

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	(3) 1.3
10,001-15,000	(4) 1.2
15,001-25,000	(5) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(4) 1.2
85,001-130,000	(3) 1.7

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	(1) 23,400	(1) 23,400	(3) 29,536	(0)
10,001-15,000	(1) 40,000	(1) 42,000	(4) 58,164	(1) 500
15,001-25,000	(0)	(0)	(5) 39,045	(2) 480
25,001-40,000	(0)	(0)	(2) 44,905	(0)
40,001-60,000	(1) 52,000	(1) 64,000	(4) 47,456	(1) 2,581
85,001-130,000	(2) 37,027	(2) 51,185	(3) 42,875	(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) 29,120	(1) 600
\$2,000,001-\$4,000,000	(0)	(0)	(2) 53,265	(1) 500
\$4,000,001-\$8,000,000	(1) 23,400	(1) 23,400	(2) 42,683	(0)
\$8,000,001-\$16,000,000	(1) 40,000	(1) 42,000	(6) 40,094	(0)
\$16,000,001-\$32,000,000	(2) 44,027	(2) 54,185	(5) 46,371	(2) 1,471
\$32,000,001-\$64,000,000	(1) 38,000	(1) 58,000	(3) 46,727	(0)
\$64,000,001-\$128,000,000	(0)	(0)	(1) 40,414	(0)

Accounting Clerk, Entry-Level

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.0
6,001-10,000	(7) 1.6
10,001-15,000	(4) 1.5
15,001-25,000	(8) 2.0
25,001-40,000	(2) 2.5
40,001-60,000	(7) 2.3
85,001-130,000	(3) 4.3

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) 26,585	(1) 6,000
6,001-10,000	(3) 24,007	(3) 28,173	(7) 26,918	(0)
10,001-15,000	(1) 27,090	(1) 29,200	(4) 23,550	(3) 177
15,001-25,000	(5) 22,988	(5) 27,960	(8) 25,080	(1) 360
25,001-40,000	(1) 22,880	(1) 27,040	(2) 25,350	(1) 173
40,001-60,000	(5) 26,790	(5) 32,504	(7) 28,423	(1) 500
85,001-130,000	(3) 28,567	(3) 33,426	(3) 30,704	(1) 157

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) 18,720	(1) 22,880	(6) 25,229	(1) 6,000
\$2,000,001-\$4,000,000	(0)	(0)	(2) 27,002	(0)
\$4,000,001-\$8,000,000	(2) 26,650	(2) 30,820	(6) 25,188	(2) 78
\$8,000,001-\$16,000,000	(4) 23,158	(4) 26,618	(9) 25,280	(1) 375
\$16,000,001-\$32,000,000	(5) 26,321	(5) 31,394	(6) 28,163	(2) 267
\$32,000,001-\$64,000,000	(3) 23,545	(3) 32,904	(3) 27,129	(1) 157
\$64,000,001-\$128,000,000	(1) 28,080	(1) 28,080	(1) 28,080	(0)

Accounting Clerk, Senior

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(7) 1.3
10,001-15,000	(5) 1.8
15,001-25,000	(10) 2.1
25,001-40,000	(4) 1.8
40,001-60,000	(7) 2.3
85,001-130,000	(3) 3.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 28,870	(0)
6,001-10,000	(2) 25,980	(2) 35,854	(7) 31,776	(1) 4,800
10,001-15,000	(2) 26,208	(2) 27,940	(5) 32,870	(2) 4,608
15,001-25,000	(6) 29,152	(6) 37,713	(10) 33,782	(2) 1,246
25,001-40,000	(3) 29,518	(3) 36,150	(4) 33,172	(1) 223
40,001-60,000	(5) 38,260	(5) 43,462	(7) 37,188	(1) 500
85,001-130,000	(2) 46,060	(2) 56,206	(3) 48,046	(1) 692

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) 34,861	(3) 27,966	(0)
\$2,000,001-\$4,000,000	(1) 26,500	(1) 32,500	(5) 30,818	(1) 4,800
\$4,000,001-\$8,000,000	(1) 22,776	(1) 22,880	(5) 31,467	(2) 4,608
\$8,000,001-\$16,000,000	(9) 31,723	(9) 38,584	(12) 35,281	(2) 1,246
\$16,000,001-\$32,000,000	(5) 30,087	(5) 38,412	(6) 35,701	(1) 223
\$32,000,001-\$64,000,000	(1) 29,328	(1) 42,952	(3) 30,360	(1) 692
\$64,000,001-\$128,000,000	(1) 62,791	(1) 69,459	(1) 66,125	(0)

**Administrative
Department**

Executive Assistant to Publisher/GM

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(4) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(5) 1.2
85,001-130,000	(5) 1.0

