

**General
Executives**

Regional Publisher

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	(1) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(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	70,000	70,000	70,000	(1) 70,000	(1) 82,000
6,001-10,000	116,617	140,000	135,000	(4) 132,125	(4) 157,425
10,001-15,000	170,000	170,000	170,000	(1) 170,000	(1) 241,500
15,001-25,000	165,452	220,000	195,000	(6) 199,575	(6) 221,773
25,001-40,000	185,000	212,000	198,500	(2) 198,500	(2) 256,854
40,001-60,000	190,000	300,000	295,000	(4) 270,963	(4) 347,948
85,001-130,000	320,000	370,000	345,000	(2) 345,000	(2) 515,000

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	70,000	70,000	70,000	(1) 70,000	(1) 82,000
\$2,000,001-\$4,000,000	130,000	130,000	130,000	(1) 130,000	(1) 130,000
\$4,000,001-\$8,000,000	140,000	141,882	141,882	(3) 149,111	(3) 162,445
\$8,000,001-\$16,000,000	130,000	170,000	170,000	(6) 183,103	(6) 220,887
\$16,000,001-\$32,000,000	185,000	212,000	201,000	(4) 201,750	(4) 243,959
\$32,000,001-\$64,000,000	290,000	320,000	311,925	(4) 320,963	(4) 462,213
\$64,000,001-\$128,000,000				(0)	(0)

**General
Executives**

Publisher

Chief executive officer of newspaper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(8) 1.0
6,001-10,000	(8) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(5) 1.0
85,001-130,000	(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	74,464	100,000	90,000	(8) 87,288	(8) 111,513
6,001-10,000	80,000	110,000	97,500	(8) 98,500	(8) 113,688
10,001-15,000	125,000	184,714	158,979	(4) 161,739	(4) 182,427
15,001-25,000	160,000	200,000	190,000	(6) 174,000	(6) 188,500
25,001-40,000	185,000	220,000	195,000	(5) 221,000	(5) 235,000
40,001-60,000	185,000	271,000	255,000	(5) 242,200	(5) 296,398
85,001-130,000	220,000	319,000	319,000	(3) 313,000	(3) 346,333

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	74,464	100,000	92,500	(4) 95,366	(4) 103,366
\$2,000,001-\$4,000,000	80,000	100,000	95,000	(11) 92,098	(11) 114,898
\$4,000,001-\$8,000,000	110,000	184,714	149,857	(4) 149,929	(4) 158,116
\$8,000,001-\$16,000,000	180,000	200,000	200,000	(7) 200,000	(7) 233,857
\$16,000,001-\$32,000,000	185,000	275,000	225,000	(7) 234,143	(7) 265,566
\$32,000,001-\$64,000,000	220,000	271,000	245,500	(2) 245,500	(2) 274,765
\$64,000,001-\$128,000,000	400,000	400,000	400,000	(1) 400,000	(1) 475,000

**General
Executives**

General Manager

Responsible for all business functions, except editorial.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(0)
40,001-60,000	(2) 1.5
85,001-130,000	(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	48,068	46,134	(2) 46,134	(2) 47,755
6,001-10,000	87,000	95,700	91,350	(2) 91,350	(2) 95,489
10,001-15,000	80,000	95,000	94,439	(6) 93,496	(6) 103,017
15,001-25,000	78,217	90,000	85,000	(4) 97,679	(4) 107,276
25,001-40,000				(0)	(0)
40,001-60,000	66,500	92,700	79,600	(2) 79,600	(2) 81,102
85,001-130,000	180,000	180,000	180,000	(1) 180,000	(1) 261,431

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	95,700	71,884	(4) 82,617	(4) 89,628
\$2,000,001-\$4,000,000	72,100	87,000	87,000	(3) 84,700	(3) 93,867
\$4,000,001-\$8,000,000	78,217	93,878	86,939	(4) 89,274	(4) 93,305
\$8,000,001-\$16,000,000	90,000	115,000	102,500	(2) 102,500	(2) 120,000
\$16,000,001-\$32,000,000	66,500	80,000	73,250	(2) 73,250	(2) 74,932
\$32,000,001-\$64,000,000	92,700	180,000	136,350	(2) 136,350	(2) 177,066
\$64,000,001-\$128,000,000				(0)	(0)

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	(1) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(0)
40,001-60,000	(2) 1.0
85,001-130,000	(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	204,000	204,000	204,000	(1) 204,000	(1) 216,000
15,001-25,000	78,280	78,280	78,280	(1) 78,280	(1) 78,280
25,001-40,000				(0)	(0)
40,001-60,000	105,000	136,000	120,500	(2) 120,500	(2) 143,565
85,001-130,000	250,000	250,000	250,000	(1) 250,000	(1) 280,000

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	78,280	78,280	78,280	(1) 78,280	(1) 78,280
\$16,000,001-\$32,000,000	105,000	105,000	105,000	(1) 105,000	(1) 106,553
\$32,000,001-\$64,000,000	136,000	136,000	136,000	(1) 136,000	(1) 180,577
\$64,000,001-\$128,000,000	250,000	250,000	250,000	(1) 250,000	(1) 280,000

**General
Executives**

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	(1) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(3) 1.0
85,001-130,000	(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	87,567	87,567	87,567	(1) 87,567	(1) 87,567
15,001-25,000	90,000	118,000	118,000	(3) 110,904	(3) 119,487
25,001-40,000	73,249	90,000	81,625	(2) 81,625	(2) 97,072
40,001-60,000	97,000	125,000	125,000	(3) 123,333	(3) 138,958
85,001-130,000	140,000	140,000	140,000	(1) 140,000	(1) 187,000

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) 138,650
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	124,712	124,712	124,712	(1) 124,712	(1) 127,212
\$16,000,001-\$32,000,000	73,249	90,000	90,000	(4) 94,562	(4) 107,127
\$32,000,001-\$64,000,000	140,000	148,000	144,000	(2) 144,000	(2) 176,304
\$64,000,001-\$128,000,000				(0)	(0)

Responsible for accounting department.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
85,001-130,000	(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	42,576	50,000	48,250	(4) 52,769	(4) 55,269
10,001-15,000	58,000	80,000	75,000	(4) 73,250	(4) 78,030
15,001-25,000	65,000	112,500	88,623	(8) 90,603	(8) 103,362
25,001-40,000	95,000	100,000	97,500	(2) 97,500	(2) 97,500
40,001-60,000	140,000	152,660	146,330	(2) 146,330	(2) 180,401
85,001-130,000	92,000	150,000	150,000	(3) 134,000	(3) 146,209

