

2016 SNPA Survey of Newspaper Salaries

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





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SNPA SURVEY OF
NEWSPAPER SALARIES
JUNE 2016

The 2016 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	12	4,412	4,567
6,001-10,000 Circulation	17	8,087	8,000
10,001-15,000 Circulation	16	12,686	12,736
15,001-25,000 Circulation	11	19,166	18,425
25,001-40,000 Circulation	12	30,963	31,056
40,001-60,000 Circulation	7	50,783	52,532
60,001-100,000 Circulation	8	76,954	76,562
100,001-230,000 Circulation	7	132,492	118,000
TOTAL	90		

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 2016 survey took part for the first time, and some 2015 participants did not take part in 2016. Also, every newspaper did not supply information for every position listed in the survey. Exact comparison between the 2015 and 2016 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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Credit Manager	9
<i>Sets credit policies and supervises collection of accounts receivable.</i>	
Accounting Supervisor	10
<i>Responsible for overseeing the business office and accounting functions.</i>	

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Director of Human Resources	11
<i>Responsible for all personnel-related activities. Top position.</i>	

MARKETING DEPARTMENT

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

ADVERTISING DEPARTMENT

Advertising Director	13
<i>Total advertising responsibility. Top position.</i>	
Retail Advertising Manager	14
<i>Supervises retail advertising sales representatives and/or division managers.</i>	
Major Accounts Manager	15
<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>Responsible for distribution and sales through carrier network. Recruits carriers.</i>	

INFORMATION TECHNOLOGY DEPARTMENT

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>	

INTERACTIVE MEDIA

Webmaster	23
<i>Responsible for the technical development of the newspaper's website.</i>	
Online News Editor	24
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Web Sales Manager	25
<i>Responsible for overseeing the sale of ads on the website.</i>	

GRAPHIC DESIGN

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>	

NEWS/EDITORIAL DEPARTMENT

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>	
City/Metro Editor	31
<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>	
Business Editor	33
<i>Responsible for editing, make-up of business pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Lifestyle Editor.....	34
<i>Responsible for editing, make-up of lifestyle pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Assistant Editor	35
<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>	
Columnist	54
<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-Level	63
<i>Operates and maintains web press. Generally has little or no experience. May be involved in paper handling and/or platemaking. "Journeyman" level.</i>	
Press Operator, Experienced	64
<i>Operates and maintains web press. Typically has one to four years of experience. May be involved in paper handling and/or platemaking. "Journeyman" level.</i>	
Machine Operator	65
<i>Sets up and troubleshoots equipment.</i>	
Insertor.....	66
<i>Loads inserts onto machine.</i>	
Machinist.....	67
<i>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.</i>	
Maintenance Technician	68
<i>Responsible for troubleshooting and repair of all production and building-related electrical or mechanical systems.</i>	

Ownership of Newspaper

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-230	Total
Corporate Ownership	12	17	10	10	10	6	7	6	78
Independently-Owned	0	0	6	1	2	0	1	1	11
JOA Papers	0	0	0	0	0	1	0	0	1

Non-Daily Staff

Does your newspaper employ full-time staff who spend at least 80 percent of their time working for non-daily publications that are produced by your company?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-230	Total
Yes	1	2	5	1	4	2	4	3	22
No	11	15	11	10	8	5	4	4	68

If yes, do you employ a "non-daily manager"?

Yes	0	0	2	1	2	0	3	1	9
No	1	2	3	0	2	2	1	2	13

Union Representation

How many unions does your newspaper currently have?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-230	Total
0 Unions	12	17	14	10	12	6	5	5	81
1 Union	0	0	1	0	0	1	3	0	5
2 Unions	0	0	1	1	0	0	0	1	3
8 Unions	0	0	0	0	0	0	0	1	1

What percentage of your total workforce is unionized?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-230	Total
0%	12	17	14	10	12	7	5	6	83
1%	0	0	0	0	0	0	1	0	1
6%	0	0	0	1	0	0	0	0	1
14%	0	0	1	0	0	0	0	0	1
16%	0	0	0	0	0	0	1	0	1
26%	0	0	0	0	0	0	1	0	1
39.6%	0	0	1	0	0	0	0	0	1
58.7%	0	0	0	0	0	0	0	1	1

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(3) 1.0
100,001-230,000	(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	78,000	78,000	(1) 78,000	(1) 90,000
6,001-10,000	88,400	141,882	138,441	(4) 130,113	(4) 139,591
10,001-15,000	116,617	160,000	160,000	(3) 148,839	(3) 199,938
15,001-25,000	170,000	210,000	190,000	(2) 190,000	(2) 200,000
25,001-40,000	165,000	212,000	198,500	(4) 195,500	(4) 239,305
40,001-60,000	300,000	300,000	300,000	(1) 300,000	(1) 305,400
60,001-100,000	295,000	315,900	315,900	(3) 311,967	(3) 439,317
100,001-230,000				(0)	(0)

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	78,000	88,400	83,200	(2) 83,200	(2) 92,256
\$2,000,001-\$4,000,000	135,000	135,000	135,000	(1) 135,000	(1) 150,000
\$4,000,001-\$8,000,000	141,882	155,171	155,171	(3) 154,018	(3) 169,618
\$8,000,001-\$16,000,000	116,617	169,900	164,950	(4) 154,129	(4) 194,954
\$16,000,001-\$32,000,000	185,000	212,000	211,000	(4) 206,750	(4) 245,555
\$32,000,001-\$64,000,000	295,000	300,000	300,000	(3) 306,667	(3) 435,817
\$64,000,001-\$128,000,000	315,900	315,900	315,900	(1) 315,900	(1) 315,900

**General
Executives**

Publisher

Chief executive officer of newspaper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.0
6,001-10,000	(11) 1.0
10,001-15,000	(7) 1.1
15,001-25,000	(5) 1.0
25,001-40,000	(7) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(4) 1.0
100,001-230,000	(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	79,846	82,500	81,250	(6) 87,256	(6) 90,206
6,001-10,000	101,000	150,000	123,000	(11) 133,199	(11) 152,607
10,001-15,000	108,688	150,000	115,000	(7) 142,508	(7) 165,749
15,001-25,000	100,000	175,000	160,000	(5) 157,000	(5) 173,600
25,001-40,000	160,000	192,359	179,147	(7) 170,215	(7) 188,201
40,001-60,000	185,000	225,000	225,000	(3) 228,333	(3) 265,211
60,001-100,000	215,000	311,677	288,490	(4) 291,839	(4) 356,603
100,001-230,000	290,700	375,000	356,420	(6) 350,444	(6) 431,604

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	71,722	100,000	90,000	(4) 88,181	(4) 95,181
\$2,000,001-\$4,000,000	79,846	120,000	103,655	(10) 101,225	(10) 113,421
\$4,000,001-\$8,000,000	108,688	184,714	150,000	(10) 161,130	(10) 181,023
\$8,000,001-\$16,000,000	150,000	175,000	167,500	(6) 164,560	(6) 187,502
\$16,000,001-\$32,000,000	160,000	185,000	179,147	(7) 169,164	(7) 192,914
\$32,000,001-\$64,000,000	215,000	265,302	225,000	(5) 240,060	(5) 256,268
\$64,000,001-\$128,000,000	311,677	375,000	356,420	(6) 365,723	(6) 479,793