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)	(0)	(0)
10,001-15,000	(0)	(0)	(4) 30,874	(2) 3,328
15,001-25,000	(0)	(0)	(5) 37,327	(0)
25,001-40,000	(0)	(0)	(5) 48,036	(0)
40,001-60,000	(1) 48,720	(1) 54,995	(5) 49,916	(2) 750
85,001-130,000	(0)	(0)	(5) 58,409	(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) 40,612	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(3) 33,110	(1) 5,215
\$8,000,001-\$16,000,000	(0)	(0)	(5) 42,980	(1) 1,440
\$16,000,001-\$32,000,000	(0)	(0)	(5) 45,860	(1) 1,000
\$32,000,001-\$64,000,000	(1) 48,720	(1) 54,995	(6) 60,277	(0)
\$64,000,001-\$128,000,000	(0)	(0)	(1) 45,000	(0)

**Advertising
Department**

Retail Salesperson/Outside

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(11) 2.5
6,001-10,000	(14) 4.2
10,001-15,000	(10) 4.1
15,001-25,000	(14) 6.0
25,001-40,000	(6) 7.7
40,001-60,000	(5) 12.2
85,001-130,000	(4) 11.2

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) 26,252	(8) 31,709	(10) 27,536	(11) 18,405	(8) 48%
6,001-10,000	(12) 24,105	(12) 31,031	(12) 27,743	(14) 18,902	(7) 45%
10,001-15,000	(9) 19,187	(9) 31,419	(10) 26,507	(10) 25,202	(7) 50%
15,001-25,000	(11) 24,257	(12) 34,395	(12) 27,643	(14) 27,001	(7) 66%
25,001-40,000	(4) 24,350	(4) 39,300	(5) 30,396	(6) 31,231	(3) 64%
40,001-60,000	(4) 29,522	(5) 42,878	(5) 31,267	(5) 28,246	(4) 62%
85,001-130,000	(4) 29,700	(4) 56,072	(4) 38,406	(4) 27,874	(2) 32%

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	(7) 23,351	(7) 28,375	(9) 25,124	(9) 15,405	(4) 42%
\$2,000,001-\$4,000,000	(11) 24,862	(11) 31,228	(12) 29,444	(14) 20,917	(8) 50%
\$4,000,001-\$8,000,000	(6) 19,264	(6) 26,148	(6) 21,684	(8) 25,229	(6) 60%
\$8,000,001-\$16,000,000	(13) 24,488	(13) 36,338	(13) 28,650	(14) 27,584	(6) 60%
\$16,000,001-\$32,000,000	(7) 27,898	(8) 38,012	(9) 32,235	(10) 27,799	(8) 55%
\$32,000,001-\$64,000,000	(3) 25,267	(4) 44,610	(4) 30,050	(4) 29,683	(3) 54%
\$64,000,001-\$128,000,000	(1) 33,000	(1) 106,086	(1) 50,223	(1) 39,167	(0)

Classified Salesperson

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(5) 1.2
10,001-15,000	(6) 1.3
15,001-25,000	(7) 1.4
25,001-40,000	(2) 2.5
40,001-60,000	(4) 4.5
85,001-130,000	(4) 5.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(3) 21,728	(3) 4,442	(2) 23%
6,001-10,000	(1) 20,030	(1) 23,004	(5) 25,538	(3) 17,984	(1) 48%
10,001-15,000	(2) 19,760	(2) 22,350	(6) 23,130	(6) 16,199	(4) 39%
15,001-25,000	(2) 21,850	(2) 28,000	(7) 23,364	(7) 29,902	(4) 61%
25,001-40,000	(2) 34,980	(2) 52,480	(2) 41,480	(2) 16,299	(2) 45%
40,001-60,000	(4) 29,667	(4) 39,698	(4) 34,911	(4) 16,948	(4) 39%
85,001-130,000	(4) 30,795	(4) 38,973	(4) 34,142	(4) 28,941	(2) 58%

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)	(3) 24,732	(2) 4,263	(1) 25%
\$2,000,001-\$4,000,000	(1) 20,030	(1) 23,004	(4) 21,987	(3) 16,567	(1) 20%
\$4,000,001-\$8,000,000	(0)	(0)	(3) 23,941	(3) 9,786	(2) 33%
\$8,000,001-\$16,000,000	(4) 20,805	(4) 25,175	(8) 25,124	(8) 21,556	(4) 49%
\$16,000,001-\$32,000,000	(5) 31,425	(5) 38,831	(6) 32,222	(6) 26,304	(6) 55%
\$32,000,001-\$64,000,000	(4) 30,420	(4) 45,375	(4) 37,511	(4) 24,369	(3) 34%
\$64,000,001-\$128,000,000	(1) 33,000	(1) 43,992	(1) 37,798	(1) 21,932	(0)

Classified Telephone Salesperson

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.2
6,001-10,000	(7) 1.7
10,001-15,000	(5) 2.2
15,001-25,000	(14) 2.7
25,001-40,000	(3) 3.0
40,001-60,000	(4) 4.8
85,001-130,000	(4) 4.0

