7) 35,255	(10) 33,492	(3) 351
\$32,000,001-\$64,000,000	(7) 35,660	(7) 43,966	(10) 39,682	(3) 755
\$64,000,001-\$128,000,000	(2) 53,163	(2) 61,844	(4) 54,182	(1) 300

**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	(1) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(4) 1.2
60,001-100,000	(5) 1.2
100,001-230,000	(7) 1.3

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	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 34,362	(0)
10,001-15,000	(0)	(0)	(4) 35,019	(3) 2,590
15,001-25,000	(0)	(0)	(3) 40,589	(1) 1,615
25,001-40,000	(0)	(0)	(5) 49,170	(1) 500
40,001-60,000	(1) 25,000	(1) 38,805	(4) 41,226	(2) 550
60,001-100,000	(1) 54,122	(1) 55,120	(5) 61,302	(1) 2,209
100,001-230,000	(2) 55,435	(2) 69,916	(7) 62,761	(3) 2,055

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) 40,612	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(4) 33,109	(2) 3,575
\$8,000,001-\$16,000,000	(0)	(0)	(2) 35,477	(1) 620
\$16,000,001-\$32,000,000	(1) 25,000	(1) 38,805	(7) 47,136	(2) 1,058
\$32,000,001-\$64,000,000	(0)	(0)	(6) 52,132	(2) 550
\$64,000,001-\$128,000,000	(3) 54,997	(3) 64,984	(8) 60,262	(4) 2,094

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) 2.8
6,001-10,000	(16) 3.4
10,001-15,000	(14) 5.3
15,001-25,000	(9) 5.1
25,001-40,000	(8) 7.6
40,001-60,000	(3) 12.7
60,001-100,000	(8) 19.5
100,001-230,000	(5) 20.2

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	(8) 22,076	(8) 25,086	(10) 23,496	(12) 17,598	(9) 56%
6,001-10,000	(15) 19,696	(15) 25,427	(15) 21,721	(16) 23,710	(9) 47%
10,001-15,000	(11) 18,728	(11) 25,800	(12) 21,333	(14) 27,467	(11) 61%
15,001-25,000	(8) 23,455	(8) 37,681	(8) 28,478	(9) 29,972	(3) 70%
25,001-40,000	(7) 28,029	(7) 38,357	(7) 31,395	(8) 24,094	(5) 59%
40,001-60,000	(3) 27,306	(3) 50,494	(3) 34,394	(3) 27,913	(2) 55%
60,001-100,000	(8) 23,315	(8) 65,503	(8) 40,565	(8) 30,947	(6) 48%
100,001-230,000	(5) 35,200	(5) 55,060	(5) 40,184	(5) 25,369	(2) 52%

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	(8) 19,286	(8) 22,403	(10) 21,115	(10) 13,049	(6) 46%
\$2,000,001-\$4,000,000	(12) 22,054	(12) 25,679	(12) 23,759	(15) 25,407	(10) 58%
\$4,000,001-\$8,000,000	(11) 19,028	(11) 27,927	(12) 21,983	(14) 26,768	(11) 58%
\$8,000,001-\$16,000,000	(12) 22,372	(12) 33,268	(12) 26,289	(13) 27,602	(7) 57%
\$16,000,001-\$32,000,000	(7) 26,645	(7) 42,307	(7) 31,864	(8) 28,394	(4) 67%
\$32,000,001-\$64,000,000	(8) 26,338	(8) 50,002	(8) 33,676	(8) 30,859	(5) 58%
\$64,000,001-\$128,000,000	(6) 29,570	(6) 72,781	(6) 46,717	(6) 26,374	(3) 45%

Classified Salesperson

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.2
6,001-10,000	(10) 1.6
10,001-15,000	(10) 1.7
15,001-25,000	(6) 1.3
25,001-40,000	(4) 1.8
40,001-60,000	(2) 2.5
60,001-100,000	(8) 5.5
100,001-230,000	(2) 4.5

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	(1) 20,356	(1) 21,084	(4) 21,108	(4) 8,233	(1) 20%
6,001-10,000	(4) 19,138	(4) 22,409	(10) 21,257	(10) 10,951	(6) 31%
10,001-15,000	(4) 19,640	(4) 23,619	(9) 24,527	(10) 19,856	(7) 48%
15,001-25,000	(2) 19,323	(2) 21,289	(6) 22,902	(5) 23,146	(2) 40%
25,001-40,000	(2) 32,900	(2) 55,600	(4) 33,757	(4) 25,524	(1) 58%
40,001-60,000	(2) 29,300	(2) 32,000	(2) 30,534	(2) 19,900	(2) 40%
60,001-100,000	(7) 31,246	(7) 41,565	(8) 35,610	(8) 25,640	(6) 42%
100,001-230,000	(2) 35,250	(2) 41,850	(2) 38,250	(2) 28,464	(1) 48%