**General
Executives**

General Manager

Responsible for all business functions, except editorial.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(0)
60,001-100,000	(1) 1.0
100,001-230,000	(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	44,200	62,500	62,500	(3) 58,283	(3) 64,038
6,001-10,000	76,200	76,200	76,200	(1) 76,200	(1) 88,134
10,001-15,000	70,500	123,243	105,000	(5) 103,338	(5) 109,638
15,001-25,000	90,012	142,500	142,500	(3) 132,504	(3) 153,027
25,001-40,000	80,000	150,000	115,000	(2) 115,000	(2) 115,180
40,001-60,000				(0)	(0)
60,001-100,000	180,000	180,000	180,000	(1) 180,000	(1) 239,800
100,001-230,000	300,000	300,000	300,000	(1) 300,000	(1) 387,000

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	44,200	76,200	69,350	(4) 81,350	(4) 99,167
\$2,000,001-\$4,000,000	68,150	123,243	95,697	(2) 95,697	(2) 95,697
\$4,000,001-\$8,000,000	92,949	105,000	105,000	(3) 107,650	(3) 116,650
\$8,000,001-\$16,000,000	70,500	90,012	80,256	(2) 80,256	(2) 88,506
\$16,000,001-\$32,000,000	80,000	150,000	150,000	(3) 131,667	(3) 134,287
\$32,000,001-\$64,000,000	180,000	180,000	180,000	(1) 180,000	(1) 239,800
\$64,000,001-\$128,000,000	300,000	300,000	300,000	(1) 300,000	(1) 387,000

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	(0)
25,001-40,000	(0)
40,001-60,000	(0)
60,001-100,000	(2) 1.0
100,001-230,000	(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				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000				(0)	(0)
60,001-100,000	128,750	184,500	156,625	(2) 156,625	(2) 181,500
100,001-230,000	189,769	189,769	189,769	(1) 189,769	(1) 189,769

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				(0)	(0)
\$16,000,001-\$32,000,000				(0)	(0)
\$32,000,001-\$64,000,000	128,750	128,750	128,750	(1) 128,750	(1) 154,500
\$64,000,001-\$128,000,000	184,500	189,769	187,135	(2) 187,135	(2) 199,134

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	(2) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(0)
60,001-100,000	(3) 1.0
100,001-230,000	(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				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	118,000	124,372	121,186	(2) 121,186	(2) 144,036
25,001-40,000	73,250	97,924	90,000	(5) 95,545	(5) 104,089
40,001-60,000				(0)	(0)
60,001-100,000	109,180	144,730	144,730	(3) 146,437	(3) 158,134
100,001-230,000	140,000	235,000	187,500	(2) 187,500	(2) 246,000

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) 138,700
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	97,924	124,372	111,148	(2) 111,148	(2) 127,856
\$16,000,001-\$32,000,000	73,250	90,000	90,000	(4) 94,951	(4) 103,527
\$32,000,001-\$64,000,000	109,180	140,000	140,000	(3) 131,303	(3) 157,431
\$64,000,001-\$128,000,000	235,000	235,000	235,000	(1) 235,000	(1) 299,000

Responsible for accounting department.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(4) 1.0
100,001-230,000	(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				(0)	(0)
6,001-10,000	100,000	100,000	100,000	(1) 100,000	(1) 100,000
10,001-15,000	61,966	63,176	63,088	(6) 66,440	(6) 68,419
15,001-25,000	62,080	88,000	85,000	(7) 84,554	(7) 90,197
25,001-40,000	68,016	70,000	70,000	(3) 79,339	(3) 81,005
40,001-60,000	60,000	140,000	118,500	(4) 110,752	(4) 120,668
60,001-100,000	83,640	130,651	111,326	(4) 116,573	(4) 131,795
100,001-230,000	133,500	150,414	141,957	(2) 141,957	(2) 159,260

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	62,080	62,080	62,080	(1) 62,080	(1) 65,080
\$2,000,001-\$4,000,000	58,000	63,176	60,588	(2) 60,588	(2) 65,588
\$4,000,001-\$8,000,000	61,966	72,500	71,250	(4) 76,117	(4) 77,367
\$8,000,001-\$16,000,000	63,000	85,000	80,000	(7) 80,649	(7) 85,559
\$16,000,001-\$32,000,000	60,000	108,255	100,000	(5) 96,456	(5) 100,456
\$32,000,001-\$64,000,000	83,640	97,000	94,500	(4) 103,160	(4) 113,993
\$64,000,001-\$128,000,000	130,651	150,414	141,957	(4) 143,641	(4) 162,598

Credit Manager

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	(1) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(0)
60,001-100,000	(5) 1.0
100,001-230,000	(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	39,053	39,053	39,053	(1) 39,053	(1) 39,053
15,001-25,000	34,821	76,736	55,779	(2) 55,779	(2) 55,779
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	75,450	68,058	(5) 63,913	(5) 66,365
100,001-230,000	45,000	67,080	62,930	(5) 63,230	(5) 63,759

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	39,053	39,053	39,053	(1) 39,053	(1) 39,053
\$8,000,001-\$16,000,000	34,821	34,821	34,821	(1) 34,821	(1) 34,821
\$16,000,001-\$32,000,000	57,092	76,736	66,914	(2) 66,914	(2) 66,914
\$32,000,001-\$64,000,000	36,000	57,169	51,085	(4) 55,264	(4) 58,329
\$64,000,001-\$128,000,000	62,809	75,450	67,080	(5) 69,320	(5) 69,849

Accounting Supervisor

Responsible for overseeing the business office and accounting functions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.0
6,001-10,000	(9) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(5) 1.4
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(7) 1.6
100,001-230,000	(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	24,960	37,000	32,500	(5) 36,252	(5) 36,754
6,001-10,000	35,000	47,008	40,518	(9) 42,186	(9) 47,452
10,001-15,000	42,060	45,560	43,880	(6) 46,206	(6) 48,535
15,001-25,000	40,040	59,000	52,600	(5) 52,385	(5) 53,485
25,001-40,000	55,620	55,620	55,620	(1) 55,620	(1) 55,620
40,001-60,000	39,975	67,000	53,488	(2) 53,488	(2) 57,766
60,001-100,000	60,270	69,990	69,928	(7) 71,882	(7) 74,113
100,001-230,000	60,000	76,852	68,426	(2) 68,426	(2) 70,568

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	32,500	35,000	35,000	(3) 38,169	(3) 38,503
\$2,000,001-\$4,000,000	31,478	46,755	38,759	(8) 39,536	(8) 42,218
\$4,000,001-\$8,000,000	40,000	45,560	42,130	(8) 43,663	(8) 48,841
\$8,000,001-\$16,000,000	40,040	58,074	52,600	(5) 52,031	(5) 53,131
\$16,000,001-\$32,000,000	39,975	55,620	55,620	(3) 51,813	(3) 51,813
\$32,000,001-\$64,000,000	60,270	67,000	66,000	(6) 64,490	(6) 66,195
\$64,000,001-\$128,000,000	60,000	76,852	76,852	(3) 77,459	(3) 83,533

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	(1) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(7) 1.0
100,001-230,000	(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	30,000	30,000	30,000	(1) 30,000	(1) 31,000
15,001-25,000	54,628	72,000	65,000	(7) 60,818	(7) 62,243
25,001-40,000	44,982	77,805	56,000	(5) 62,900	(5) 64,700
40,001-60,000	60,000	62,000	62,000	(3) 61,833	(3) 63,688
60,001-100,000	75,190	93,500	90,000	(7) 90,125	(7) 95,790
100,001-230,000	100,000	114,144	111,072	(4) 110,742	(4) 121,468

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) 88,550
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	44,982	44,982	44,982	(1) 44,982	(1) 44,982
\$8,000,001-\$16,000,000	30,000	57,330	54,628	(7) 49,838	(7) 50,124
\$16,000,001-\$32,000,000	56,000	78,068	77,805	(5) 71,175	(5) 73,160
\$32,000,001-\$64,000,000	62,882	82,000	75,190	(7) 77,010	(7) 83,833
\$64,000,001-\$128,000,000	90,000	114,144	108,000	(5) 107,093	(5) 114,086

Marketing Director/Mgr.