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	42,576	70,000	58,000	(5) 57,815	(5) 61,815
\$4,000,001-\$8,000,000	50,000	50,000	50,000	(1) 50,000	(1) 50,000
\$8,000,001-\$16,000,000	77,246	115,000	100,000	(9) 100,378	(9) 114,178
\$16,000,001-\$32,000,000	95,000	140,000	120,000	(4) 123,750	(4) 138,035
\$32,000,001-\$64,000,000	92,000	92,000	92,000	(1) 92,000	(1) 113,628
\$64,000,001-\$128,000,000	150,000	150,000	150,000	(1) 150,000	(1) 160,000

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	(1) 1.0
25,001-40,000	(0)
40,001-60,000	(1) 1.0
85,001-130,000	(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	34,821	34,821	(1) 34,821	(1) 34,821
25,001-40,000				(0)	(0)
40,001-60,000	57,169	57,169	57,169	(1) 57,169	(1) 57,169
85,001-130,000	36,000	62,930	47,500	(5) 53,506	(5) 56,067

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	42,771	42,771	42,771	(1) 42,771	(1) 42,771
\$32,000,001-\$64,000,000	36,000	57,169	52,335	(4) 54,750	(4) 57,951
\$64,000,001-\$128,000,000	62,930	62,930	62,930	(1) 62,930	(1) 62,930

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	(7) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(3) 1.0
85,001-130,000	(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	31,478	38,760	38,400	(5) 37,299	(5) 37,790
6,001-10,000	43,000	53,040	48,256	(7) 49,770	(7) 50,270
10,001-15,000	45,000	45,557	45,279	(2) 45,279	(2) 46,756
15,001-25,000	48,000	52,600	52,300	(6) 54,947	(6) 58,144
25,001-40,000	54,999	55,620	55,620	(3) 58,540	(3) 62,332
40,001-60,000	50,000	67,000	67,000	(3) 62,330	(3) 62,330
85,001-130,000	54,750	70,500	70,500	(3) 67,616	(3) 68,842

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	37,856	43,000	43,000	(3) 42,621	(3) 42,967
\$2,000,001-\$4,000,000	35,000	40,000	39,200	(6) 42,664	(6) 43,235
\$4,000,001-\$8,000,000	41,080	45,557	45,279	(4) 46,169	(4) 46,908
\$8,000,001-\$16,000,000	52,000	59,000	55,800	(6) 57,973	(6) 61,420
\$16,000,001-\$32,000,000	54,999	65,000	60,310	(6) 60,520	(6) 62,416
\$32,000,001-\$64,000,000	54,750	69,990	62,370	(2) 62,370	(2) 64,210
\$64,000,001-\$128,000,000	77,598	77,598	77,598	(1) 77,598	(1) 77,598

**Human
Resources
Department**

Director of Human Resources

Responsible for all personnel-related activities. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(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	42,500	47,476	44,988	(2) 44,988	(2) 45,738
15,001-25,000	50,000	65,000	58,665	(8) 59,487	(8) 61,899
25,001-40,000	63,000	80,359	75,180	(4) 74,340	(4) 74,340
40,001-60,000	37,000	63,500	62,750	(4) 62,375	(4) 66,481
85,001-130,000	87,500	100,000	95,000	(4) 96,375	(4) 103,500

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	42,500	42,500	42,500	(1) 42,500	(1) 44,000
\$8,000,001-\$16,000,000	47,476	60,000	56,099	(8) 55,359	(8) 56,765
\$16,000,001-\$32,000,000	62,000	80,359	70,000	(7) 69,480	(7) 70,766
\$32,000,001-\$64,000,000	87,000	87,500	87,500	(3) 91,500	(3) 100,225
\$64,000,001-\$128,000,000	108,000	108,000	108,000	(1) 108,000	(1) 112,500

**Marketing
Department**

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	(2) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(0)
40,001-60,000	(3) 1.0
85,001-130,000	(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	35,000	35,000	35,000	(1) 35,000	(1) 45,000
10,001-15,000	26,851	124,931	75,891	(2) 75,891	(2) 95,076
15,001-25,000	64,000	75,000	69,500	(2) 69,500	(2) 69,750
25,001-40,000				(0)	(0)
40,001-60,000	62,000	67,500	67,500	(3) 83,833	(3) 89,498
85,001-130,000	185,000	185,000	185,000	(1) 185,000	(1) 190,000

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	26,851	35,000	30,926	(2) 30,926	(2) 35,926
\$8,000,001-\$16,000,000	64,000	75,000	69,500	(2) 69,500	(2) 69,750
\$16,000,001-\$32,000,000	122,000	124,931	123,466	(2) 123,466	(2) 149,146
\$32,000,001-\$64,000,000	62,000	62,000	62,000	(1) 62,000	(1) 65,002
\$64,000,001-\$128,000,000	185,000	185,000	185,000	(1) 185,000	(1) 190,000

**Advertising
Department**

Advertising Director

Total advertising responsibility. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(11) 1.0
15,001-25,000	(12) 1.0
25,001-40,000	(7) 1.1
40,001-60,000	(7) 1.0
85,001-130,000	(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	35,000	42,946	41,473	(6) 45,892	(6) 55,276
6,001-10,000	60,000	80,000	75,000	(7) 72,059	(7) 85,909
10,001-15,000	70,000	84,251	72,500	(11) 77,096	(11) 95,174
15,001-25,000	62,300	102,839	90,000	(12) 92,432	(12) 109,242
25,001-40,000	105,060	120,000	120,000	(7) 120,030	(7) 149,132
40,001-60,000	127,064	166,000	150,000	(7) 147,009	(7) 179,671
85,001-130,000	160,000	185,000	181,500	(6) 183,333	(6) 229,656

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	73,607	61,804	(4) 63,402	(4) 71,931
\$2,000,001-\$4,000,000	40,000	75,000	53,500	(11) 58,997	(11) 71,356
\$4,000,001-\$8,000,000	72,000	80,240	75,000	(7) 82,177	(7) 88,750
\$8,000,001-\$16,000,000	65,000	102,839	89,720	(14) 95,087	(14) 116,815
\$16,000,001-\$32,000,000	92,000	140,000	117,500	(10) 124,123	(10) 160,078
\$32,000,001-\$64,000,000	150,000	170,000	166,000	(7) 168,714	(7) 219,045
\$64,000,001-\$128,000,000	220,000	220,000	220,000	(1) 220,000	(1) 230,000