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	(1) 17,000	(1) 17,000	(3) 25,427	(3) 6,895	(1) 25%
\$2,000,001-\$4,000,000	(2) 20,193	(2) 22,045	(9) 19,708	(9) 11,534	(5) 32%
\$4,000,001-\$8,000,000	(5) 19,872	(5) 24,053	(9) 21,498	(10) 15,839	(6) 45%
\$8,000,001-\$16,000,000	(3) 19,122	(3) 22,139	(9) 25,888	(8) 23,231	(4) 42%
\$16,000,001-\$32,000,000	(3) 31,933	(3) 48,400	(4) 35,517	(4) 28,774	(2) 54%
\$32,000,001-\$64,000,000	(7) 28,431	(7) 36,821	(7) 32,464	(7) 32,699	(5) 52%
\$64,000,001-\$128,000,000	(2) 39,402	(2) 48,456	(3) 39,086	(3) 9,964	(2) 21%

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) 1.0
6,001-10,000	(4) 1.2
10,001-15,000	(9) 2.0
15,001-25,000	(7) 3.1
25,001-40,000	(5) 4.0
40,001-60,000	(3) 6.7
60,001-100,000	(8) 4.8
100,001-230,000	(4) 5.2

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)	(5) 20,101	(6) 10,351	(5) 35%
6,001-10,000	(1) 16,640	(1) 16,640	(4) 17,708	(4) 7,092	(2) 22%
10,001-15,000	(6) 19,291	(6) 22,559	(9) 19,657	(8) 11,136	(7) 31%
15,001-25,000	(7) 20,435	(7) 24,360	(7) 22,292	(7) 16,711	(1) 54%
25,001-40,000	(5) 20,750	(5) 21,690	(5) 20,923	(5) 21,851	(3) 54%
40,001-60,000	(3) 19,727	(3) 27,683	(3) 23,543	(3) 13,761	(2) 45%
60,001-100,000	(8) 24,325	(8) 38,448	(8) 31,405	(6) 14,352	(4) 49%
100,001-230,000	(4) 28,366	(4) 48,268	(4) 38,259	(3) 18,056	(2) 44%

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) 17,867	(2) 19,136	(6) 19,498	(6) 4,655	(4) 17%
\$2,000,001-\$4,000,000	(1) 23,400	(1) 26,500	(6) 19,673	(6) 12,479	(4) 42%
\$4,000,001-\$8,000,000	(5) 18,735	(5) 21,908	(6) 19,319	(6) 13,149	(4) 34%
\$8,000,001-\$16,000,000	(7) 20,625	(7) 23,462	(8) 21,409	(8) 16,082	(4) 44%
\$16,000,001-\$32,000,000	(5) 19,811	(5) 24,334	(5) 21,512	(5) 22,329	(3) 50%
\$32,000,001-\$64,000,000	(8) 22,586	(8) 33,026	(8) 27,314	(7) 14,895	(4) 49%
\$64,000,001-\$128,000,000	(5) 30,220	(5) 49,048	(5) 40,363	(3) 15,462	(2) 50%

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) 1.0
15,001-25,000	(4) 1.8
25,001-40,000	(4) 2.8
40,001-60,000	(2) 3.5
60,001-100,000	(6) 5.5
100,001-230,000	(2) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(1) 19,760	(1) 4,500	(1) 25%
6,001-10,000	(0)	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(4) 31,550	(3) 18,254	(2) 44%
15,001-25,000	(2) 30,000	(2) 33,000	(4) 28,180	(4) 16,015	(1) 41%
25,001-40,000	(2) 28,500	(2) 35,000	(4) 30,167	(3) 17,211	(1) 19%
40,001-60,000	(2) 31,000	(2) 37,500	(2) 33,042	(2) 24,965	(1) 60%
60,001-100,000	(5) 42,386	(5) 53,154	(6) 43,665	(6) 30,803	(4) 43%
100,001-230,000	(2) 44,500	(2) 46,500	(2) 45,500	(2) 47,291	(1) 67%

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)	(2) 19,240	(2) 8,317	(1) 25%
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 30,000	(1) 20,263	(1) 41%
\$8,000,001-\$16,000,000	(2) 30,000	(2) 33,000	(6) 31,700	(5) 17,285	(2) 43%
\$16,000,001-\$32,000,000	(2) 28,500	(2) 35,000	(4) 30,167	(3) 17,211	(1) 19%
\$32,000,001-\$64,000,000	(4) 30,500	(4) 37,352	(5) 32,077	(5) 28,983	(2) 45%
\$64,000,001-\$128,000,000	(4) 49,233	(4) 57,341	(4) 52,998	(4) 40,426	(3) 58%

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	(5) 1.2
6,001-10,000	(9) 1.1
10,001-15,000	(10) 1.2
15,001-25,000	(7) 2.3
25,001-40,000	(4) 2.5
40,001-60,000	(3) 6.0
60,001-100,000	(8) 7.2
100,001-230,000	(6) 7.7