Total marketing responsibility. Top position.

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	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(4) 1.0
100,001-230,000	(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				(0)	(0)
6,001-10,000	43,000	43,000	43,000	(1) 43,000	(1) 53,000
10,001-15,000	32,560	32,560	32,560	(1) 32,560	(1) 34,560
15,001-25,000	36,399	54,000	54,000	(3) 49,133	(3) 52,533
25,001-40,000	35,000	90,711	62,856	(2) 62,856	(2) 64,856
40,001-60,000	63,000	80,000	71,500	(2) 71,500	(2) 79,000
60,001-100,000	75,052	103,000	89,623	(4) 95,574	(4) 108,034
100,001-230,000	100,000	185,000	142,500	(2) 142,500	(2) 145,680

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	57,000	57,000	57,000	(1) 57,000	(1) 63,800
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	32,560	43,000	37,780	(2) 37,780	(2) 43,780
\$8,000,001-\$16,000,000	36,399	36,399	36,399	(1) 36,399	(1) 39,799
\$16,000,001-\$32,000,000	35,000	54,000	54,000	(3) 59,904	(3) 61,237
\$32,000,001-\$64,000,000	63,000	80,000	77,526	(4) 80,263	(4) 88,030
\$64,000,001-\$128,000,000	100,000	128,000	128,000	(3) 137,667	(3) 151,043

Advertising Director

Total advertising responsibility. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.0
6,001-10,000	(8) 1.0
10,001-15,000	(13) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(9) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(8) 1.0
100,001-230,000	(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	33,800	57,200	46,000	(5) 46,592	(5) 59,132
6,001-10,000	37,100	52,000	49,999	(8) 48,247	(8) 66,898
10,001-15,000	52,500	80,000	65,000	(13) 68,299	(13) 84,284
15,001-25,000	62,300	102,500	80,000	(7) 88,400	(7) 108,699
25,001-40,000	95,000	120,000	105,040	(9) 112,331	(9) 123,383
40,001-60,000	100,000	185,640	179,000	(5) 164,908	(5) 186,254
60,001-100,000	123,600	163,200	156,600	(8) 154,557	(8) 177,338
100,001-230,000	187,500	220,000	204,350	(6) 207,783	(6) 231,129

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	46,000	57,200	52,000	(5) 57,040	(5) 63,739
\$2,000,001-\$4,000,000	33,800	50,000	39,250	(8) 42,961	(8) 60,569
\$4,000,001-\$8,000,000	45,000	84,251	62,500	(10) 68,350	(10) 82,942
\$8,000,001-\$16,000,000	62,300	89,440	70,000	(11) 80,940	(11) 98,595
\$16,000,001-\$32,000,000	100,000	125,000	105,040	(9) 114,876	(9) 132,519
\$32,000,001-\$64,000,000	133,900	179,000	163,200	(10) 164,254	(10) 190,183
\$64,000,001-\$128,000,000	170,000	220,000	188,700	(7) 193,594	(7) 214,190

Retail Advertising Manager

Supervises retail advertising sales representatives and/or division managers.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(5) 1.2
40,001-60,000	(3) 3.3
60,001-100,000	(6) 2.2
100,001-230,000	(2) 3.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	65,000	65,000	65,000	(1) 65,000	(1) 86,434
6,001-10,000	26,000	57,000	40,000	(5) 43,904	(5) 72,514
10,001-15,000	22,500	42,700	41,693	(6) 39,469	(6) 50,869
15,001-25,000	41,200	74,153	60,200	(5) 64,031	(5) 88,100
25,001-40,000	55,000	60,000	60,000	(5) 60,400	(5) 79,394
40,001-60,000	65,416	73,333	73,333	(3) 72,916	(3) 87,386
60,001-100,000	66,800	70,519	70,176	(6) 74,690	(6) 103,086
100,001-230,000	57,328	94,000	75,664	(2) 75,664	(2) 95,664

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) 64,200
\$2,000,001-\$4,000,000	26,000	65,000	65,000	(3) 53,667	(3) 91,027
\$4,000,001-\$8,000,000	26,520	56,000	48,850	(8) 44,556	(8) 54,856
\$8,000,001-\$16,000,000	18,200	54,600	41,200	(5) 48,937	(5) 69,242
\$16,000,001-\$32,000,000	60,000	70,000	65,000	(6) 66,859	(6) 93,224
\$32,000,001-\$64,000,000	65,416	70,519	68,660	(6) 67,843	(6) 97,257
\$64,000,001-\$128,000,000	57,328	94,000	94,000	(3) 87,109	(3) 104,026

Major Accounts Manager

Supervises staff dealing only with key accounts and major advertisers.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(7) 1.0
100,001-230,000	(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	24,310	24,700	24,505	(2) 24,505	(2) 34,705
6,001-10,000	44,018	45,722	44,870	(2) 44,870	(2) 49,870
10,001-15,000				(0)	(0)
15,001-25,000	60,180	60,180	60,180	(1) 60,180	(1) 80,548
25,001-40,000	50,000	80,000	65,000	(2) 65,000	(2) 102,350
40,001-60,000	56,000	56,000	56,000	(1) 56,000	(1) 71,115
60,001-100,000	55,000	75,000	71,240	(7) 70,673	(7) 100,307
100,001-230,000	75,000	86,500	86,500	(3) 97,167	(3) 127,590

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	24,310	24,310	24,310	(1) 24,310	(1) 36,310
\$2,000,001-\$4,000,000	24,700	44,018	34,359	(2) 34,359	(2) 43,559
\$4,000,001-\$8,000,000	45,722	45,722	45,722	(1) 45,722	(1) 45,722
\$8,000,001-\$16,000,000	60,180	60,180	60,180	(1) 60,180	(1) 80,548
\$16,000,001-\$32,000,000	50,000	80,000	65,000	(2) 65,000	(2) 102,350
\$32,000,001-\$64,000,000	55,000	75,000	71,240	(7) 65,591	(7) 93,109
\$64,000,001-\$128,000,000	86,500	96,570	96,570	(3) 104,357	(3) 127,450

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	(1) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(3) 1.3
60,001-100,000	(8) 1.1
100,001-230,000	(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	24,080	24,080	24,080	(1) 24,080	(1) 32,770
6,001-10,000	21,200	33,800	31,070	(5) 35,214	(5) 42,254
10,001-15,000	26,520	30,000	29,959	(4) 31,610	(4) 49,977
15,001-25,000	18,200	37,513	37,513	(3) 31,904	(3) 48,577
25,001-40,000	31,143	56,100	43,622	(2) 43,622	(2) 59,140
40,001-60,000	55,000	70,000	70,000	(3) 66,333	(3) 78,802
60,001-100,000	56,100	90,000	75,750	(8) 76,033	(8) 101,258
100,001-230,000	115,000	115,000	115,000	(1) 115,000	(1) 115,000

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	24,080	31,070	27,575	(2) 27,575	(2) 38,170
\$4,000,001-\$8,000,000	26,520	33,800	30,000	(7) 34,491	(7) 46,172
\$8,000,001-\$16,000,000	18,200	40,000	37,513	(5) 36,363	(5) 55,454
\$16,000,001-\$32,000,000	31,143	70,000	50,572	(2) 50,572	(2) 53,697
\$32,000,001-\$64,000,000	55,000	75,000	74,000	(7) 70,871	(7) 96,540
\$64,000,001-\$128,000,000	64,660	100,000	100,000	(3) 93,220	(3) 103,252