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	(1) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(3) 1.3
40,001-60,000	(6) 1.7
85,001-130,000	(3) 2.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	55,000	55,000	55,000	(1) 55,000	(1) 60,919
6,001-10,000	40,000	55,000	55,000	(5) 50,338	(5) 62,355
10,001-15,000	25,000	25,000	25,000	(1) 25,000	(1) 49,925
15,001-25,000	40,000	50,000	46,342	(6) 54,114	(6) 65,729
25,001-40,000	30,923	57,000	57,000	(3) 49,308	(3) 59,381
40,001-60,000	60,000	76,500	73,250	(6) 73,161	(6) 88,938
85,001-130,000	70,000	75,000	75,000	(3) 79,879	(3) 107,014

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	50,000	50,000	50,000	(1) 50,000	(1) 54,500
\$2,000,001-\$4,000,000	40,000	44,990	44,990	(3) 46,663	(3) 55,303
\$4,000,001-\$8,000,000	25,000	55,000	55,000	(4) 47,925	(4) 64,177
\$8,000,001-\$16,000,000	38,000	70,000	42,683	(5) 55,537	(5) 72,823
\$16,000,001-\$32,000,000	57,000	70,000	65,000	(6) 62,432	(6) 71,671
\$32,000,001-\$64,000,000	60,000	75,000	75,000	(3) 70,500	(3) 101,733
\$64,000,001-\$128,000,000	94,638	94,638	94,638	(1) 94,638	(1) 108,647

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) 1.5
10,001-15,000	(1) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(5) 1.2
85,001-130,000	(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	24,700	35,000	29,850	(2) 29,850	(2) 43,050
6,001-10,000	20,000	30,066	25,033	(2) 25,033	(2) 31,575
10,001-15,000	45,000	45,000	45,000	(1) 45,000	(1) 63,000
15,001-25,000	38,000	60,360	60,360	(3) 55,453	(3) 63,612
25,001-40,000	44,491	44,491	44,491	(1) 44,491	(1) 58,426
40,001-60,000	56,000	75,000	67,500	(5) 67,700	(5) 84,658
85,001-130,000	49,400	86,500	80,750	(4) 80,225	(4) 113,178

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	35,000	35,000	35,000	(1) 35,000	(1) 53,000
\$2,000,001-\$4,000,000	24,700	24,700	24,700	(1) 24,700	(1) 33,100
\$4,000,001-\$8,000,000	20,000	30,066	30,066	(3) 31,519	(3) 40,525
\$8,000,001-\$16,000,000	38,000	67,500	63,930	(4) 58,465	(4) 66,805
\$16,000,001-\$32,000,000	60,000	110,000	85,000	(2) 85,000	(2) 93,315
\$32,000,001-\$64,000,000	49,400	75,000	75,000	(4) 69,850	(4) 110,454
\$64,000,001-\$128,000,000	86,500	86,500	86,500	(1) 86,500	(1) 99,173

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	(2) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(5) 1.6
85,001-130,000	(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	21,000	27,040	24,020	(2) 24,020	(2) 26,420
6,001-10,000	20,800	27,996	27,996	(3) 26,665	(3) 33,232
10,001-15,000	21,800	29,918	28,219	(4) 31,560	(4) 49,206
15,001-25,000	37,000	43,000	41,500	(6) 43,333	(6) 56,117
25,001-40,000	34,999	40,019	37,509	(2) 37,509	(2) 50,387
40,001-60,000	53,333	74,000	60,000	(5) 63,703	(5) 81,170
85,001-130,000	72,500	96,000	96,000	(3) 94,500	(3) 106,291

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	21,000	37,000	29,000	(2) 29,000	(2) 34,100
\$2,000,001-\$4,000,000	20,800	27,040	27,040	(3) 25,279	(3) 27,845
\$4,000,001-\$8,000,000	26,520	29,918	29,918	(3) 29,213	(3) 48,074
\$8,000,001-\$16,000,000	21,800	50,000	43,000	(5) 41,960	(5) 58,663
\$16,000,001-\$32,000,000	35,000	53,333	46,676	(6) 51,840	(6) 60,022
\$32,000,001-\$64,000,000	55,990	60,000	60,000	(3) 70,663	(3) 94,385
\$64,000,001-\$128,000,000	115,000	115,000	115,000	(1) 115,000	(1) 115,000

**Circulation
Department**

Circulation Director

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(9) 1.0
6,001-10,000	(11) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(11) 1.0
25,001-40,000	(9) 1.0
40,001-60,000	(7) 1.0
85,001-130,000	(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	25,000	35,360	33,000	(9) 37,352	(9) 40,121
6,001-10,000	42,000	61,500	51,168	(11) 52,299	(11) 54,671
10,001-15,000	31,200	63,082	56,600	(5) 54,776	(5) 58,488
15,001-25,000	69,967	80,000	72,306	(11) 71,579	(11) 80,301
25,001-40,000	74,000	100,000	90,000	(9) 91,485	(9) 100,472
40,001-60,000	72,072	99,166	95,000	(7) 91,463	(7) 98,005
85,001-130,000	108,000	170,000	163,000	(4) 153,125	(4) 187,854

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	25,000	42,000	40,000	(7) 38,953	(7) 42,356
\$2,000,001-\$4,000,000	31,600	56,100	48,834	(10) 46,161	(10) 49,070
\$4,000,001-\$8,000,000	50,000	63,082	62,791	(6) 59,188	(6) 62,036
\$8,000,001-\$16,000,000	69,967	80,000	72,353	(16) 74,858	(16) 81,992
\$16,000,001-\$32,000,000	72,072	110,000	95,000	(8) 102,396	(8) 114,334
\$32,000,001-\$64,000,000	72,000	108,000	107,000	(5) 108,433	(5) 133,520
\$64,000,001-\$128,000,000	170,000	170,000	170,000	(1) 170,000	(1) 185,000