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	(1) 20,800	(1) 20,800	(4) 21,060	(4) 8,845	(3) 36%
6,001-10,000	(3) 18,202	(3) 21,319	(7) 20,726	(5) 5,760	(2) 30%
10,001-15,000	(5) 19,409	(5) 22,600	(5) 20,966	(5) 11,775	(4) 36%
15,001-25,000	(10) 18,981	(10) 22,998	(14) 21,032	(12) 14,687	(4) 40%
25,001-40,000	(2) 22,412	(2) 28,652	(3) 23,261	(2) 10,421	(1) 77%
40,001-60,000	(3) 20,757	(3) 32,139	(4) 27,479	(4) 17,251	(3) 45%
85,001-130,000	(4) 23,317	(4) 31,629	(4) 27,413	(4) 13,277	(2) 31%

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) 18,200	(2) 18,481	(4) 19,287	(4) 2,596	(3) 6%
\$2,000,001-\$4,000,000	(2) 22,393	(2) 23,192	(4) 23,018	(4) 11,156	(1) 100%
\$4,000,001-\$8,000,000	(5) 18,417	(5) 23,111	(7) 20,477	(7) 10,149	(4) 41%
\$8,000,001-\$16,000,000	(7) 18,893	(7) 23,046	(11) 21,170	(8) 16,547	(2) 41%
\$16,000,001-\$32,000,000	(5) 21,653	(5) 27,628	(6) 23,614	(5) 14,235	(4) 55%
\$32,000,001-\$64,000,000	(3) 20,910	(3) 33,912	(4) 27,892	(4) 17,836	(3) 36%
\$64,000,001-\$128,000,000	(1) 22,090	(1) 30,451	(1) 27,799	(1) 9,186	(0)

**Advertising
Department**

Online Sales Representative

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

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	(10) 1.7
25,001-40,000	(3) 1.3
40,001-60,000	(3) 3.7
85,001-130,000	(3) 2.7

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	(0)	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 26,780	(1) 29,286	(0)
10,001-15,000	(0)	(0)	(4) 31,500	(4) 14,885	(4) 36%
15,001-25,000	(5) 30,236	(5) 33,336	(10) 31,013	(9) 13,603	(3) 31%
25,001-40,000	(1) 29,999	(1) 39,999	(3) 36,666	(2) 27,619	(0)
40,001-60,000	(3) 29,000	(3) 47,500	(3) 35,556	(3) 26,856	(2) 63%
85,001-130,000	(3) 30,000	(3) 32,333	(3) 30,778	(2) 24,681	(1) 45%

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) 31,890	(2) 15,143	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(2) 30,000	(2) 19,937	(2) 54%
\$8,000,001-\$16,000,000	(5) 30,236	(5) 33,336	(9) 30,903	(8) 14,592	(3) 26%
\$16,000,001-\$32,000,000	(3) 31,666	(3) 45,833	(6) 35,000	(5) 25,060	(3) 50%
\$32,000,001-\$64,000,000	(2) 25,000	(2) 36,000	(2) 29,500	(2) 20,614	(1) 40%
\$64,000,001-\$128,000,000	(1) 30,000	(1) 30,000	(1) 30,000	(0)	(0)

Advertising Department

Sales Assistant

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(8) 1.5
15,001-25,000	(11) 2.2
25,001-40,000	(5) 3.2
40,001-60,000	(7) 4.1
85,001-130,000	(4) 6.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(3) 23,871	(0)	(0)
6,001-10,000	(0)	(0)	(4) 27,368	(0)	(0)
10,001-15,000	(3) 24,483	(3) 34,370	(8) 29,615	(2) 2,577	(2) 7%
15,001-25,000	(7) 24,571	(7) 30,205	(11) 26,832	(6) 4,084	(2) 17%
25,001-40,000	(5) 26,595	(5) 30,385	(5) 28,318	(2) 3,830	(0)
40,001-60,000	(6) 27,491	(6) 35,993	(7) 32,047	(3) 7,204	(1) 21%
85,001-130,000	(4) 27,586	(4) 39,227	(4) 32,878	(1) 11,168	(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	(0)	(0)	(4) 26,598	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(4) 24,924	(0)	(0)
\$4,000,001-\$8,000,000	(1) 23,467	(1) 29,200	(4) 27,852	(2) 1,903	(1) 3%
\$8,000,001-\$16,000,000	(8) 25,367	(8) 32,804	(12) 28,624	(7) 4,629	(3) 15%
\$16,000,001-\$32,000,000	(7) 26,965	(7) 30,593	(8) 29,557	(2) 3,830	(0)
\$32,000,001-\$64,000,000	(5) 26,509	(5) 40,930	(5) 33,915	(2) 7,866	(1) 21%
\$64,000,001-\$128,000,000	(1) 30,618	(1) 38,501	(1) 34,486	(0)	(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	(8) 2.4
10,001-15,000	(7) 3.7
15,001-25,000	(12) 4.3
25,001-40,000	(4) 2.2
40,001-60,000	(7) 5.4
85,001-130,000	(4) 8.0