**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	(7) 1.0
6,001-10,000	(11) 1.0
10,001-15,000	(12) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(11) 1.0
40,001-60,000	(7) 1.0
60,001-100,000	(7) 1.0
100,001-230,000	(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	24,000	38,981	33,000	(7) 37,168	(7) 40,245
6,001-10,000	33,000	60,000	45,028	(11) 49,828	(11) 53,791
10,001-15,000	50,700	65,000	61,000	(12) 58,174	(12) 63,617
15,001-25,000	54,000	91,800	71,440	(9) 76,630	(9) 83,430
25,001-40,000	74,000	88,301	79,461	(11) 84,789	(11) 93,511
40,001-60,000	97,000	100,000	100,000	(7) 103,814	(7) 108,753
60,001-100,000	103,000	135,000	107,044	(7) 124,059	(7) 139,492
100,001-230,000	63,900	167,835	163,501	(5) 134,647	(5) 152,579

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	24,000	38,981	33,000	(7) 36,521	(7) 40,557
\$2,000,001-\$4,000,000	30,000	60,000	48,584	(10) 48,093	(10) 51,068
\$4,000,001-\$8,000,000	50,700	65,000	63,082	(11) 62,700	(11) 65,881
\$8,000,001-\$16,000,000	54,000	72,306	67,314	(12) 70,040	(12) 78,427
\$16,000,001-\$32,000,000	75,000	100,000	86,000	(12) 87,248	(12) 96,332
\$32,000,001-\$64,000,000	97,000	115,000	104,000	(10) 109,757	(10) 122,703
\$64,000,001-\$128,000,000	107,044	167,835	165,668	(6) 141,797	(6) 155,664

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	(2) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(7) 1.1
40,001-60,000	(3) 1.0
60,001-100,000	(5) 1.4
100,001-230,000	(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	42,415	42,415	42,415	(1) 42,415	(1) 45,218
6,001-10,000	30,718	49,649	40,184	(2) 40,184	(2) 41,376
10,001-15,000	26,100	33,000	31,800	(5) 35,190	(5) 37,214
15,001-25,000	35,360	50,000	50,000	(3) 47,993	(3) 53,846
25,001-40,000	40,000	50,000	45,000	(7) 46,721	(7) 47,761
40,001-60,000	50,000	57,066	57,066	(3) 62,365	(3) 70,362
60,001-100,000	59,500	70,386	61,100	(5) 69,197	(5) 82,810
100,001-230,000	68,245	86,194	86,194	(3) 88,146	(3) 90,621

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	26,988	42,415	42,415	(3) 39,684	(3) 42,080
\$4,000,001-\$8,000,000	30,718	33,000	32,400	(4) 32,630	(4) 34,905
\$8,000,001-\$16,000,000	35,360	57,783	53,892	(6) 47,654	(6) 51,531
\$16,000,001-\$32,000,000	44,979	50,000	47,500	(6) 48,555	(6) 49,340
\$32,000,001-\$64,000,000	59,500	61,100	60,550	(6) 63,502	(6) 78,160
\$64,000,001-\$128,000,000	68,245	95,000	90,597	(4) 89,860	(4) 91,716

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	(1) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(5) 1.0
100,001-230,000	(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	32,000	32,000	32,000	(1) 32,000	(1) 40,000
10,001-15,000	20,000	27,000	26,926	(4) 27,763	(4) 28,257
15,001-25,000	32,800	37,000	34,911	(5) 35,816	(5) 40,147
25,001-40,000	25,012	34,753	34,753	(3) 31,713	(3) 32,063
40,001-60,000	42,809	55,016	55,016	(3) 59,275	(3) 63,788
60,001-100,000	36,246	61,620	46,112	(5) 55,156	(5) 61,414
100,001-230,000	53,431	57,000	56,350	(4) 69,682	(4) 73,982

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) 42,600
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	20,000	32,000	29,426	(4) 29,013	(4) 31,507
\$8,000,001-\$16,000,000	27,000	34,800	34,753	(5) 33,784	(5) 36,594
\$16,000,001-\$32,000,000	25,012	35,375	35,143	(4) 34,527	(4) 36,441
\$32,000,001-\$64,000,000	40,000	55,700	55,016	(7) 53,528	(7) 58,103
\$64,000,001-\$128,000,000	53,431	57,000	57,000	(3) 74,342	(3) 80,075

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	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(4) 1.0
100,001-230,000	(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				(0)	(0)
6,001-10,000	27,203	27,203	27,203	(1) 27,203	(1) 27,203
10,001-15,000	23,500	28,600	26,245	(5) 30,984	(5) 32,275
15,001-25,000	29,900	33,642	33,642	(3) 41,075	(3) 45,991
25,001-40,000	33,206	42,000	39,838	(4) 39,349	(4) 39,611
40,001-60,000	31,000	50,700	50,700	(3) 48,900	(3) 53,405
60,001-100,000	40,000	58,637	50,844	(4) 56,026	(4) 65,795
100,001-230,000	60,000	79,976	79,976	(3) 81,634	(3) 85,579

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	33,642	33,642	33,642	(1) 33,642	(1) 41,042
\$2,000,001-\$4,000,000	28,600	28,600	28,600	(1) 28,600	(1) 29,400
\$4,000,001-\$8,000,000	23,500	27,203	26,342	(4) 29,546	(4) 30,743
\$8,000,001-\$16,000,000	26,245	37,676	33,788	(4) 36,229	(4) 37,808
\$16,000,001-\$32,000,000	31,000	44,512	38,859	(4) 42,100	(4) 43,430
\$32,000,001-\$64,000,000	40,000	50,700	46,875	(4) 49,688	(4) 60,837
\$64,000,001-\$128,000,000	58,637	82,418	79,976	(5) 77,192	(5) 80,683

District Manager

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.3
6,001-10,000	(10) 1.6
10,001-15,000	(9) 2.3
15,001-25,000	(11) 3.8
25,001-40,000	(11) 5.1
40,001-60,000	(7) 7.1
60,001-100,000	(4) 19.8
100,001-230,000	(3) 7.3

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	21,840	24,960	24,330	(7) 24,756	(7) 26,514
6,001-10,000	19,594	30,420	26,796	(10) 26,537	(10) 27,392
10,001-15,000	23,660	30,522	27,000	(9) 27,155	(9) 28,671
15,001-25,000	24,959	29,957	28,000	(11) 29,342	(11) 32,411
25,001-40,000	26,900	32,760	31,625	(11) 30,916	(11) 33,295
40,001-60,000	32,000	36,514	36,225	(7) 34,699	(7) 38,193
60,001-100,000	29,337	38,906	38,322	(4) 44,123	(4) 50,954
100,001-230,000	33,998	42,170	42,170	(3) 41,523	(3) 42,758

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	21,840	28,563	24,960	(5) 25,807	(5) 27,147
\$2,000,001-\$4,000,000	20,800	26,000	24,645	(10) 24,921	(10) 26,246
\$4,000,001-\$8,000,000	25,333	29,722	27,000	(11) 27,202	(11) 28,654
\$8,000,001-\$16,000,000	24,959	30,522	28,000	(11) 28,870	(11) 31,759
\$16,000,001-\$32,000,000	29,240	35,142	32,760	(13) 32,945	(13) 35,415
\$32,000,001-\$64,000,000	29,337	36,550	35,220	(8) 33,931	(8) 39,216
\$64,000,001-\$128,000,000	33,998	48,401	45,286	(4) 48,770	(4) 50,723