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	(3) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(4) 1.2
15,001-25,000	(7) 1.0
25,001-40,000	(3) 1.3
40,001-60,000	(5) 1.0
85,001-130,000	(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	20,800	25,000	25,000	(3) 24,600	(3) 25,400
6,001-10,000	25,000	31,720	31,720	(3) 29,907	(3) 29,907
10,001-15,000	36,000	53,874	46,937	(4) 46,884	(4) 48,134
15,001-25,000	35,180	42,000	40,000	(7) 39,791	(7) 43,170
25,001-40,000	47,476	54,286	54,286	(3) 52,697	(3) 66,169
40,001-60,000	50,000	60,000	60,000	(5) 60,006	(5) 63,984
85,001-130,000	70,385	95,974	95,974	(3) 92,120	(3) 113,195

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	25,000	25,000	25,000	(1) 25,000	(1) 25,000
\$2,000,001-\$4,000,000	20,800	33,000	31,720	(5) 33,479	(5) 33,959
\$4,000,001-\$8,000,000	25,000	25,000	25,000	(1) 25,000	(1) 25,000
\$8,000,001-\$16,000,000	35,180	42,000	40,000	(8) 40,443	(8) 43,948
\$16,000,001-\$32,000,000	47,476	57,660	56,329	(7) 62,393	(7) 69,424
\$32,000,001-\$64,000,000	50,000	60,000	60,000	(3) 60,128	(3) 81,435
\$64,000,001-\$128,000,000	110,000	110,000	110,000	(1) 110,000	(1) 115,000

**Circulation
Department**

Customer Service Manager

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(5) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(5) 1.0
85,001-130,000	(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	27,500	27,500	27,500	(1) 27,500	(1) 33,500
6,001-10,000				(0)	(0)
10,001-15,000	28,000	37,200	34,561	(5) 33,547	(5) 36,767
15,001-25,000	25,292	35,152	34,996	(6) 34,379	(6) 40,288
25,001-40,000	35,375	39,500	37,438	(2) 37,438	(2) 37,438
40,001-60,000	36,246	65,000	57,000	(5) 57,049	(5) 68,086
85,001-130,000	39,453	57,000	56,350	(4) 53,443	(4) 60,943

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	27,500	27,500	27,500	(1) 27,500	(1) 33,500
\$4,000,001-\$8,000,000	25,292	34,561	34,561	(3) 32,351	(3) 35,231
\$8,000,001-\$16,000,000	29,120	35,152	34,996	(6) 35,515	(6) 41,767
\$16,000,001-\$32,000,000	35,375	39,500	39,477	(6) 41,890	(6) 45,983
\$32,000,001-\$64,000,000	36,246	57,000	56,350	(4) 52,642	(4) 57,190
\$64,000,001-\$128,000,000	57,000	57,000	57,000	(1) 57,000	(1) 78,035

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	(2) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(3) 1.3
40,001-60,000	(3) 1.0
85,001-130,000	(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	26,770	28,080	27,425	(2) 27,425	(2) 27,425
10,001-15,000	24,960	31,200	28,080	(2) 28,080	(2) 32,280
15,001-25,000	27,117	35,000	30,853	(8) 32,728	(8) 34,273
25,001-40,000	26,312	28,995	28,995	(3) 34,261	(3) 37,618
40,001-60,000	42,432	50,700	50,700	(3) 52,711	(3) 61,728
85,001-130,000	40,000	57,500	57,500	(3) 59,159	(3) 71,805

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	28,000	28,000	28,000	(1) 28,000	(1) 35,733
\$2,000,001-\$4,000,000	24,960	24,960	24,960	(1) 24,960	(1) 27,360
\$4,000,001-\$8,000,000	27,117	28,080	27,599	(2) 27,599	(2) 27,599
\$8,000,001-\$16,000,000	26,770	35,000	31,200	(7) 33,067	(7) 34,499
\$16,000,001-\$32,000,000	28,995	47,476	42,432	(7) 40,946	(7) 45,549
\$32,000,001-\$64,000,000	40,000	40,000	40,000	(1) 40,000	(1) 73,315
\$64,000,001-\$128,000,000	79,976	79,976	79,976	(1) 79,976	(1) 84,601

**Circulation
Department**

District Manager

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.3
6,001-10,000	(7) 1.7
10,001-15,000	(7) 2.3
15,001-25,000	(14) 3.9
25,001-40,000	(9) 4.3
40,001-60,000	(7) 8.1
85,001-130,000	(2) 24.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	24,336	24,440	24,440	(3) 27,098	(3) 28,840
6,001-10,000	23,670	29,600	27,040	(7) 27,495	(7) 27,854
10,001-15,000	24,960	31,378	27,141	(7) 28,848	(7) 30,738
15,001-25,000	25,356	28,600	27,933	(14) 28,096	(14) 30,890
25,001-40,000	30,764	36,317	34,500	(9) 34,338	(9) 35,842
40,001-60,000	34,640	36,620	35,886	(7) 34,726	(7) 37,804
85,001-130,000	29,559	68,700	49,130	(2) 49,130	(2) 62,681

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	27,040	25,355	(2) 25,355	(2) 27,618
\$2,000,001-\$4,000,000	24,336	32,240	28,320	(8) 28,437	(8) 29,293
\$4,000,001-\$8,000,000	25,356	32,240	31,378	(5) 30,156	(5) 32,589
\$8,000,001-\$16,000,000	24,960	31,975	28,550	(16) 29,205	(16) 31,507
\$16,000,001-\$32,000,000	26,883	36,935	33,820	(10) 33,635	(10) 36,458
\$32,000,001-\$64,000,000	29,559	35,809	35,809	(3) 34,039	(3) 42,426
\$64,000,001-\$128,000,000	68,700	68,700	68,700	(1) 68,700	(1) 71,920

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	(3) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(2) 1.0
85,001-130,000	(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	35,000	56,116	56,116	(3) 55,254	(3) 56,354
10,001-15,000	43,200	70,000	56,600	(2) 56,600	(2) 57,940
15,001-25,000	50,370	68,500	58,600	(9) 60,614	(9) 63,831
25,001-40,000	62,665	69,230	69,230	(3) 68,965	(3) 69,888
40,001-60,000	80,000	120,000	100,000	(2) 100,000	(2) 105,500
85,001-130,000	84,240	116,766	116,766	(3) 110,335	(3) 116,202