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	(2) 22,431	(2) 23,556	(5) 23,185	(2) 838	(1) 1%
6,001-10,000	(6) 24,101	(6) 28,772	(8) 26,517	(1) 196	(1) 1%
10,001-15,000	(7) 25,579	(7) 34,142	(7) 28,947	(3) 2,457	(3) 9%
15,001-25,000	(11) 24,569	(11) 32,129	(12) 28,329	(2) 3,312	(1) 8%
25,001-40,000	(2) 27,040	(2) 33,696	(4) 33,380	(1) 2,911	(0)
40,001-60,000	(6) 32,587	(6) 46,747	(7) 39,493	(1) 1,000	(0)
85,001-130,000	(4) 34,021	(4) 47,394	(4) 40,849	(1) 2,631	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(5) 21,276	(5) 26,715	(6) 22,669	(2) 180	(2) 1%
\$2,000,001-\$4,000,000	(3) 25,614	(3) 28,606	(6) 26,339	(1) 1,512	(0)
\$4,000,001-\$8,000,000	(5) 24,984	(5) 32,346	(7) 29,690	(2) 2,160	(2) 8%
\$8,000,001-\$16,000,000	(11) 26,325	(11) 35,840	(14) 31,301	(2) 3,625	(1) 10%
\$16,000,001-\$32,000,000	(6) 27,921	(6) 39,590	(6) 32,981	(2) 2,668	(1) 8%
\$32,000,001-\$64,000,000	(4) 33,177	(4) 45,882	(4) 41,523	(1) 2,631	(0)
\$64,000,001-\$128,000,000	(1) 34,986	(1) 48,859	(1) 42,217	(0)	(0)

Gathers material and writes columns for editorial page.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(3) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(3) 1.3
85,001-130,000	(3) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 25,000	(1) 1,000
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(0)	(0)	(3) 37,443	(0)
25,001-40,000	(0)	(0)	(1) 47,476	(0)
40,001-60,000	(1) 57,000	(1) 65,000	(3) 74,725	(1) 1,000
85,001-130,000	(2) 61,500	(2) 78,675	(3) 76,225	(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) 25,000	(1) 1,000
\$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)	(3) 37,443	(0)
\$16,000,001-\$32,000,000	(2) 56,000	(2) 67,925	(3) 57,134	(0)
\$32,000,001-\$64,000,000	(1) 68,000	(1) 86,500	(2) 78,813	(0)
\$64,000,001-\$128,000,000	(0)	(0)	(1) 88,500	(0)

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(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) 1.7
40,001-60,000	(7) 2.0
85,001-130,000	(5) 3.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 43,056	(0)
10,001-15,000	(0)	(0)	(1) 36,000	(0)
15,001-25,000	(0)	(0)	(2) 54,138	(0)
25,001-40,000	(1) 44,558	(1) 59,410	(3) 52,830	(0)
40,001-60,000	(5) 64,993	(5) 69,768	(7) 67,671	(2) 530
85,001-130,000	(5) 58,278	(5) 85,711	(4) 71,896	(1) 7,126

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) 39,528	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(2) 45,624	(2) 60,107	(4) 53,605	(0)
\$16,000,001-\$32,000,000	(2) 60,235	(2) 68,293	(4) 59,942	(0)
\$32,000,001-\$64,000,000	(5) 60,976	(5) 82,221	(6) 69,541	(2) 3,593
\$64,000,001-\$128,000,000	(1) 72,317	(1) 96,900	(1) 84,608	(0)

Copy Editor, Entry-Level

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(5) 1.2
15,001-25,000	(9) 2.0
25,001-40,000	(0)
40,001-60,000	(3) 5.0
85,001-130,000	(2) 5.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(2) 26,022	(0)
10,001-15,000	(1) 29,120	(1) 29,120	(5) 28,536	(1) 25
15,001-25,000	(6) 28,959	(6) 31,755	(9) 28,869	(2) 368
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(2) 23,920	(2) 32,895	(3) 32,745	(1) 500
85,001-130,000	(2) 36,199	(2) 53,124	(2) 44,662	(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) 24,960	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 30,160	(0)
\$4,000,001-\$8,000,000	(1) 23,467	(1) 23,467	(4) 26,106	(1) 25
\$8,000,001-\$16,000,000	(5) 30,681	(5) 32,098	(8) 29,304	(1) 375
\$16,000,001-\$32,000,000	(4) 27,210	(4) 41,928	(5) 33,882	(1) 360
\$32,000,001-\$64,000,000	(0)	(0)	(0)	(0)
\$64,000,001-\$128,000,000	(1) 37,398	(1) 40,019	(1) 38,709	(0)

Copy Editor, Experienced

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(5) 1.6
10,001-15,000	(8) 2.1
15,001-25,000	(10) 2.9
25,001-40,000	(3) 8.7
40,001-60,000	(5) 5.0
85,001-130,000	(3) 4.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 26,307	(0)
6,001-10,000	(3) 28,296	(3) 29,989	(5) 30,246	(0)
10,001-15,000	(5) 30,116	(5) 35,277	(8) 34,158	(3) 172
15,001-25,000	(9) 29,675	(9) 36,156	(10) 33,308	(1) 360
25,001-40,000	(3) 31,366	(3) 41,482	(3) 35,478	(1) 185
40,001-60,000	(5) 42,649	(5) 54,282	(5) 47,412	(1) 750
85,001-130,000	(3) 42,861	(3) 54,756	(3) 48,736	(1) 484