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	(2) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(3) 1.3
60,001-100,000	(4) 1.0
100,001-230,000	(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	72,828	74,646	73,737	(2) 73,737	(2) 73,737
10,001-15,000	35,000	49,800	46,500	(4) 45,754	(4) 46,442
15,001-25,000	53,560	65,000	58,600	(7) 71,167	(7) 73,833
25,001-40,000	58,914	70,000	66,333	(4) 66,013	(4) 67,363
40,001-60,000	69,360	80,000	80,000	(3) 84,787	(3) 88,215
60,001-100,000	70,000	84,240	80,494	(4) 90,247	(4) 92,141
100,001-230,000	116,766	116,766	116,766	(1) 116,766	(1) 116,766

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	80,406	80,406	80,406	(1) 80,406	(1) 85,681
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	35,000	72,828	58,914	(5) 56,918	(5) 57,068
\$8,000,001-\$16,000,000	49,800	57,000	55,016	(7) 55,282	(7) 57,354
\$16,000,001-\$32,000,000	62,665	72,471	70,000	(5) 82,020	(5) 83,757
\$32,000,001-\$64,000,000	70,000	105,000	80,000	(5) 92,349	(5) 95,442
\$64,000,001-\$128,000,000	84,240	116,766	100,503	(2) 100,503	(2) 100,503

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(4) 1.0
100,001-230,000	(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				(0)	(0)
6,001-10,000	45,916	45,916	45,916	(1) 45,916	(1) 53,916
10,001-15,000	31,980	70,208	51,094	(2) 51,094	(2) 51,094
15,001-25,000	69,323	69,323	69,323	(1) 69,323	(1) 69,323
25,001-40,000	24,000	42,803	42,803	(3) 40,434	(3) 40,554
40,001-60,000	49,500	65,000	65,000	(3) 73,167	(3) 75,723
60,001-100,000	50,000	71,324	67,464	(4) 65,482	(4) 65,482
100,001-230,000	77,000	108,243	108,243	(3) 98,607	(3) 98,607

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	31,980	45,916	45,916	(3) 49,368	(3) 52,035
\$8,000,001-\$16,000,000	54,500	69,323	61,912	(2) 61,912	(2) 61,912
\$16,000,001-\$32,000,000	24,000	42,803	42,803	(3) 38,768	(3) 38,888
\$32,000,001-\$64,000,000	50,000	71,324	65,000	(5) 70,986	(5) 72,519
\$64,000,001-\$128,000,000	77,000	108,243	92,622	(4) 93,205	(4) 93,205

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	(3) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(5) 1.4
40,001-60,000	(4) 2.0
60,001-100,000	(6) 1.0
100,001-230,000	(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				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	33,000	33,300	33,300	(3) 33,467	(3) 33,467
15,001-25,000	30,000	44,858	37,989	(6) 38,902	(6) 38,902
25,001-40,000	30,876	61,000	41,200	(5) 48,327	(5) 49,067
40,001-60,000	20,800	50,024	47,012	(4) 47,636	(4) 47,636
60,001-100,000	65,166	82,701	77,351	(6) 78,997	(6) 81,456
100,001-230,000	72,000	95,461	95,461	(3) 96,738	(3) 101,104

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	45,000	45,000	45,000	(1) 45,000	(1) 45,000
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	33,000	33,000	33,000	(1) 33,000	(1) 33,000
\$8,000,001-\$16,000,000	30,000	44,858	33,700	(8) 39,602	(8) 39,602
\$16,000,001-\$32,000,000	30,876	44,000	41,200	(5) 44,927	(5) 45,667
\$32,000,001-\$64,000,000	50,024	75,720	65,166	(7) 62,361	(7) 64,256
\$64,000,001-\$128,000,000	72,000	95,461	83,731	(4) 90,554	(4) 93,828

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	(1) 2.0
15,001-25,000	(2) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(4) 1.0
100,001-230,000	(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	30,000	30,000	30,000	(1) 30,000	(1) 30,000
15,001-25,000	56,650	75,000	65,825	(2) 65,825	(2) 73,325
25,001-40,000	60,000	60,000	60,000	(2) 60,000	(2) 82,019
40,001-60,000	80,000	125,000	102,500	(2) 102,500	(2) 130,340
60,001-100,000	46,920	75,000	70,650	(4) 78,874	(4) 108,485
100,001-230,000	150,000	150,000	150,000	(1) 150,000	(1) 180,000

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	56,650	56,650	(3) 53,883	(3) 58,883
\$16,000,001-\$32,000,000	60,000	60,000	60,000	(2) 60,000	(2) 82,019
\$32,000,001-\$64,000,000	46,920	80,000	75,000	(5) 78,644	(5) 107,928
\$64,000,001-\$128,000,000	127,275	150,000	138,638	(2) 138,638	(2) 167,490

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	(8) 1.1
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.1
25,001-40,000	(5) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(8) 1.1
100,001-230,000	(3) 1.3

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	37,169	37,583	37,376	(2) 37,376	(2) 37,676
6,001-10,000	26,540	37,065	32,830	(8) 32,579	(8) 34,361
10,001-15,000	32,000	39,458	36,424	(4) 36,937	(4) 36,937
15,001-25,000	42,498	45,099	43,295	(7) 48,679	(7) 49,465
25,001-40,000	30,000	50,000	39,500	(5) 41,623	(5) 45,319
40,001-60,000	32,200	80,375	56,288	(2) 56,288	(2) 56,288
60,001-100,000	51,414	75,000	74,318	(8) 72,759	(8) 75,976
100,001-230,000	68,900	73,000	73,000	(3) 75,650	(3) 78,316

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	23,660	37,169	37,169	(3) 34,560	(3) 34,760
\$2,000,001-\$4,000,000	27,820	34,500	32,695	(8) 32,507	(8) 34,290
\$4,000,001-\$8,000,000	30,000	41,579	39,942	(4) 38,196	(4) 38,196
\$8,000,001-\$16,000,000	39,458	45,099	43,295	(7) 46,228	(7) 47,057
\$16,000,001-\$32,000,000	32,200	52,000	39,500	(5) 44,817	(5) 48,453
\$32,000,001-\$64,000,000	51,414	73,635	68,900	(7) 64,723	(7) 66,547
\$64,000,001-\$128,000,000	73,000	90,281	87,666	(4) 90,333	(4) 95,576

Executive Editor or Editor

Top newsroom executive.