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	75,000	75,000	75,000	(1) 75,000	(1) 78,000
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	35,000	50,370	46,785	(4) 50,804	(4) 51,099
\$8,000,001-\$16,000,000	53,560	60,000	57,800	(8) 58,910	(8) 62,753
\$16,000,001-\$32,000,000	62,665	84,240	75,000	(5) 82,227	(5) 83,981
\$32,000,001-\$64,000,000	130,000	130,000	130,000	(1) 130,000	(1) 137,600
\$64,000,001-\$128,000,000	116,766	116,766	116,766	(1) 116,766	(1) 126,766

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(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	50,900	70,208	60,554	(2) 60,554	(2) 60,554
15,001-25,000	24,000	28,153	28,153	(3) 33,210	(3) 33,330
25,001-40,000	42,803	42,803	42,803	(1) 42,803	(1) 42,803
40,001-60,000	41,655	65,000	58,500	(4) 57,914	(4) 59,164
85,001-130,000	113,890	113,890	113,890	(1) 113,890	(1) 116,390

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	28,153	70,208	49,181	(2) 49,181	(2) 49,181
\$8,000,001-\$16,000,000	47,476	47,476	47,476	(1) 47,476	(1) 47,476
\$16,000,001-\$32,000,000	24,000	42,803	42,229	(4) 40,115	(4) 40,205
\$32,000,001-\$64,000,000	73,000	73,000	73,000	(1) 73,000	(1) 73,000
\$64,000,001-\$128,000,000	113,890	113,890	113,890	(1) 113,890	(1) 116,390

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	(5) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(4) 1.5
85,001-130,000	(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	34,060	52,000	52,000	(3) 50,447	(3) 50,850
15,001-25,000	31,119	44,259	41,200	(5) 42,178	(5) 42,458
25,001-40,000	39,520	39,999	39,760	(2) 39,760	(2) 39,760
40,001-60,000	12,882	50,024	50,012	(4) 47,102	(4) 48,602
85,001-130,000	53,000	72,000	72,000	(3) 66,270	(3) 66,486

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) 40,800
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	31,119	52,000	44,259	(5) 43,150	(5) 43,392
\$16,000,001-\$32,000,000	39,520	50,024	41,200	(5) 48,549	(5) 48,669
\$32,000,001-\$64,000,000	12,882	50,000	50,000	(3) 38,627	(3) 39,177
\$64,000,001-\$128,000,000	73,810	73,810	73,810	(1) 73,810	(1) 73,810

Responsible for overseeing the sale of ads on the 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	(5) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(3) 1.0
85,001-130,000	(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	46,000	46,000	46,000	(1) 46,000	(1) 59,313
10,001-15,000	47,592	50,000	48,796	(2) 48,796	(2) 52,652
15,001-25,000	20,853	75,239	58,000	(5) 57,318	(5) 76,775
25,001-40,000	60,000	60,000	60,000	(1) 60,000	(1) 84,811
40,001-60,000	40,000	85,000	85,000	(3) 70,000	(3) 118,900
85,001-130,000	75,000	75,000	75,000	(3) 76,667	(3) 88,047

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	20,853	46,000	46,000	(3) 38,951	(3) 53,134
\$8,000,001-\$16,000,000	42,500	75,239	58,000	(5) 62,666	(5) 77,818
\$16,000,001-\$32,000,000	60,000	75,000	75,000	(3) 73,333	(3) 100,697
\$32,000,001-\$64,000,000	40,000	75,000	57,500	(2) 57,500	(2) 100,280
\$64,000,001-\$128,000,000	80,000	80,000	80,000	(1) 80,000	(1) 80,000

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	(0)
6,001-10,000	(6) 1.2
10,001-15,000	(5) 1.0
15,001-25,000	(10) 1.1
25,001-40,000	(1) 1.0
40,001-60,000	(5) 1.0
85,001-130,000	(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	36,000	40,000	38,550	(6) 36,393	(6) 36,393
10,001-15,000	20,800	37,040	30,771	(5) 31,421	(5) 31,444
15,001-25,000	38,001	45,009	41,569	(10) 42,858	(10) 43,418
25,001-40,000	39,500	39,500	39,500	(1) 39,500	(1) 51,500
40,001-60,000	48,462	71,798	63,000	(5) 64,327	(5) 64,842
85,001-130,000	68,900	74,256	74,256	(3) 72,719	(3) 77,184

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	52,850	38,260	(2) 38,260	(2) 38,260
\$2,000,001-\$4,000,000	20,800	37,040	37,040	(3) 31,647	(3) 31,647
\$4,000,001-\$8,000,000	26,496	40,114	40,000	(5) 36,790	(5) 36,813
\$8,000,001-\$16,000,000	40,247	45,000	42,249	(8) 42,576	(8) 43,201
\$16,000,001-\$32,000,000	36,617	48,462	43,981	(4) 45,645	(4) 48,820
\$32,000,001-\$64,000,000	63,000	71,798	70,349	(4) 69,675	(4) 73,393
\$64,000,001-\$128,000,000	74,256	74,256	74,256	(1) 74,256	(1) 74,256

Executive Editor or Editor

Top newsroom executive.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(14) 1.0
25,001-40,000	(7) 1.1
40,001-60,000	(7) 1.0
85,001-130,000	(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	35,000	40,000	40,000	(3) 40,295	(3) 40,628
6,001-10,000	40,000	67,639	61,000	(5) 57,728	(5) 60,028
10,001-15,000	66,000	70,000	70,000	(7) 74,429	(7) 75,379
15,001-25,000	75,000	104,440	85,000	(14) 93,737	(14) 100,459
25,001-40,000	100,000	110,000	108,150	(7) 104,948	(7) 113,691
40,001-60,000	119,988	140,000	140,000	(7) 133,819	(7) 154,565
85,001-130,000	96,000	155,000	152,000	(5) 147,752	(5) 181,548

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	35,000	75,000	55,000	(2) 55,000	(2) 57,063
\$2,000,001-\$4,000,000	40,000	45,884	45,000	(5) 47,977	(5) 48,977
\$4,000,001-\$8,000,000	61,000	70,000	68,183	(5) 68,037	(5) 68,968
\$8,000,001-\$16,000,000	70,000	110,240	90,000	(15) 97,227	(15) 106,035
\$16,000,001-\$32,000,000	80,112	110,011	107,100	(11) 100,998	(11) 107,323
\$32,000,001-\$64,000,000	129,744	155,000	153,500	(6) 142,957	(6) 183,324
\$64,000,001-\$128,000,000	210,758	210,758	210,758	(1) 210,758	(1) 220,758

Managing Editor

Manages day-to-day newspaper production.