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) 30,014	(1) 39,998	(2) 29,115	(0)
\$2,000,001-\$4,000,000	(1) 24,960	(1) 26,000	(3) 31,625	(0)
\$4,000,001-\$8,000,000	(4) 27,572	(4) 31,285	(7) 31,710	(2) 159
\$8,000,001-\$16,000,000	(9) 29,030	(9) 35,458	(10) 33,063	(1) 199
\$16,000,001-\$32,000,000	(8) 35,896	(8) 44,606	(8) 39,716	(2) 273
\$32,000,001-\$64,000,000	(3) 41,565	(3) 59,930	(3) 49,203	(1) 484
\$64,000,001-\$128,000,000	(1) 44,574	(1) 44,990	(1) 44,782	(0)

Reporter, Entry-Level

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(10) 2.3
10,001-15,000	(7) 2.7
15,001-25,000	(11) 2.9
25,001-40,000	(6) 5.2
40,001-60,000	(8) 4.6
85,001-130,000	(5) 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	(0)	(0)	(2) 19,760	(0)
6,001-10,000	(7) 26,164	(7) 30,732	(10) 27,542	(0)
10,001-15,000	(5) 30,497	(5) 33,725	(7) 30,613	(1) 25
15,001-25,000	(6) 28,120	(6) 35,024	(11) 28,747	(2) 333
25,001-40,000	(6) 30,457	(6) 38,052	(6) 33,987	(1) 205
40,001-60,000	(7) 33,836	(7) 39,463	(8) 36,064	(2) 260
85,001-130,000	(4) 32,094	(4) 50,189	(5) 37,088	(1) 100

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) 23,787	(2) 35,542	(4) 24,161	(0)
\$2,000,001-\$4,000,000	(5) 27,597	(5) 30,293	(7) 27,964	(0)
\$4,000,001-\$8,000,000	(4) 28,590	(4) 33,639	(7) 28,194	(1) 25
\$8,000,001-\$16,000,000	(10) 29,574	(10) 36,245	(13) 31,509	(1) 306
\$16,000,001-\$32,000,000	(8) 30,856	(8) 40,331	(8) 34,459	(2) 283
\$32,000,001-\$64,000,000	(4) 33,201	(4) 40,754	(6) 35,043	(2) 60
\$64,000,001-\$128,000,000	(1) 36,005	(1) 46,488	(1) 39,499	(0)

Reporter, Experienced

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(10) 2.2
6,001-10,000	(13) 2.0
10,001-15,000	(9) 3.0
15,001-25,000	(14) 3.4
25,001-40,000	(8) 4.1
40,001-60,000	(10) 7.5
85,001-130,000	(4) 17.2

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	(5) 26,450	(5) 28,611	(10) 25,440	(1) 1,326
6,001-10,000	(9) 29,248	(9) 33,797	(13) 30,550	(1) 6,900
10,001-15,000	(7) 30,935	(7) 38,855	(9) 34,057	(3) 128
15,001-25,000	(11) 31,033	(11) 37,091	(14) 32,075	(2) 364
25,001-40,000	(6) 36,023	(6) 48,130	(8) 40,159	(1) 222
40,001-60,000	(10) 39,990	(10) 53,365	(10) 45,995	(2) 400
85,001-130,000	(4) 37,482	(4) 62,286	(4) 49,761	(2) 501

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) 23,846	(2) 27,870	(7) 24,396	(1) 6,900
\$2,000,001-\$4,000,000	(9) 29,672	(9) 33,085	(13) 30,083	(1) 1,326
\$4,000,001-\$8,000,000	(7) 30,058	(7) 35,438	(11) 31,516	(2) 65
\$8,000,001-\$16,000,000	(14) 32,535	(14) 41,536	(16) 35,640	(2) 221
\$16,000,001-\$32,000,000	(9) 33,803	(9) 46,022	(10) 39,604	(2) 381
\$32,000,001-\$64,000,000	(7) 39,873	(7) 60,302	(7) 49,471	(2) 376
\$64,000,001-\$128,000,000	(1) 36,005	(1) 52,998	(1) 44,718	(1) 300

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	(2) 1.0
6,001-10,000	(6) 1.5
10,001-15,000	(6) 2.2
15,001-25,000	(11) 1.6
25,001-40,000	(6) 3.0
40,001-60,000	(9) 4.6
85,001-130,000	(4) 6.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 29,028	(1) 250
6,001-10,000	(2) 28,815	(2) 29,486	(6) 36,958	(0)
10,001-15,000	(3) 31,026	(3) 37,297	(6) 33,273	(2) 78
15,001-25,000	(5) 31,635	(5) 36,934	(11) 35,923	(1) 600
25,001-40,000	(5) 42,082	(5) 51,659	(6) 49,710	(1) 338
40,001-60,000	(7) 55,981	(7) 74,579	(9) 65,637	(3) 1,647
85,001-130,000	(3) 52,964	(3) 88,081	(4) 68,984	(1) 809