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) 27,000	(1) 27,000	(5) 20,542	(2) 3,053	(1) 20%
6,001-10,000	(1) 24,960	(1) 27,144	(9) 22,745	(4) 3,023	(2) 18%
10,001-15,000	(1) 27,040	(1) 41,110	(10) 26,777	(6) 4,585	(4) 13%
15,001-25,000	(4) 26,359	(4) 31,531	(7) 27,941	(3) 4,852	(0)
25,001-40,000	(3) 23,934	(3) 27,671	(4) 26,735	(2) 2,524	(0)
40,001-60,000	(2) 24,960	(2) 31,096	(3) 27,358	(1) 7,415	(0)
60,001-100,000	(8) 27,504	(8) 43,554	(8) 32,713	(6) 7,246	(3) 46%
100,001-230,000	(5) 33,343	(5) 43,231	(6) 41,961	(3) 560	(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	(1) 27,000	(1) 27,000	(6) 21,453	(2) 4,125	(1) 30%
\$2,000,001-\$4,000,000	(0)	(0)	(8) 22,001	(4) 2,486	(2) 13%
\$4,000,001-\$8,000,000	(1) 24,960	(1) 27,144	(7) 26,316	(2) 8,844	(2) 19%
\$8,000,001-\$16,000,000	(4) 26,050	(4) 34,309	(10) 28,271	(6) 3,215	(2) 6%
\$16,000,001-\$32,000,000	(4) 25,019	(4) 28,253	(5) 26,943	(3) 3,379	(0)
\$32,000,001-\$64,000,000	(8) 26,568	(8) 40,204	(8) 30,839	(5) 6,739	(2) 54%
\$64,000,001-\$128,000,000	(6) 33,824	(6) 43,358	(7) 40,882	(4) 782	(0)

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	(5) 1.6
6,001-10,000	(9) 1.4
10,001-15,000	(11) 3.6
15,001-25,000	(7) 9.1
25,001-40,000	(3) 6.0
40,001-60,000	(5) 4.8
60,001-100,000	(8) 9.4
100,001-230,000	(5) 4.6

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	(3) 22,544	(3) 24,565	(5) 23,184	(1) 1,572	(0)
6,001-10,000	(2) 22,361	(2) 27,891	(9) 24,790	(2) 5,100	(1) 22%
10,001-15,000	(10) 24,203	(10) 32,004	(11) 26,406	(4) 5,123	(4) 19%
15,001-25,000	(7) 25,472	(7) 33,062	(7) 28,419	(0)	(0)
25,001-40,000	(3) 25,307	(3) 34,220	(3) 29,957	(2) 2,736	(1) 8%
40,001-60,000	(3) 28,969	(3) 45,843	(5) 40,762	(2) 890	(1) 6%
60,001-100,000	(8) 35,359	(8) 52,743	(8) 42,376	(2) 2,879	(0)
100,001-230,000	(4) 49,757	(4) 60,946	(5) 52,441	(1) 3,340	(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	(3) 18,727	(3) 24,114	(5) 21,416	(0)	(0)
\$2,000,001-\$4,000,000	(4) 25,358	(4) 29,973	(8) 26,697	(2) 2,286	(0)
\$4,000,001-\$8,000,000	(6) 24,270	(6) 31,172	(10) 24,971	(4) 5,935	(4) 22%
\$8,000,001-\$16,000,000	(8) 25,432	(8) 32,596	(8) 28,329	(1) 3,950	(1) 11%
\$16,000,001-\$32,000,000	(5) 24,479	(5) 36,425	(6) 33,652	(3) 1,849	(1) 8%
\$32,000,001-\$64,000,000	(8) 32,624	(8) 51,041	(9) 39,876	(2) 2,029	(1) 6%
\$64,000,001-\$128,000,000	(5) 50,168	(5) 61,887	(6) 54,091	(2) 3,373	(0)

Gathers material and writes columns for editorial page.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.5
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(3) 1.3
60,001-100,000	(6) 1.8
100,001-230,000	(3) 1.3

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	(0)	(0)	(0)	(0)
6,001-10,000	(1) 27,997	(1) 27,997	(2) 28,999	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(0)	(0)	(1) 40,000	(0)
25,001-40,000	(0)	(0)	(1) 45,000	(0)
40,001-60,000	(1) 57,000	(1) 65,000	(3) 55,821	(0)
60,001-100,000	(3) 45,530	(3) 78,696	(6) 66,237	(1) 2,781
100,001-230,000	(1) 68,000	(1) 86,500	(3) 87,866	(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) 30,000	(0)
\$2,000,001-\$4,000,000	(1) 27,997	(1) 27,997	(1) 27,997	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(0)	(0)	(1) 40,000	(0)
\$16,000,001-\$32,000,000	(0)	(0)	(2) 40,000	(0)
\$32,000,001-\$64,000,000	(3) 56,982	(3) 74,438	(6) 67,219	(0)
\$64,000,001-\$128,000,000	(1) 51,000	(1) 75,900	(4) 81,540	(1) 2,781