Circulation	Avg. # Employees Holding Position
6,000 or less	(9) 1.0
6,001-10,000	(8) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(9) 1.1
25,001-40,000	(2) 1.5
40,001-60,000	(6) 1.0
85,001-130,000	(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	33,280	44,450	40,000	(9) 39,669	(9) 40,407
6,001-10,000	45,000	65,000	54,566	(8) 55,997	(8) 61,159
10,001-15,000	35,000	51,000	49,750	(4) 49,875	(4) 50,475
15,001-25,000	38,295	60,000	57,746	(9) 52,682	(9) 53,304
25,001-40,000	56,355	75,000	65,678	(2) 65,678	(2) 68,204
40,001-60,000	82,362	102,000	101,500	(6) 103,555	(6) 104,605
85,001-130,000	80,000	164,966	122,483	(2) 122,483	(2) 122,483

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	42,000	38,500	(6) 38,835	(6) 40,552
\$2,000,001-\$4,000,000	40,000	54,132	49,250	(8) 48,579	(8) 53,285
\$4,000,001-\$8,000,000	35,000	65,000	56,500	(6) 52,946	(6) 53,096
\$8,000,001-\$16,000,000	48,500	60,000	57,919	(9) 62,975	(9) 63,697
\$16,000,001-\$32,000,000	56,355	75,000	60,500	(5) 65,771	(5) 67,902
\$32,000,001-\$64,000,000	82,362	101,000	101,000	(3) 108,954	(3) 108,954
\$64,000,001-\$128,000,000	164,966	164,966	164,966	(1) 164,966	(1) 164,966

Assistant Managing Editor

Second in command to the managing editor.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(3) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(3) 1.7
25,001-40,000	(0)
40,001-60,000	(3) 1.7
85,001-130,000	(3) 2.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	30,000	35,339	35,339	(3) 36,773	(3) 36,773
10,001-15,000	26,000	32,760	29,380	(2) 29,380	(2) 29,455
15,001-25,000	47,350	47,476	47,476	(3) 48,664	(3) 48,847
25,001-40,000				(0)	(0)
40,001-60,000	56,818	75,500	75,500	(3) 73,273	(3) 73,606
85,001-130,000	79,290	85,000	85,000	(3) 93,517	(3) 97,272

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	35,339	35,339	35,339	(1) 35,339	(1) 35,339
\$4,000,001-\$8,000,000	26,000	44,980	35,490	(2) 35,490	(2) 35,565
\$8,000,001-\$16,000,000	32,760	47,476	47,413	(4) 44,688	(4) 44,826
\$16,000,001-\$32,000,000				(0)	(0)
\$32,000,001-\$64,000,000	56,818	79,290	77,395	(4) 74,152	(4) 76,969
\$64,000,001-\$128,000,000	116,261	116,261	116,261	(1) 116,261	(1) 116,261

Editorial Page Editor

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(8) 1.0
85,001-130,000	(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	80,000	80,000	80,000	(1) 80,000	(1) 80,850
15,001-25,000	34,684	43,308	43,308	(3) 41,483	(3) 41,483
25,001-40,000	56,331	85,000	70,116	(5) 73,811	(5) 74,537
40,001-60,000	63,440	106,800	85,356	(8) 86,223	(8) 88,305
85,001-130,000	90,500	99,000	97,000	(4) 97,375	(4) 102,337

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	43,308	56,331	51,394	(6) 54,708	(6) 54,850
\$16,000,001-\$32,000,000	60,999	85,000	75,837	(8) 74,778	(8) 75,231
\$32,000,001-\$64,000,000	89,154	115,360	99,000	(5) 102,903	(5) 108,204
\$64,000,001-\$128,000,000	105,000	105,000	105,000	(1) 105,000	(1) 105,000

**News / Editorial
Department**

City/Metro Editor

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(3) 1.3
10,001-15,000	(5) 1.4
15,001-25,000	(10) 1.0
25,001-40,000	(5) 1.2
40,001-60,000	(6) 1.5
85,001-130,000	(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	34,500	29,750	(2) 29,750	(2) 31,345
6,001-10,000	31,179	53,600	53,600	(3) 47,354	(3) 47,354
10,001-15,000	34,270	50,875	38,000	(5) 43,729	(5) 43,790
15,001-25,000	38,984	47,476	44,548	(10) 43,392	(10) 43,514
25,001-40,000	47,000	55,509	48,941	(5) 52,190	(5) 52,697
40,001-60,000	55,527	60,635	59,158	(6) 62,731	(6) 62,897
85,001-130,000	61,500	67,000	67,000	(3) 66,867	(3) 67,311

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	25,000	31,179	31,179	(3) 33,714	(3) 34,335
\$2,000,001-\$4,000,000	34,500	37,500	37,500	(3) 41,867	(3) 42,597
\$4,000,001-\$8,000,000	32,600	38,000	38,000	(3) 40,492	(3) 40,513
\$8,000,001-\$16,000,000	38,984	48,941	47,728	(10) 47,040	(10) 47,064
\$16,000,001-\$32,000,000	47,000	55,527	55,263	(8) 53,694	(8) 54,056
\$32,000,001-\$64,000,000	60,635	65,125	63,313	(4) 64,840	(4) 65,174
\$64,000,001-\$128,000,000				(0)	(0)

Sports Editor

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(7) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(8) 1.0
15,001-25,000	(14) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(7) 1.0
85,001-130,000	(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	27,000	28,000	27,578	(7) 28,301	(7) 28,687
6,001-10,000	33,000	38,189	34,900	(7) 35,927	(7) 35,927
10,001-15,000	35,044	39,825	37,900	(8) 38,159	(8) 38,216
15,001-25,000	38,600	47,476	47,476	(14) 44,874	(14) 44,971
25,001-40,000	50,000	63,000	60,700	(5) 59,944	(5) 60,749
40,001-60,000	60,298	83,000	81,906	(7) 72,075	(7) 72,218
85,001-130,000	66,950	80,000	76,891	(4) 75,683	(4) 75,922

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	27,000	27,578	27,528	(6) 29,346	(6) 29,653
\$2,000,001-\$4,000,000	31,000	34,900	33,800	(7) 33,550	(7) 33,781
\$4,000,001-\$8,000,000	33,000	41,000	37,000	(7) 37,171	(7) 37,187
\$8,000,001-\$16,000,000	38,189	47,476	47,476	(15) 47,197	(15) 47,220
\$16,000,001-\$32,000,000	46,000	63,000	60,360	(10) 57,369	(10) 57,831
\$32,000,001-\$64,000,000	73,781	83,000	82,500	(4) 80,774	(4) 81,013
\$64,000,001-\$128,000,000	80,000	80,000	80,000	(1) 80,000	(1) 80,000