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) 29,120	(1) 29,120	(2) 29,900	(0)
\$2,000,001-\$4,000,000	(1) 30,160	(1) 34,944	(5) 30,421	(1) 250
\$4,000,001-\$8,000,000	(2) 24,909	(2) 29,719	(6) 35,923	(2) 78
\$8,000,001-\$16,000,000	(5) 37,176	(5) 45,426	(12) 43,981	(0)
\$16,000,001-\$32,000,000	(6) 43,025	(6) 54,268	(8) 50,635	(2) 469
\$32,000,001-\$64,000,000	(6) 55,165	(6) 81,894	(7) 68,032	(3) 1,584
\$64,000,001-\$128,000,000	(1) 50,565	(1) 79,622	(1) 62,905	(0)

Sports Reporter, Experienced

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(12) 1.4
10,001-15,000	(9) 2.2
15,001-25,000	(13) 2.0
25,001-40,000	(6) 1.7
40,001-60,000	(7) 2.7
85,001-130,000	(5) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 28,891	(0)
6,001-10,000	(4) 27,050	(4) 30,993	(12) 29,195	(0)
10,001-15,000	(5) 25,608	(5) 30,266	(9) 28,078	(3) 109
15,001-25,000	(8) 27,038	(8) 32,932	(13) 31,121	(2) 406
25,001-40,000	(3) 39,000	(3) 41,912	(6) 35,801	(0)
40,001-60,000	(5) 37,331	(5) 46,750	(7) 43,747	(1) 1,000
85,001-130,000	(3) 35,526	(3) 44,997	(5) 47,974	(1) 555

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) 26,780	(2) 35,235	(4) 28,421	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(7) 29,911	(0)
\$4,000,001-\$8,000,000	(8) 28,615	(8) 30,631	(10) 30,176	(2) 75
\$8,000,001-\$16,000,000	(9) 29,980	(9) 36,737	(14) 32,583	(2) 314
\$16,000,001-\$32,000,000	(5) 33,667	(5) 41,171	(9) 35,273	(1) 360
\$32,000,001-\$64,000,000	(3) 36,253	(3) 43,417	(5) 48,104	(1) 555
\$64,000,001-\$128,000,000	(1) 33,384	(1) 50,981	(1) 42,276	(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	(0)
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.7
25,001-40,000	(3) 3.3
40,001-60,000	(6) 1.3
85,001-130,000	(2) 2.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(4) 31,115	(0)
15,001-25,000	(3) 30,739	(3) 41,610	(7) 41,183	(1) 520
25,001-40,000	(2) 34,997	(2) 47,601	(3) 39,106	(1) 301
40,001-60,000	(1) 48,426	(1) 62,730	(6) 58,830	(1) 100
85,001-130,000	(2) 55,204	(2) 63,692	(2) 59,116	(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) 27,560	(1) 33,488	(1) 30,680	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(2) 27,520	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 32,370	(0)
\$8,000,001-\$16,000,000	(1) 32,000	(1) 40,269	(5) 46,662	(0)
\$16,000,001-\$32,000,000	(4) 42,266	(4) 55,919	(7) 48,511	(2) 411
\$32,000,001-\$64,000,000	(1) 48,426	(1) 62,730	(3) 61,125	(1) 100
\$64,000,001-\$128,000,000	(1) 43,992	(1) 49,982	(1) 46,322	(0)

Takes still or video photographs.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(7) 1.1
10,001-15,000	(11) 1.6
15,001-25,000	(14) 1.8
25,001-40,000	(8) 2.5
40,001-60,000	(9) 4.0
85,001-130,000	(6) 5.3

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) 30,544	(1) 33,755	(7) 28,992	(0)
10,001-15,000	(7) 27,119	(7) 30,401	(11) 29,719	(2) 350
15,001-25,000	(10) 28,855	(10) 32,857	(14) 30,560	(2) 428
25,001-40,000	(5) 36,155	(5) 44,203	(8) 38,726	(1) 824
40,001-60,000	(9) 42,218	(8) 58,084	(9) 48,969	(2) 442
85,001-130,000	(6) 44,028	(6) 66,635	(6) 55,134	(1) 862

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) 28,080	(2) 26,510	(0)
\$2,000,001-\$4,000,000	(2) 22,100	(2) 28,319	(4) 30,041	(0)
\$4,000,001-\$8,000,000	(5) 29,004	(5) 31,431	(10) 29,380	(1) 640
\$8,000,001-\$16,000,000	(13) 31,802	(13) 37,070	(17) 32,973	(2) 223
\$16,000,001-\$32,000,000	(5) 38,401	(5) 56,717	(10) 41,206	(2) 647
\$32,000,001-\$64,000,000	(8) 44,993	(7) 67,005	(8) 54,154	(2) 498
\$64,000,001-\$128,000,000	(1) 42,952	(1) 60,320	(1) 49,647	(0)