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(9) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(9) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(7) 1.0
100,001-230,000	(7) 1.1

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	40,000	51,335	45,884	(7) 46,217	(7) 47,931
6,001-10,000	47,095	65,000	52,000	(7) 56,626	(7) 59,297
10,001-15,000	66,000	80,000	70,000	(9) 72,972	(9) 76,037
15,001-25,000	75,000	104,100	86,000	(9) 89,668	(9) 93,682
25,001-40,000	81,120	119,260	105,000	(9) 108,002	(9) 117,601
40,001-60,000	119,988	145,000	137,500	(4) 141,247	(4) 158,037
60,001-100,000	100,000	156,796	152,000	(7) 156,668	(7) 178,287
100,001-230,000	152,000	218,212	210,758	(7) 201,884	(7) 238,853

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	29,640	51,335	43,000	(5) 47,795	(5) 51,460
\$2,000,001-\$4,000,000	45,884	65,000	56,180	(8) 58,251	(8) 61,376
\$4,000,001-\$8,000,000	52,000	70,000	69,888	(7) 65,408	(7) 66,036
\$8,000,001-\$16,000,000	70,000	98,010	80,049	(12) 86,550	(12) 91,229
\$16,000,001-\$32,000,000	81,120	119,260	105,000	(10) 107,423	(10) 116,716
\$32,000,001-\$64,000,000	125,000	156,796	152,000	(9) 145,227	(9) 170,112
\$64,000,001-\$128,000,000	100,000	218,212	210,758	(7) 194,456	(7) 224,568

Managing Editor

Manages day-to-day newspaper production.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(9) 1.0
10,001-15,000	(9) 1.1
15,001-25,000	(5) 1.0
25,001-40,000	(6) 1.2
40,001-60,000	(4) 1.2
60,001-100,000	(6) 1.0
100,001-230,000	(6) 2.3

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	33,280	39,998	36,888	(4) 37,639	(4) 38,748
6,001-10,000	38,474	50,596	50,003	(9) 50,680	(9) 52,964
10,001-15,000	41,080	65,000	60,984	(9) 56,726	(9) 57,498
15,001-25,000	52,000	60,000	59,160	(5) 61,768	(5) 61,881
25,001-40,000	50,800	66,000	61,500	(6) 62,657	(6) 63,960
40,001-60,000	75,000	112,000	107,000	(4) 104,438	(4) 106,763
60,001-100,000	90,000	98,900	96,950	(6) 101,547	(6) 108,219
100,001-230,000	110,000	144,040	134,520	(6) 140,989	(6) 162,553

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	39,998	36,888	(4) 39,265	(4) 39,265
\$2,000,001-\$4,000,000	40,200	50,000	43,500	(7) 45,339	(7) 47,453
\$4,000,001-\$8,000,000	38,474	67,600	62,992	(10) 57,440	(10) 58,655
\$8,000,001-\$16,000,000	52,000	59,160	57,679	(7) 56,752	(7) 57,466
\$16,000,001-\$32,000,000	66,000	75,000	73,946	(6) 71,815	(6) 73,212
\$32,000,001-\$64,000,000	90,000	110,000	102,000	(7) 103,430	(7) 107,973
\$64,000,001-\$128,000,000	95,000	144,040	129,720	(7) 137,236	(7) 158,167

Assistant Managing Editor

Second in command to the managing editor.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(0)
40,001-60,000	(1) 1.0
60,001-100,000	(2) 3.0
100,001-230,000	(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	34,008	34,008	34,008	(1) 34,008	(1) 34,008
6,001-10,000	33,002	35,000	35,000	(3) 37,953	(3) 40,186
10,001-15,000	32,010	41,000	40,500	(4) 40,800	(4) 40,838
15,001-25,000	40,000	40,000	40,000	(1) 40,000	(1) 40,000
25,001-40,000				(0)	(0)
40,001-60,000	90,280	90,280	90,280	(1) 90,280	(1) 90,280
60,001-100,000	69,234	83,468	76,351	(2) 76,351	(2) 76,726
100,001-230,000	85,000	116,261	100,631	(2) 100,631	(2) 105,631

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	34,008	35,000	34,504	(2) 34,504	(2) 34,679
\$4,000,001-\$8,000,000	32,010	45,857	41,000	(5) 40,412	(5) 41,712
\$8,000,001-\$16,000,000	40,000	40,000	40,000	(2) 40,000	(2) 40,000
\$16,000,001-\$32,000,000				(0)	(0)
\$32,000,001-\$64,000,000	69,234	85,000	84,234	(4) 81,996	(4) 84,683
\$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	(1) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(7) 1.0
40,001-60,000	(6) 1.2
60,001-100,000	(8) 1.0
100,001-230,000	(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	50,000	50,000	50,000	(1) 50,000	(1) 50,000
10,001-15,000	80,000	80,000	80,000	(1) 80,000	(1) 80,185
15,001-25,000	38,000	46,920	43,308	(7) 44,515	(7) 44,515
25,001-40,000	57,534	84,000	61,426	(7) 71,400	(7) 72,106
40,001-60,000	63,440	80,750	72,875	(6) 77,796	(6) 79,240
60,001-100,000	82,500	118,607	115,473	(8) 103,828	(8) 107,122
100,001-230,000	81,255	99,619	99,310	(4) 96,219	(4) 103,626

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	40,000	40,000	40,000	(1) 40,000	(1) 40,000
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	50,000	50,000	50,000	(1) 50,000	(1) 50,000
\$8,000,001-\$16,000,000	38,000	48,000	46,920	(7) 50,334	(7) 50,360
\$16,000,001-\$32,000,000	54,233	84,000	60,848	(8) 68,937	(8) 69,555
\$32,000,001-\$64,000,000	72,000	99,000	86,701	(11) 89,870	(11) 92,565
\$64,000,001-\$128,000,000	81,255	118,607	105,000	(5) 104,796	(5) 111,794

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	(2) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(7) 1.4
15,001-25,000	(5) 1.4
25,001-40,000	(9) 1.2
40,001-60,000	(7) 1.1
60,001-100,000	(5) 1.0
100,001-230,000	(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	34,500	53,857	44,179	(2) 44,179	(2) 45,385
6,001-10,000	29,640	34,673	32,000	(7) 34,020	(7) 34,020
10,001-15,000	38,000	45,000	43,546	(7) 43,797	(7) 43,797
15,001-25,000	35,000	45,000	44,963	(5) 45,226	(5) 45,399
25,001-40,000	48,868	61,503	59,344	(9) 57,528	(9) 58,145
40,001-60,000	56,000	77,340	65,000	(7) 67,027	(7) 67,113
60,001-100,000	61,500	82,500	76,515	(5) 75,940	(5) 76,170
100,001-230,000	71,500	75,000	73,250	(2) 73,250	(2) 73,250

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	29,640	31,325	31,325	(3) 35,309	(3) 35,597
\$2,000,001-\$4,000,000	34,500	38,000	37,000	(7) 38,790	(7) 39,135
\$4,000,001-\$8,000,000	32,000	48,868	45,000	(5) 43,149	(5) 43,149
\$8,000,001-\$16,000,000	35,000	45,000	43,546	(7) 43,384	(7) 43,384
\$16,000,001-\$32,000,000	45,540	62,182	60,325	(10) 58,161	(10) 58,716
\$32,000,001-\$64,000,000	62,685	79,145	71,170	(8) 71,792	(8) 72,010
\$64,000,001-\$128,000,000	71,500	75,000	75,000	(3) 81,000	(3) 81,000

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(8) 1.0
6,001-10,000	(12) 1.0
10,001-15,000	(13) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(8) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(7) 1.0
100,001-230,000	(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	25,000	32,050	28,935	(8) 30,071	(8) 30,216
6,001-10,000	29,515	32,241	31,585	(12) 32,469	(12) 32,469
10,001-15,000	34,000	37,830	36,665	(13) 37,631	(13) 37,645
15,001-25,000	37,000	45,000	43,099	(8) 45,664	(8) 45,758
25,001-40,000	51,000	60,700	59,050	(8) 57,575	(8) 58,362
40,001-60,000	51,000	79,908	62,504	(5) 67,462	(5) 67,612
60,001-100,000	66,621	81,000	75,000	(7) 83,586	(7) 84,242
100,001-230,000	82,000	87,000	87,000	(3) 86,090	(3) 86,090