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	(3) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(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	31,860	31,860	31,860	(1) 31,860	(1) 32,400
15,001-25,000	51,154	51,154	51,154	(1) 51,154	(1) 51,754
25,001-40,000	46,134	51,000	51,000	(3) 57,378	(3) 57,378
40,001-60,000	52,800	68,355	66,747	(4) 67,098	(4) 67,348
85,001-130,000	74,500	79,063	78,032	(4) 80,355	(4) 80,543

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	31,860	51,000	41,430	(2) 41,430	(2) 41,700
\$16,000,001-\$32,000,000	46,134	74,500	65,138	(5) 62,385	(5) 62,505
\$32,000,001-\$64,000,000	52,800	77,000	72,678	(4) 72,253	(4) 72,441
\$64,000,001-\$128,000,000	79,063	79,063	79,063	(1) 79,063	(1) 79,063

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	(2) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(9) 1.1
25,001-40,000	(2) 1.0
40,001-60,000	(5) 1.0
85,001-130,000	(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	30,000	30,000	30,000	(1) 30,000	(1) 31,874
6,001-10,000	32,400	33,800	33,100	(2) 33,100	(2) 33,100
10,001-15,000	24,752	34,889	34,000	(5) 31,528	(5) 31,918
15,001-25,000	31,200	48,000	40,000	(9) 39,767	(9) 39,834
25,001-40,000	40,800	57,678	49,239	(2) 49,239	(2) 49,239
40,001-60,000	54,998	66,000	63,748	(5) 63,205	(5) 63,405
85,001-130,000	74,000	82,638	78,819	(4) 80,428	(4) 81,058

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	30,000	33,800	33,100	(4) 32,550	(4) 33,419
\$4,000,001-\$8,000,000	24,752	29,514	29,514	(3) 29,718	(3) 29,793
\$8,000,001-\$16,000,000	31,200	40,800	37,000	(9) 37,084	(9) 37,098
\$16,000,001-\$32,000,000	50,020	57,678	56,338	(4) 59,424	(4) 59,574
\$32,000,001-\$64,000,000	57,277	74,000	74,000	(5) 70,333	(5) 70,837
\$64,000,001-\$128,000,000	90,073	90,073	90,073	(1) 90,073	(1) 90,073

Assistant Editor

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(3) 1.0
15,001-25,000	(3) 1.3
25,001-40,000	(2) 2.5
40,001-60,000	(3) 6.0
85,001-130,000	(2) 7.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	34,000	42,120	42,120	(3) 41,188	(3) 41,226
15,001-25,000	28,080	29,016	29,016	(3) 31,235	(3) 31,357
25,001-40,000	46,907	53,491	50,199	(2) 50,199	(2) 50,868
40,001-60,000	50,362	65,695	65,695	(3) 60,960	(3) 61,832
85,001-130,000	46,904	52,462	49,683	(2) 49,683	(2) 50,267

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	42,120	42,120	42,120	(1) 42,120	(1) 42,120
\$4,000,001-\$8,000,000	34,000	34,000	34,000	(1) 34,000	(1) 34,115
\$8,000,001-\$16,000,000	28,080	29,016	29,016	(3) 31,235	(3) 31,357
\$16,000,001-\$32,000,000	46,907	50,362	50,362	(3) 50,253	(3) 50,699
\$32,000,001-\$64,000,000	46,904	66,822	56,863	(2) 56,863	(2) 58,256
\$64,000,001-\$128,000,000	52,462	52,462	52,462	(1) 52,462	(1) 52,462

Copy Desk Chief

Supervision of copy editing.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(3) 1.0
85,001-130,000	(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	35,360	36,067	35,714	(2) 35,714	(2) 35,714
10,001-15,000	35,485	39,693	39,693	(3) 39,726	(3) 39,726
15,001-25,000	33,020	47,476	41,559	(8) 42,084	(8) 42,182
25,001-40,000	52,000	55,000	53,500	(2) 53,500	(2) 54,915
40,001-60,000	42,120	68,916	68,916	(3) 64,845	(3) 65,179
85,001-130,000	60,000	63,000	61,948	(4) 65,974	(4) 66,119

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	41,622	41,622	41,622	(1) 41,622	(1) 42,403
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	29,410	35,360	35,360	(3) 34,821	(3) 34,821
\$8,000,001-\$16,000,000	36,067	47,476	42,748	(8) 43,214	(8) 43,214
\$16,000,001-\$32,000,000	35,485	55,000	52,000	(5) 49,521	(5) 50,087
\$32,000,001-\$64,000,000	60,000	60,896	60,896	(3) 63,271	(3) 63,464
\$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	(1) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(4) 1.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	32,000	32,000	32,000	(1) 32,000	(1) 32,000
10,001-15,000	55,000	55,000	55,000	(1) 55,000	(1) 55,500
15,001-25,000	27,040	43,122	35,081	(2) 35,081	(2) 35,496
25,001-40,000	34,000	39,062	39,062	(3) 41,433	(3) 41,657
40,001-60,000	49,161	70,013	64,007	(4) 66,169	(4) 66,419
85,001-130,000	48,166	69,360	66,180	(4) 63,845	(4) 64,194

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	43,122	43,122	43,122	(1) 43,122	(1) 43,951
\$2,000,001-\$4,000,000	32,000	32,000	32,000	(1) 32,000	(1) 32,000
\$4,000,001-\$8,000,000	34,000	34,000	34,000	(1) 34,000	(1) 34,000
\$8,000,001-\$16,000,000	27,040	49,161	49,161	(3) 43,734	(3) 43,900
\$16,000,001-\$32,000,000	39,062	63,000	57,119	(4) 55,828	(4) 55,996
\$32,000,001-\$64,000,000	48,166	69,360	63,680	(4) 62,595	(4) 62,944
\$64,000,001-\$128,000,000				(0)	(0)