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	(4)	1.5
6,001-10,000	(6)	2.2
10,001-15,000	(5)	2.4
15,001-25,000	(10)	4.1
25,001-40,000	(3)	2.7
40,001-60,000	(6)	5.0
85,001-130,000	(3)	4.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
6,000 or less	(2) 11.0000	(2) 11.9650	(4) 10.0538	(1)	85
6,001-10,000	(4) 10.4125	(4) 11.9000	(6) 11.2917	(0)	
10,001-15,000	(3) 10.3333	(3) 14.0217	(5) 11.9600	(1)	137
15,001-25,000	(9) 10.6478	(9) 13.6956	(10) 11.8430	(1)	360
25,001-40,000	(2) 12.6950	(2) 17.7057	(3) 14.5200	(0)	
40,001-60,000	(6) 13.2583	(6) 18.3100	(6) 16.1051	(2)	707
85,001-130,000	(3) 11.5000	(3) 15.0833	(3) 13.0100	(1)	121

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) 8.5000	(2) 10.0000	(3) 9.0267	(0)	
\$2,000,001-\$4,000,000	(3) 9.3833	(3) 11.6167	(7) 11.0179	(1)	85
\$4,000,001-\$8,000,000	(2) 12.2500	(2) 13.7025	(3) 12.7133	(0)	
\$8,000,001-\$16,000,000	(9) 11.1700	(9) 14.6400	(11) 12.3418	(1)	137
\$16,000,001-\$32,000,000	(6) 11.6900	(6) 17.3336	(6) 14.4500	(2)	637
\$32,000,001-\$64,000,000	(4) 12.0625	(4) 14.7950	(4) 13.8377	(1)	121
\$64,000,001-\$128,000,000	(0)	(0)	(0)	(0)	

**Production /
Maintenance /
Other**

Press Operator, Experienced

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

Circulation	Avg. # Employees Holding Position	
6,000 or less	(7)	1.4
6,001-10,000	(9)	3.7
10,001-15,000	(7)	3.4
15,001-25,000	(12)	5.5
25,001-40,000	(7)	6.1
40,001-60,000	(6)	9.0
85,001-130,000	(3)	22.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
6,000 or less	(3) 13.7967	(3) 18.4200	(7) 14.9786	(1)	109
6,001-10,000	(9) 13.3333	(9) 16.7733	(9) 15.0178	(0)	
10,001-15,000	(6) 15.6014	(6) 18.6294	(7) 17.2353	(2)	169
15,001-25,000	(11) 14.7691	(11) 20.9618	(12) 17.8983	(2)	402
25,001-40,000	(7) 15.3755	(7) 21.2652	(7) 18.4786	(1)	1,455
40,001-60,000	(6) 17.3182	(6) 23.5756	(6) 19.9121	(2)	904
85,001-130,000	(3) 16.0867	(3) 24.9167	(3) 20.7933	(1)	5,355

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) 10.0000	(3) 16.4367	(4) 12.5575	(0)	
\$2,000,001-\$4,000,000	(8) 12.7261	(8) 16.4421	(11) 14.6136	(1)	109
\$4,000,001-\$8,000,000	(6) 16.8133	(6) 20.6789	(6) 18.5612	(1)	115
\$8,000,001-\$16,000,000	(11) 15.8000	(11) 20.2094	(13) 18.3315	(2)	316
\$16,000,001-\$32,000,000	(10) 14.8638	(10) 21.5203	(10) 18.2480	(3)	1,052
\$32,000,001-\$64,000,000	(4) 16.1648	(4) 23.8525	(4) 19.7006	(1)	5,355
\$64,000,001-\$128,000,000	(0)	(0)	(0)	(0)	

Machine Operator

Sets up and troubleshoots equipment.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(3)	1.7
10,001-15,000	(3)	2.0
15,001-25,000	(9)	3.0
25,001-40,000	(7)	3.6
40,001-60,000	(5)	4.4
85,001-130,000	(2)	10.5

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	(0)	(0)	(0)	(0)
6,001-10,000	(1) 9.0000	(1) 13.5000	(3) 12.2500	(0)
10,001-15,000	(2) 11.5000	(2) 16.1250	(3) 12.2583	(2) 119
15,001-25,000	(7) 10.6786	(7) 14.9836	(9) 12.1944	(2) 342
25,001-40,000	(6) 11.8000	(6) 17.6642	(7) 13.9300	(1) 730
40,001-60,000	(5) 13.5458	(5) 16.5910	(5) 14.9721	(2) 1,048
85,001-130,000	(2) 14.2550	(2) 25.9500	(2) 21.0300	(1) 2,118