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-40,000	(7) 1.1
40,001-60,000	(7) 1.6
60,001-100,000	(8) 3.0
100,001-230,000	(6) 3.7

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)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 27,997	(0)
10,001-15,000	(0)	(0)	(1) 34,000	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(1) 49,240	(1) 54,308	(7) 49,581	(3) 860
40,001-60,000	(3) 55,711	(3) 65,683	(7) 63,221	(3) 511
60,001-100,000	(8) 66,960	(8) 90,143	(8) 77,291	(2) 6,141
100,001-230,000	(6) 68,434	(6) 104,359	(6) 83,161	(2) 3,919

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)	(2) 30,999	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 39,520	(0)
\$8,000,001-\$16,000,000	(0)	(0)	(1) 41,000	(0)
\$16,000,001-\$32,000,000	(2) 47,507	(2) 57,556	(7) 53,398	(4) 858
\$32,000,001-\$64,000,000	(8) 64,863	(8) 77,966	(11) 70,381	(3) 2,740
\$64,000,001-\$128,000,000	(7) 66,803	(7) 104,533	(7) 82,746	(3) 4,192

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	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(4) 1.0
15,001-25,000	(4) 1.8
25,001-40,000	(2) 2.5
40,001-60,000	(2) 5.0
60,001-100,000	(2) 7.0
100,001-230,000	(4) 4.8

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) 23,040	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(4) 25,640	(1) 25
15,001-25,000	(3) 27,848	(3) 28,667	(4) 28,421	(0)
25,001-40,000	(2) 30,274	(2) 36,244	(2) 33,779	(1) 360
40,001-60,000	(2) 27,746	(2) 33,010	(2) 31,059	(0)
60,001-100,000	(1) 35,000	(1) 66,228	(2) 38,238	(0)
100,001-230,000	(4) 37,398	(4) 53,264	(4) 43,414	(3) 1,202

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) 24,960	(1) 24,960	(1) 24,960	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(2) 25,529	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(2) 24,772	(1) 25
\$8,000,001-\$16,000,000	(2) 29,292	(2) 30,520	(4) 28,431	(0)
\$16,000,001-\$32,000,000	(3) 28,675	(3) 32,829	(3) 31,073	(1) 360
\$32,000,001-\$64,000,000	(1) 30,014	(1) 40,019	(1) 36,456	(0)
\$64,000,001-\$128,000,000	(5) 36,919	(5) 55,856	(6) 41,689	(3) 1,202

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	(2) 1.0
6,001-10,000	(1) 5.0
10,001-15,000	(9) 3.0
15,001-25,000	(6) 3.0
25,001-40,000	(6) 4.0
40,001-60,000	(4) 5.0
60,001-100,000	(8) 5.1
100,001-230,000	(4) 6.8

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)	(2) 26,064	(0)
6,001-10,000	(1) 30,160	(1) 39,000	(1) 33,696	(0)
10,001-15,000	(8) 27,112	(8) 32,021	(9) 30,715	(2) 98
15,001-25,000	(5) 29,178	(5) 34,317	(6) 32,957	(0)
25,001-40,000	(5) 31,736	(5) 42,647	(6) 36,771	(1) 360
40,001-60,000	(3) 34,220	(3) 50,749	(4) 41,045	(1) 1,204
60,001-100,000	(7) 41,605	(7) 56,666	(8) 49,107	(2) 1,622
100,001-230,000	(4) 51,664	(4) 73,043	(4) 60,278	(1) 517

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) 40,000	(1) 34,300	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(2) 26,064	(0)
\$4,000,001-\$8,000,000	(6) 26,048	(6) 30,754	(7) 29,956	(2) 98
\$8,000,001-\$16,000,000	(8) 29,388	(8) 34,438	(10) 33,254	(0)
\$16,000,001-\$32,000,000	(5) 32,093	(5) 44,270	(6) 36,888	(2) 782
\$32,000,001-\$64,000,000	(7) 38,782	(7) 55,344	(7) 46,494	(1) 238
\$64,000,001-\$128,000,000	(5) 51,731	(5) 70,434	(6) 58,882	(2) 1,762

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	(8) 1.5
6,001-10,000	(6) 2.5
10,001-15,000	(8) 2.8
15,001-25,000	(5) 3.0
25,001-40,000	(7) 4.7
40,001-60,000	(7) 5.6
60,001-100,000	(8) 7.6
100,001-230,000	(4) 8.8