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	(1) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(6) 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	45,822	45,822	45,822	(1) 45,822	(1) 45,822
10,001-15,000	29,720	33,000	33,000	(3) 36,840	(3) 37,178
15,001-25,000	28,000	47,476	44,000	(9) 40,108	(9) 40,175
25,001-40,000	47,476	47,568	47,568	(3) 50,015	(3) 51,200
40,001-60,000	48,500	76,500	67,250	(4) 68,000	(4) 68,250
85,001-130,000	64,200	69,141	67,773	(6) 68,485	(6) 68,567

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	28,000	28,000	28,000	(1) 28,000	(1) 28,000
\$2,000,001-\$4,000,000	45,822	45,822	45,822	(1) 45,822	(1) 45,822
\$4,000,001-\$8,000,000	25,550	29,720	27,635	(2) 27,635	(2) 27,693
\$8,000,001-\$16,000,000	33,000	44,000	39,503	(6) 40,218	(6) 40,368
\$16,000,001-\$32,000,000	47,476	48,500	48,034	(6) 55,765	(6) 56,458
\$32,000,001-\$64,000,000	58,000	66,404	65,302	(6) 66,144	(6) 66,226
\$64,000,001-\$128,000,000	69,141	69,141	69,141	(1) 69,141	(1) 69,141

**Production and
Maintenance**

Production Director/Manager

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(2) 1.0
85,001-130,000	(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	48,421	52,397	51,255	(4) 55,231	(4) 55,231
6,001-10,000	46,800	62,500	62,000	(7) 61,811	(7) 63,126
10,001-15,000	56,970	70,700	65,356	(5) 69,221	(5) 73,889
15,001-25,000	55,000	90,179	81,875	(8) 77,933	(8) 80,332
25,001-40,000	70,000	84,000	79,500	(4) 84,750	(4) 90,745
40,001-60,000	60,000	90,000	75,000	(2) 75,000	(2) 81,931
85,001-130,000	95,000	105,500	105,500	(3) 117,500	(3) 151,917

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	62,000	62,000	(3) 61,041	(3) 63,208
\$2,000,001-\$4,000,000	48,421	52,397	51,255	(6) 55,038	(6) 56,238
\$4,000,001-\$8,000,000	61,684	70,700	68,028	(4) 71,685	(4) 77,443
\$8,000,001-\$16,000,000	56,265	91,395	75,090	(8) 76,168	(8) 77,781
\$16,000,001-\$32,000,000	60,000	84,000	75,000	(7) 79,929	(7) 84,349
\$32,000,001-\$64,000,000	95,000	152,000	123,500	(2) 123,500	(2) 175,125
\$64,000,001-\$128,000,000				(0)	(0)

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	(3) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(4) 1.2
15,001-25,000	(10) 1.2
25,001-40,000	(4) 1.2
40,001-60,000	(4) 1.5
85,001-130,000	(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	31,532	36,608	36,608	(3) 41,047	(3) 42,975
6,001-10,000	35,000	45,760	45,000	(7) 44,592	(7) 46,163
10,001-15,000	41,600	54,182	49,091	(4) 49,135	(4) 49,511
15,001-25,000	46,239	62,000	55,548	(10) 59,134	(10) 60,650
25,001-40,000	44,120	55,917	53,959	(4) 56,759	(4) 57,924
40,001-60,000	48,620	75,480	71,990	(4) 67,750	(4) 68,725
85,001-130,000	63,518	75,396	69,457	(2) 69,457	(2) 77,004

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	31,532	34,466	34,466	(3) 40,699	(3) 41,799
\$2,000,001-\$4,000,000	36,608	45,760	45,380	(6) 45,687	(6) 48,485
\$4,000,001-\$8,000,000	41,000	54,182	49,091	(4) 49,796	(4) 50,172
\$8,000,001-\$16,000,000	41,600	54,997	51,194	(9) 55,490	(9) 56,657
\$16,000,001-\$32,000,000	48,620	75,000	61,709	(8) 62,119	(8) 63,234
\$32,000,001-\$64,000,000	63,518	75,480	69,499	(2) 69,499	(2) 77,046
\$64,000,001-\$128,000,000				(0)	(0)

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	(4) 1.0
6,001-10,000	(6) 1.2
10,001-15,000	(5) 1.2
15,001-25,000	(13) 1.2
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(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	25,000	23,420	(4) 24,133	(4) 24,164
6,001-10,000	27,300	32,800	31,983	(6) 36,294	(6) 36,961
10,001-15,000	20,000	40,619	38,355	(5) 34,771	(5) 35,226
15,001-25,000	33,897	50,000	46,425	(13) 43,527	(13) 44,244
25,001-40,000	53,040	63,000	63,000	(3) 60,419	(3) 64,977
40,001-60,000	34,320	59,000	57,071	(4) 52,066	(4) 54,068
85,001-130,000	79,500	79,764	79,764	(3) 79,721	(3) 90,200

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	27,851	46,425	46,425	(3) 43,425	(3) 44,345
\$2,000,001-\$4,000,000	21,840	25,000	23,420	(6) 26,530	(6) 27,218
\$4,000,001-\$8,000,000	21,840	33,897	32,800	(5) 31,291	(5) 31,654
\$8,000,001-\$16,000,000	33,280	50,000	44,250	(12) 43,060	(12) 43,616
\$16,000,001-\$32,000,000	50,000	63,000	59,000	(7) 57,763	(7) 60,198
\$32,000,001-\$64,000,000	55,142	79,500	79,500	(3) 71,514	(3) 81,993
\$64,000,001-\$128,000,000				(0)	(0)

**Production and
Maintenance**

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	(1) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(4) 1.0
85,001-130,000	(3) 1.7

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	25,771	25,771	25,771	(1) 25,771	(1) 25,771
15,001-25,000	32,968	43,285	41,600	(9) 41,222	(9) 41,622
25,001-40,000	43,273	50,132	46,703	(2) 46,703	(2) 46,703
40,001-60,000	54,804	60,000	58,600	(4) 61,071	(4) 62,546
85,001-130,000	57,750	70,000	70,000	(3) 67,408	(3) 67,922

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	25,771	25,771	25,771	(1) 25,771	(1) 25,771
\$8,000,001-\$16,000,000	32,968	41,600	39,343	(6) 38,936	(6) 38,936
\$16,000,001-\$32,000,000	50,132	57,200	54,991	(6) 58,357	(6) 59,440
\$32,000,001-\$64,000,000	54,804	57,750	57,750	(3) 60,851	(3) 61,366
\$64,000,001-\$128,000,000				(0)	(0)