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	29,923	29,515	(7) 31,496	(7) 31,605
\$2,000,001-\$4,000,000	27,997	33,325	32,028	(12) 31,946	(12) 32,042
\$4,000,001-\$8,000,000	32,000	41,000	35,040	(11) 36,128	(11) 36,144
\$8,000,001-\$16,000,000	36,665	45,000	39,910	(12) 42,171	(12) 42,171
\$16,000,001-\$32,000,000	54,400	66,196	59,714	(9) 60,717	(9) 61,445
\$32,000,001-\$64,000,000	66,621	82,000	79,908	(9) 76,844	(9) 76,998
\$64,000,001-\$128,000,000	65,000	87,000	87,000	(3) 80,423	(3) 80,423

Business Editor

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	(1) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(3) 1.3
60,001-100,000	(6) 1.0
100,001-230,000	(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	27,000	27,000	27,000	(1) 27,000	(1) 27,465
15,001-25,000	57,745	57,745	57,745	(1) 57,745	(1) 62,745
25,001-40,000	45,000	51,154	51,077	(4) 50,351	(4) 50,501
40,001-60,000	52,800	54,482	54,482	(3) 57,473	(3) 57,473
60,001-100,000	61,984	74,500	71,428	(6) 75,409	(6) 75,458
100,001-230,000	79,063	90,857	88,096	(4) 89,064	(4) 90,926

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	27,000	54,250	54,250	(3) 46,332	(3) 48,153
\$16,000,001-\$32,000,000	45,000	51,000	51,000	(3) 49,051	(3) 49,251
\$32,000,001-\$64,000,000	54,482	68,355	63,561	(8) 66,327	(8) 66,364
\$64,000,001-\$128,000,000	74,500	85,335	82,199	(4) 84,975	(4) 86,836

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	(1) 1.0
6,001-10,000	(6) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(6) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(7) 1.0
100,001-230,000	(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	30,000	30,000	(1) 30,000	(1) 31,000
6,001-10,000	28,790	32,000	30,768	(6) 33,796	(6) 33,796
10,001-15,000	31,600	34,889	34,445	(6) 32,860	(6) 33,127
15,001-25,000	31,200	39,520	36,400	(4) 41,275	(4) 41,275
25,001-40,000	46,000	48,771	47,955	(6) 47,397	(6) 48,165
40,001-60,000	41,000	56,430	54,998	(5) 53,941	(5) 53,941
60,001-100,000	66,000	72,644	70,002	(7) 72,672	(7) 72,851
100,001-230,000	56,100	63,933	63,933	(3) 64,678	(3) 64,678

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	39,520	34,528	(2) 34,528	(2) 34,528
\$2,000,001-\$4,000,000	27,997	34,000	30,000	(5) 33,622	(5) 34,142
\$4,000,001-\$8,000,000	32,000	35,000	34,945	(6) 35,465	(6) 35,465
\$8,000,001-\$16,000,000	31,200	36,671	33,280	(5) 37,040	(5) 37,040
\$16,000,001-\$32,000,000	41,000	47,139	46,570	(6) 47,543	(6) 48,311
\$32,000,001-\$64,000,000	54,998	70,002	67,000	(10) 64,461	(10) 64,586
\$64,000,001-\$128,000,000	56,100	63,933	63,933	(3) 65,011	(3) 65,011

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(5) 1.4
15,001-25,000	(1) 1.0
25,001-40,000	(4) 1.2
40,001-60,000	(3) 5.3
60,001-100,000	(5) 4.8
100,001-230,000	(1) 4.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	30,000	34,279	32,140	(2) 32,140	(2) 32,140
6,001-10,000	26,644	27,227	27,227	(3) 27,304	(3) 27,304
10,001-15,000	27,021	37,368	34,000	(5) 33,569	(5) 33,602
15,001-25,000	29,016	29,016	29,016	(1) 29,016	(1) 29,016
25,001-40,000	38,430	45,000	43,067	(4) 42,391	(4) 42,391
40,001-60,000	35,664	46,320	46,320	(3) 50,901	(3) 50,901
60,001-100,000	48,000	82,781	80,688	(5) 71,865	(5) 74,091
100,001-230,000	62,000	62,000	62,000	(1) 62,000	(1) 62,000

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	30,000	30,000	(1) 30,000	(1) 30,000
\$2,000,001-\$4,000,000	26,644	28,040	28,040	(3) 29,654	(3) 29,654
\$4,000,001-\$8,000,000	27,021	34,000	27,820	(5) 30,687	(5) 30,720
\$8,000,001-\$16,000,000	29,016	38,430	38,430	(3) 36,361	(3) 36,361
\$16,000,001-\$32,000,000	35,664	45,000	43,067	(4) 41,700	(4) 41,700
\$32,000,001-\$64,000,000	46,320	70,720	54,350	(5) 60,016	(5) 60,193
\$64,000,001-\$128,000,000	62,000	93,506	77,753	(2) 77,753	(2) 82,875

Copy Desk Chief

Supervision of copy editing.

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	(5) 1.0
25,001-40,000	(6) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(5) 1.4
100,001-230,000	(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	24,960	24,960	24,960	(1) 24,960	(1) 24,960
6,001-10,000	32,008	33,000	32,504	(2) 32,504	(2) 32,741
10,001-15,000	33,280	36,000	35,360	(5) 36,978	(5) 36,978
15,001-25,000	30,000	40,600	35,000	(5) 35,924	(5) 35,924
25,001-40,000	35,020	45,000	40,950	(6) 42,783	(6) 42,883
40,001-60,000	32,000	83,553	57,777	(2) 57,777	(2) 57,777
60,001-100,000	60,000	71,798	60,937	(5) 66,048	(5) 66,108
100,001-230,000	60,000	80,000	70,000	(2) 70,000	(2) 70,000

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	24,960	40,600	32,780	(2) 32,780	(2) 32,780
\$2,000,001-\$4,000,000	33,000	33,000	33,000	(1) 33,000	(1) 33,000
\$4,000,001-\$8,000,000	32,008	33,280	33,280	(4) 33,142	(4) 33,260
\$8,000,001-\$16,000,000	33,020	41,000	35,680	(8) 37,704	(8) 37,704
\$16,000,001-\$32,000,000	32,000	50,000	36,900	(5) 42,084	(5) 42,204
\$32,000,001-\$64,000,000	60,000	60,937	60,917	(6) 66,197	(6) 66,247
\$64,000,001-\$128,000,000	80,000	80,000	80,000	(1) 80,000	(1) 80,000

Responsible for the overall design of the paper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(3) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(4) 1.2
60,001-100,000	(5) 1.0
100,001-230,000	(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	35,006	36,457	36,457	(3) 38,464	(3) 38,464
10,001-15,000	55,000	55,000	55,000	(1) 55,000	(1) 55,000
15,001-25,000	27,040	43,112	41,956	(4) 49,031	(4) 49,320
25,001-40,000	34,000	45,000	41,250	(4) 42,125	(4) 43,138
40,001-60,000	46,156	70,013	62,515	(4) 64,046	(4) 64,109
60,001-100,000	57,934	74,853	68,729	(5) 71,216	(5) 71,536
100,001-230,000	50,000	63,979	63,979	(3) 61,104	(3) 61,539

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	35,006	43,112	39,059	(2) 39,059	(2) 39,474
\$2,000,001-\$4,000,000	36,457	36,457	36,457	(1) 36,457	(1) 36,457
\$4,000,001-\$8,000,000	43,930	43,930	43,930	(1) 43,930	(1) 43,930
\$8,000,001-\$16,000,000	27,040	40,800	39,150	(4) 40,085	(4) 40,085
\$16,000,001-\$32,000,000	45,000	52,000	49,078	(6) 52,891	(6) 53,662
\$32,000,001-\$64,000,000	57,934	74,853	70,013	(5) 71,306	(5) 71,626
\$64,000,001-\$128,000,000	50,000	63,979	63,490	(4) 61,578	(4) 61,905