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	(2) 23,400	(2) 23,400	(8) 22,900	(0)
6,001-10,000	(5) 24,128	(5) 26,963	(6) 24,470	(0)
10,001-15,000	(7) 26,439	(7) 28,189	(8) 26,712	(2) 78
15,001-25,000	(5) 26,993	(5) 28,386	(5) 27,720	(0)
25,001-40,000	(7) 26,598	(7) 34,207	(7) 30,991	(2) 344
40,001-60,000	(7) 31,185	(7) 40,731	(7) 35,957	(3) 120
60,001-100,000	(8) 31,798	(8) 47,727	(8) 40,268	(2) 1,551
100,001-230,000	(4) 31,974	(4) 42,550	(4) 36,680	(1) 1,581

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	(3) 24,613	(3) 24,613	(7) 22,880	(0)
\$2,000,001-\$4,000,000	(2) 21,840	(2) 21,840	(5) 22,746	(0)
\$4,000,001-\$8,000,000	(8) 25,758	(8) 27,943	(9) 26,228	(2) 78
\$8,000,001-\$16,000,000	(7) 27,887	(7) 29,692	(7) 28,856	(0)
\$16,000,001-\$32,000,000	(8) 26,358	(8) 34,453	(8) 30,960	(2) 344
\$32,000,001-\$64,000,000	(10) 30,844	(10) 39,448	(10) 35,094	(4) 110
\$64,000,001-\$128,000,000	(6) 32,904	(6) 54,695	(6) 44,276	(2) 2,302

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	(9) 1.2
6,001-10,000	(13) 2.9
10,001-15,000	(15) 3.7
15,001-25,000	(10) 4.2
25,001-40,000	(12) 5.3
40,001-60,000	(7) 7.7
60,001-100,000	(7) 11.6
100,001-230,000	(6) 18.8

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	(2) 25,730	(2) 25,980	(9) 27,278	(1) 495
6,001-10,000	(10) 26,823	(10) 29,745	(13) 28,220	(0)
10,001-15,000	(12) 27,110	(12) 36,280	(15) 30,809	(4) 135
15,001-25,000	(9) 30,021	(9) 33,846	(10) 31,623	(0)
25,001-40,000	(11) 33,167	(11) 41,998	(12) 36,197	(4) 379
40,001-60,000	(7) 38,701	(7) 50,687	(7) 43,776	(4) 184
60,001-100,000	(7) 40,106	(7) 61,911	(7) 49,179	(2) 1,966
100,001-230,000	(6) 39,889	(6) 66,555	(6) 52,954	(2) 1,277

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	(3) 25,403	(3) 27,005	(9) 26,374	(0)
\$2,000,001-\$4,000,000	(6) 27,903	(6) 29,025	(11) 29,103	(1) 495
\$4,000,001-\$8,000,000	(9) 25,998	(9) 33,041	(13) 28,824	(2) 85
\$8,000,001-\$16,000,000	(15) 29,357	(15) 35,436	(15) 32,319	(2) 184
\$16,000,001-\$32,000,000	(13) 33,084	(13) 42,917	(13) 37,355	(5) 350
\$32,000,001-\$64,000,000	(10) 40,344	(10) 53,209	(10) 45,661	(4) 348
\$64,000,001-\$128,000,000	(7) 39,905	(7) 70,457	(7) 54,089	(3) 1,865

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	(5) 1.2
6,001-10,000	(7) 1.1
10,001-15,000	(6) 2.2
15,001-25,000	(11) 2.0
25,001-40,000	(10) 4.7
40,001-60,000	(7) 5.0
60,001-100,000	(7) 5.9
100,001-230,000	(5) 10.6

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) 22,771	(1) 24,960	(5) 37,791	(0)
6,001-10,000	(1) 26,728	(1) 28,184	(7) 30,724	(0)
10,001-15,000	(3) 36,754	(3) 40,920	(6) 36,605	(1) 130
15,001-25,000	(6) 37,611	(6) 46,612	(11) 40,197	(1) 5,000
25,001-40,000	(8) 42,008	(8) 56,785	(10) 47,815	(4) 187
40,001-60,000	(5) 49,069	(5) 68,443	(7) 61,327	(4) 129
60,001-100,000	(6) 51,814	(6) 77,465	(7) 60,138	(2) 2,331
100,001-230,000	(5) 58,792	(5) 82,567	(5) 70,021	(3) 1,392

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) 31,502	(2) 34,091	(2) 32,796	(0)
\$2,000,001-\$4,000,000	(2) 26,986	(2) 29,276	(10) 34,463	(0)
\$4,000,001-\$8,000,000	(1) 30,160	(1) 33,280	(6) 33,516	(1) 130
\$8,000,001-\$16,000,000	(5) 37,718	(5) 47,893	(12) 40,899	(1) 5,000
\$16,000,001-\$32,000,000	(10) 41,676	(10) 56,642	(11) 50,989	(5) 165
\$32,000,001-\$64,000,000	(8) 52,540	(8) 75,056	(10) 60,573	(4) 224
\$64,000,001-\$128,000,000	(6) 58,038	(6) 83,238	(6) 69,572	(4) 2,096

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	(3) 1.0
6,001-10,000	(10) 1.2
10,001-15,000	(11) 2.1
15,001-25,000	(8) 1.9
25,001-40,000	(8) 2.0
40,001-60,000	(7) 2.1
60,001-100,000	(5) 2.6
100,001-230,000	(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) 26,284	(0)
6,001-10,000	(2) 24,721	(2) 24,721	(10) 26,935	(0)
10,001-15,000	(6) 25,967	(6) 30,618	(11) 27,746	(3) 183
15,001-25,000	(6) 28,653	(6) 32,372	(8) 30,200	(0)
25,001-40,000	(4) 29,877	(4) 38,877	(8) 32,314	(2) 1,050
40,001-60,000	(3) 40,359	(3) 53,290	(7) 43,670	(3) 39
60,001-100,000	(5) 39,177	(5) 54,328	(5) 44,854	(1) 275
100,001-230,000	(0)	(0)	(0)	(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) 26,594	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(8) 26,929	(0)
\$4,000,001-\$8,000,000	(8) 25,640	(8) 28,072	(10) 27,266	(2) 90
\$8,000,001-\$16,000,000	(7) 27,701	(7) 31,883	(11) 29,337	(1) 370
\$16,000,001-\$32,000,000	(3) 32,545	(3) 45,045	(9) 34,265	(2) 1,050
\$32,000,001-\$64,000,000	(7) 38,724	(7) 49,987	(9) 44,551	(4) 98
\$64,000,001-\$128,000,000	(0)	(0)	(0)	(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	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(6) 1.2
15,001-25,000	(8) 1.6
25,001-40,000	(6) 2.7
40,001-60,000	(5) 2.0
60,001-100,000	(5) 2.6
100,001-230,000	(1) 4.0

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)	(0)	(0)
6,001-10,000	(0)	(0)	(2) 32,708	(0)
10,001-15,000	(1) 24,037	(1) 27,391	(6) 30,353	(1) 310
15,001-25,000	(2) 28,496	(2) 39,744	(8) 38,760	(0)
25,001-40,000	(5) 38,203	(5) 46,024	(6) 42,554	(2) 795
40,001-60,000	(3) 44,501	(3) 51,672	(5) 54,177	(1) 20
60,001-100,000	(4) 49,101	(4) 66,906	(5) 60,898	(0)
100,001-230,000	(1) 52,624	(1) 74,000	(1) 63,212	(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) 30,992	(1) 33,488	(2) 28,600	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(3) 31,485	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(3) 34,134	(1) 310
\$8,000,001-\$16,000,000	(2) 25,019	(2) 36,696	(8) 36,844	(0)
\$16,000,001-\$32,000,000	(7) 37,549	(7) 46,130	(8) 43,729	(2) 795
\$32,000,001-\$64,000,000	(4) 46,651	(4) 57,461	(7) 58,429	(1) 20
\$64,000,001-\$128,000,000	(1) 52,624	(1) 74,000	(1) 63,212	(0)

Takes still or video photographs.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(7) 1.1
10,001-15,000	(14) 1.4
15,001-25,000	(10) 2.0
25,001-40,000	(12) 2.3
40,001-60,000	(7) 4.3
60,001-100,000	(8) 5.1
100,001-230,000	(6) 7.2

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) 30,224	(0)
6,001-10,000	(1) 24,960	(1) 26,104	(7) 25,080	(0)
10,001-15,000	(6) 26,694	(6) 33,452	(14) 28,700	(4) 565
15,001-25,000	(7) 28,859	(7) 34,738	(10) 34,586	(0)
25,001-40,000	(9) 33,365	(9) 43,444	(12) 37,097	(5) 438
40,001-60,000	(7) 39,013	(7) 55,433	(7) 45,660	(3) 144
60,001-100,000	(8) 39,742	(8) 65,453	(8) 51,362	(2) 2,197
100,001-230,000	(6) 44,934	(6) 71,841	(6) 58,378	(3) 1,090

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) 24,960	(1) 26,104	(1) 25,542	(0)
\$2,000,001-\$4,000,000	(1) 24,960	(1) 27,040	(5) 24,869	(1) 2,000
\$4,000,001-\$8,000,000	(3) 25,331	(3) 28,019	(12) 27,260	(3) 87
\$8,000,001-\$16,000,000	(9) 28,642	(9) 34,962	(15) 33,892	(0)
\$16,000,001-\$32,000,000	(11) 33,749	(11) 45,795	(13) 37,725	(6) 371
\$32,000,001-\$64,000,000	(11) 39,029	(11) 60,809	(11) 47,971	(3) 578
\$64,000,001-\$128,000,000	(7) 44,480	(7) 70,235	(7) 58,532	(4) 1,581

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	(1)	3.0
6,001-10,000	(7)	1.4
10,001-15,000	(6)	3.5
15,001-25,000	(7)	3.1
25,001-40,000	(8)	3.6
40,001-60,000	(6)	4.7
60,001-100,000	(4)	2.2
100,001-230,000	(4)	5.5