Chief Photographer

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(6) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(7) 1.1
100,001-230,000	(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	26,520	36,113	34,257	(4) 36,131	(4) 36,177
10,001-15,000	28,000	32,847	32,754	(6) 32,780	(6) 32,889
15,001-25,000	35,520	42,900	41,127	(6) 44,110	(6) 44,224
25,001-40,000	44,148	45,000	44,936	(6) 43,636	(6) 44,491
40,001-60,000	48,500	50,000	50,000	(3) 58,330	(3) 58,330
60,001-100,000	56,329	85,000	69,360	(7) 72,152	(7) 72,186
100,001-230,000	69,141	86,700	85,279	(5) 81,370	(5) 82,731

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	35,520	35,520	35,520	(1) 35,520	(1) 36,203
\$2,000,001-\$4,000,000	26,520	36,504	36,113	(5) 36,206	(5) 36,243
\$4,000,001-\$8,000,000	27,644	34,327	32,847	(5) 32,369	(5) 32,419
\$8,000,001-\$16,000,000	32,660	42,900	41,127	(6) 40,106	(6) 40,173
\$16,000,001-\$32,000,000	44,872	47,569	46,285	(6) 49,775	(6) 50,631
\$32,000,001-\$64,000,000	49,263	85,000	71,323	(8) 69,437	(8) 69,467
\$64,000,001-\$128,000,000	69,141	87,753	85,279	(5) 82,410	(5) 83,771

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	(2) 1.0
6,001-10,000	(6) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(6) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(5) 1.4
100,001-230,000	(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	50,000	50,112	50,056	(2) 50,056	(2) 55,112
6,001-10,000	42,400	47,000	46,557	(6) 50,939	(6) 54,653
10,001-15,000	61,684	70,704	70,000	(7) 67,177	(7) 70,395
15,001-25,000	75,010	90,000	83,000	(7) 81,867	(7) 86,165
25,001-40,000	65,000	70,000	68,000	(6) 75,833	(6) 81,350
40,001-60,000	70,000	90,000	80,000	(2) 80,000	(2) 82,478
60,001-100,000	81,145	100,000	95,000	(5) 101,642	(5) 121,750
100,001-230,000	85,000	152,000	119,381	(4) 128,383	(4) 147,762

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	47,000	47,000	(3) 56,041	(3) 59,375
\$2,000,001-\$4,000,000	38,502	50,112	50,056	(4) 50,789	(4) 54,303
\$4,000,001-\$8,000,000	61,684	70,000	66,537	(8) 64,444	(8) 68,677
\$8,000,001-\$16,000,000	55,162	83,000	75,762	(7) 74,780	(7) 78,078
\$16,000,001-\$32,000,000	65,000	84,000	70,000	(7) 80,537	(7) 85,837
\$32,000,001-\$64,000,000	90,000	95,000	93,533	(6) 108,368	(6) 138,284
\$64,000,001-\$128,000,000	85,000	100,000	93,381	(4) 115,383	(4) 116,262

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	(0)
6,001-10,000	(7) 1.3
10,001-15,000	(9) 1.0
15,001-25,000	(9) 1.1
25,001-40,000	(6) 1.0
40,001-60,000	(3) 1.3
60,001-100,000	(6) 1.0
100,001-230,000	(3) 1.3

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	33,696	41,711	41,500	(7) 40,244	(7) 41,241
10,001-15,000	37,000	54,182	49,920	(9) 48,635	(9) 49,274
15,001-25,000	50,000	75,000	56,099	(9) 62,228	(9) 64,161
25,001-40,000	52,881	55,917	55,459	(6) 58,484	(6) 59,535
40,001-60,000	53,269	78,000	78,000	(3) 69,890	(3) 69,890
60,001-100,000	63,518	73,200	69,288	(6) 70,298	(6) 73,060
100,001-230,000	67,000	74,523	74,523	(3) 72,174	(3) 73,904

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	56,099	44,898	(2) 44,898	(2) 46,698
\$2,000,001-\$4,000,000	29,640	50,000	43,442	(5) 43,316	(5) 44,712
\$4,000,001-\$8,000,000	37,000	55,000	43,992	(9) 47,692	(9) 48,330
\$8,000,001-\$16,000,000	45,000	62,000	53,376	(9) 56,571	(9) 58,104
\$16,000,001-\$32,000,000	52,881	65,000	55,917	(7) 62,701	(7) 63,601
\$32,000,001-\$64,000,000	63,518	78,000	75,480	(7) 72,141	(7) 74,509
\$64,000,001-\$128,000,000	67,000	74,523	73,862	(4) 72,431	(4) 73,728

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	(1) 1.0
6,001-10,000	(6) 1.2
10,001-15,000	(9) 1.1
15,001-25,000	(9) 1.3
25,001-40,000	(5) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(6) 1.3
100,001-230,000	(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	21,840	21,840	21,840	(1) 21,840	(1) 21,966
6,001-10,000	20,280	25,875	24,773	(6) 25,366	(6) 25,566
10,001-15,000	25,676	40,619	34,000	(9) 35,665	(9) 36,046
15,001-25,000	31,200	48,100	35,739	(9) 43,431	(9) 45,700
25,001-40,000	45,205	55,000	53,040	(5) 51,914	(5) 55,930
40,001-60,000	50,000	59,000	59,000	(3) 56,267	(3) 56,267
60,001-100,000	49,950	76,764	66,114	(6) 64,434	(6) 69,264
100,001-230,000	65,740	79,900	79,900	(3) 77,030	(3) 77,030

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	46,425	35,048	(2) 35,048	(2) 36,408
\$2,000,001-\$4,000,000	20,280	21,840	21,320	(4) 22,987	(4) 23,018
\$4,000,001-\$8,000,000	25,676	40,619	34,000	(9) 34,329	(9) 34,699
\$8,000,001-\$16,000,000	30,773	45,000	35,370	(10) 37,775	(10) 39,676
\$16,000,001-\$32,000,000	50,000	55,000	54,020	(6) 57,786	(6) 61,132
\$32,000,001-\$64,000,000	49,950	79,500	59,400	(8) 63,567	(8) 67,190
\$64,000,001-\$128,000,000	65,740	76,764	76,764	(3) 75,984	(3) 75,984

Building/General Maintenance Supervisor

Responsible for building maintenance, repair and cleaning.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(5) 1.2
40,001-60,000	(2) 1.0
60,001-100,000	(5) 1.2
100,001-230,000	(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	24,960	26,030	25,515	(4) 27,148	(4) 27,233
15,001-25,000	41,600	46,239	42,244	(7) 44,797	(7) 45,083
25,001-40,000	26,728	52,782	50,132	(5) 48,374	(5) 48,664
40,001-60,000	46,402	72,280	59,341	(2) 59,341	(2) 59,341
60,001-100,000	57,500	75,072	64,100	(5) 72,686	(5) 75,723
100,001-230,000	70,000	90,586	87,368	(4) 91,386	(4) 94,502

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	41,600	41,600	(1) 41,600	(1) 43,600
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	24,960	26,030	25,515	(4) 25,680	(4) 25,680
\$8,000,001-\$16,000,000	35,000	42,244	41,922	(6) 41,281	(6) 41,337
\$16,000,001-\$32,000,000	46,402	52,782	51,457	(6) 53,074	(6) 53,316
\$32,000,001-\$64,000,000	62,500	70,000	67,050	(6) 66,909	(6) 66,977
\$64,000,001-\$128,000,000	84,150	104,258	97,422	(4) 99,951	(4) 106,761

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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