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	(1)	9.0000	(1)	10.0000	(1) 9.5800	(1)	115
6,001-10,000	(2)	9.2500	(2)	9.3750	(7) 10.3033	(0)	
10,001-15,000	(4)	11.5550	(4)	13.3325	(6) 11.0750	(0)	
15,001-25,000	(7)	10.8986	(7)	12.5114	(7) 11.5386	(0)	
25,001-40,000	(7)	10.8943	(7)	14.3614	(8) 12.4750	(1)	360
40,001-60,000	(6)	14.1833	(6)	16.4450	(6) 15.6850	(1)	50
60,001-100,000	(4)	12.6026	(4)	14.5030	(4) 13.5405	(1)	52
100,001-230,000	(4)	16.6095	(4)	20.4668	(4) 19.1257	(1)	931

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)	8.2500	(2)	8.5000	(2) 8.3150	(0)	
\$2,000,001-\$4,000,000	(2)	9.5000	(2)	10.1250	(5) 10.3410	(1)	115
\$4,000,001-\$8,000,000	(2)	13.0000	(2)	15.5000	(6) 11.2897	(0)	
\$8,000,001-\$16,000,000	(8)	10.5687	(8)	12.8063	(8) 11.3912	(0)	
\$16,000,001-\$32,000,000	(9)	11.4133	(9)	14.1100	(10) 12.6570	(2)	205
\$32,000,001-\$64,000,000	(9)	14.0289	(9)	15.9469	(9) 15.2247	(1)	52
\$64,000,001-\$128,000,000	(3)	17.7293	(3)	22.5091	(3) 20.9009	(1)	931

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	(2)	1.0
6,001-10,000	(9)	2.1
10,001-15,000	(9)	4.2
15,001-25,000	(9)	6.8
25,001-40,000	(9)	6.3
40,001-60,000	(6)	9.2
60,001-100,000	(6)	16.3
100,001-230,000	(7)	21.4

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)	(2) 16.0950	(1)	180
6,001-10,000	(5) 11.3520	(5) 13.8020	(9) 13.5475	(0)	
10,001-15,000	(9) 13.5800	(9) 18.4933	(9) 16.1452	(2)	518
15,001-25,000	(9) 15.3356	(9) 21.4523	(9) 17.4390	(2)	1,295
25,001-40,000	(9) 15.4578	(9) 21.5244	(9) 17.6700	(3)	211
40,001-60,000	(6) 19.3467	(6) 25.7949	(6) 22.4313	(3)	167
60,001-100,000	(6) 15.9067	(6) 25.6150	(6) 21.2357	(1)	6,238
100,001-230,000	(7) 23.5019	(7) 29.5114	(7) 26.2371	(3)	1,105

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	(3) 11.8533	(3) 19.2433	(3) 13.9400	(1)	2,200
\$2,000,001-\$4,000,000	(2) 11.9750	(2) 12.9850	(7) 14.2829	(1)	180
\$4,000,001-\$8,000,000	(8) 12.9987	(8) 18.2288	(9) 15.5794	(1)	130
\$8,000,001-\$16,000,000	(10) 14.3060	(10) 18.7230	(10) 16.4660	(2)	647
\$16,000,001-\$32,000,000	(11) 16.5845	(11) 22.7755	(11) 18.8384	(4)	218
\$32,000,001-\$64,000,000	(10) 18.3900	(10) 26.4570	(10) 22.5360	(3)	2,166
\$64,000,001-\$128,000,000	(7) 22.7519	(7) 29.3457	(7) 25.9729	(3)	1,105

Machine Operator

Sets up and troubleshoots equipment.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(1)	4.0
10,001-15,000	(4)	3.0
15,001-25,000	(5)	3.8
25,001-40,000	(5)	4.4
40,001-60,000	(2)	4.0
60,001-100,000	(6)	10.3
100,001-230,000	(1)	3.0

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	(1) 11.5000	(1) 17.7900	(1) 13.3200	(0)
10,001-15,000	(4) 9.2500	(4) 10.8750	(4) 10.0750	(0)
15,001-25,000	(4) 11.0625	(4) 14.7026	(5) 12.4107	(0)
25,001-40,000	(5) 11.2280	(5) 14.9800	(5) 12.9020	(1) 600
40,001-60,000	(2) 15.5200	(2) 17.7600	(2) 16.6375	(0)
60,001-100,000	(6) 14.1033	(6) 22.3694	(6) 17.9923	(1) 1,560
100,001-230,000	(1) 14.2841	(1) 20.0500	(1) 17.8747	(1) 771

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) 10.0000	(1) 13.0000	(1) 11.5000	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(4) 9.7500	(4) 13.2475	(4) 11.1575	(0)
\$8,000,001-\$16,000,000	(4) 9.3125	(4) 12.2350	(5) 10.7860	(0)
\$16,000,001-\$32,000,000	(6) 12.9400	(6) 16.2200	(6) 14.3748	(1) 600
\$32,000,001-\$64,000,000	(6) 15.1517	(6) 20.8227	(6) 17.7423	(1) 1,560
\$64,000,001-\$128,000,000	(2) 12.0170	(2) 23.8000	(2) 18.2624	(1) 771

Loads inserts onto machine.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(4)	3.8
6,001-10,000	(9)	10.4
10,001-15,000	(8)	14.1
15,001-25,000	(9)	14.2
25,001-40,000	(8)	30.1
40,001-60,000	(6)	28.5
60,001-100,000	(6)	57.5
100,001-230,000	(4)	74.0

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	(4)	7.8125	(4)	7.9500	(4)	7.8575	(1)	89
6,001-10,000	(9)	7.6544	(9)	8.4655	(9)	7.8645	(2)	4,985
10,001-15,000	(8)	7.7188	(8)	10.9900	(8)	8.5506	(1)	25
15,001-25,000	(9)	8.2389	(9)	11.3622	(9)	9.0878	(1)	45
25,001-40,000	(8)	7.6875	(8)	11.0538	(8)	8.5062	(2)	144
40,001-60,000	(6)	8.3900	(6)	13.0083	(6)	10.0161	(2)	42
60,001-100,000	(6)	9.3167	(6)	14.2587	(6)	10.9140	(1)	101
100,001-230,000	(4)	9.1175	(4)	14.0825	(4)	10.2198	(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	(5)	7.8500	(5)	8.4020	(5)	7.9000	(1)	3,100
\$2,000,001-\$4,000,000	(7)	7.6429	(7)	8.9357	(7)	8.0516	(2)	3,480
\$4,000,001-\$8,000,000	(9)	7.7655	(9)	10.2077	(9)	8.4105	(1)	25
\$8,000,001-\$16,000,000	(9)	7.9333	(9)	11.1144	(9)	8.8344	(1)	45
\$16,000,001-\$32,000,000	(10)	8.0250	(10)	11.3990	(10)	8.7790	(3)	108
\$32,000,001-\$64,000,000	(10)	8.9620	(10)	14.2102	(10)	10.5641	(2)	75
\$64,000,001-\$128,000,000	(4)	9.0850	(4)	13.4950	(4)	10.6049	(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	(1)	1.0
15,001-25,000	(0)	
25,001-40,000	(3)	2.0
40,001-60,000	(4)	1.8
60,001-100,000	(5)	2.6
100,001-230,000	(4)	2.2

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)	(1) 16.0000	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(1) 11.9800	(1) 14.0000	(3) 18.2933	(0)
40,001-60,000	(3) 24.0233	(3) 28.5200	(4) 26.8775	(2) 626
60,001-100,000	(4) 20.7327	(4) 26.5559	(5) 24.1526	(1) 2,902
100,001-230,000	(3) 23.6733	(3) 27.0133	(4) 26.2766	(3) 2,228

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	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(0)	(0)	(1) 16.0000	(0)
\$16,000,001-\$32,000,000	(2) 12.2400	(2) 16.0000	(4) 17.5325	(0)
\$32,000,001-\$64,000,000	(5) 22.9002	(5) 29.1167	(7) 26.4176	(3) 1,384
\$64,000,001-\$128,000,000	(4) 24.7550	(4) 27.3100	(5) 26.6413	(3) 2,228

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	(2)	1.0
10,001-15,000	(1)	1.0
15,001-25,000	(7)	1.3
25,001-40,000	(5)	2.0
40,001-60,000	(6)	1.8
60,001-100,000	(6)	6.3
100,001-230,000	(7)	6.9

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)	(2) 13.8350	(0)
10,001-15,000	(0)	(0)	(1) 16.0000	(0)
15,001-25,000	(2) 14.0113	(2) 20.1000	(7) 18.2932	(0)
25,001-40,000	(3) 15.2400	(3) 20.0733	(5) 20.0180	(1) 25
40,001-60,000	(3) 20.9067	(3) 26.3133	(6) 21.6238	(2) 621
60,001-100,000	(4) 19.8675	(4) 29.2150	(6) 24.2570	(1) 277
100,001-230,000	(6) 20.4867	(6) 27.5647	(7) 25.3811	(3) 855

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) 15.2000	(1) 13.6000	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(2) 13.8350	(0)
\$8,000,001-\$16,000,000	(0)	(0)	(6) 18.3235	(0)
\$16,000,001-\$32,000,000	(4) 15.4357	(4) 21.3050	(8) 20.0127	(1) 25
\$32,000,001-\$64,000,000	(7) 19.3500	(7) 26.8443	(10) 22.9135	(3) 506
\$64,000,001-\$128,000,000	(6) 21.6100	(6) 28.8797	(7) 26.3311	(3) 855

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