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) 10.5000	(1) 13.0000	(1) 12.3800	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 16.0000	(0)
\$4,000,001-\$8,000,000	(2) 10.0000	(2) 15.4677	(4) 11.0025	(1) 115
\$8,000,001-\$16,000,000	(7) 11.6113	(7) 14.8071	(9) 12.5061	(2) 164
\$16,000,001-\$32,000,000	(9) 12.8300	(9) 19.2311	(10) 15.4270	(3) 934
\$32,000,001-\$64,000,000	(2) 11.0000	(2) 19.5000	(2) 15.4154	(1) 2,118
\$64,000,001-\$128,000,000	(0)	(0)	(0)	(0)

Loads inserts onto machine.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(9)	4.7
6,001-10,000	(8)	10.0
10,001-15,000	(7)	13.3
15,001-25,000	(12)	19.3
25,001-40,000	(7)	30.9
40,001-60,000	(6)	51.0
85,001-130,000	(3)	103.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(8) 8.2500	(7) 8.9429	(7) 8.5800	(1) 83
6,001-10,000	(8) 8.3625	(8) 10.2413	(8) 8.9913	(0)
10,001-15,000	(7) 7.8411	(7) 12.4529	(7) 9.1443	(2) 57
15,001-25,000	(12) 7.9708	(12) 11.2531	(12) 8.7625	(2) 234
25,001-40,000	(7) 8.2371	(7) 11.4180	(7) 8.9014	(1) 194
40,001-60,000	(6) 7.9500	(6) 14.4316	(6) 9.4359	(1) 250
85,001-130,000	(3) 8.4567	(3) 15.5167	(3) 10.2733	(1) 139

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(6) 8.0000	(6) 8.8850	(5) 8.4380	(0)
\$2,000,001-\$4,000,000	(9) 7.9264	(8) 10.3187	(9) 8.5833	(1) 83
\$4,000,001-\$8,000,000	(6) 7.9083	(6) 10.8992	(6) 8.6950	(1) 25
\$8,000,001-\$16,000,000	(13) 8.1192	(13) 11.8090	(13) 9.1485	(2) 122
\$16,000,001-\$32,000,000	(10) 8.1530	(10) 11.9721	(10) 9.0950	(2) 253
\$32,000,001-\$64,000,000	(4) 8.0625	(4) 16.2924	(4) 9.9313	(1) 139
\$64,000,001-\$128,000,000	(0)	(0)	(0)	(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	(1)	1.0
10,001-15,000	(1)	2.0
15,001-25,000	(1)	1.0
25,001-40,000	(1)	2.0
40,001-60,000	(3)	1.3
85,001-130,000	(2)	3.5

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	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 16.0000	(0)
10,001-15,000	(1) 10.0000	(1) 10.0000	(1) 10.0000	(0)
15,001-25,000	(0)	(0)	(1) 22.8300	(0)
25,001-40,000	(0)	(0)	(1) 19.0000	(0)
40,001-60,000	(1) 30.4600	(1) 32.0000	(3) 28.0885	(1) 1,000
85,001-130,000	(1) 12.0000	(1) 21.1200	(2) 22.6450	(1) 2,844

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	(1) 10.0000	(1) 10.0000	(3) 16.2767	(0)
\$16,000,001-\$32,000,000	(0)	(0)	(3) 23.3333	(0)
\$32,000,001-\$64,000,000	(1) 12.0000	(1) 21.1200	(2) 23.6628	(1) 2,844
\$64,000,001-\$128,000,000	(0)	(0)	(0)	(0)

**Production /
Maintenance /
Other**

Maintenance Technician

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

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(0)	
10,001-15,000	(5)	1.6
15,001-25,000	(6)	1.3
25,001-40,000	(4)	1.2
40,001-60,000	(8)	2.6
85,001-130,000	(3)	8.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
6,000 or less	(0)	(0)	(0)	(0)	
6,001-10,000	(0)	(0)	(0)	(0)	
10,001-15,000	(2) 15.5473	(2) 20.5556	(5) 19.1690	(1)	934
15,001-25,000	(1) 16.0000	(1) 19.0000	(6) 16.2883	(1)	373
25,001-40,000	(1) 15.3000	(1) 17.0000	(4) 16.3239	(0)	
40,001-60,000	(4) 16.9023	(4) 26.2170	(8) 19.8156	(1)	500
85,001-130,000	(3) 18.7133	(3) 25.5233	(3) 23.4733	(1)	581

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)	(1) 16.0000	(0)	
\$2,000,001-\$4,000,000	(1) 15.7500	(1) 18.5000	(1) 17.1250	(0)	
\$4,000,001-\$8,000,000	(1) 15.3445	(1) 22.6113	(2) 16.8979	(0)	
\$8,000,001-\$16,000,000	(1) 16.0000	(1) 19.0000	(8) 19.0888	(2)	654
\$16,000,001-\$32,000,000	(3) 17.4533	(3) 23.6333	(6) 18.4983	(0)	
\$32,000,001-\$64,000,000	(5) 17.3378	(5) 25.5076	(6) 20.8008	(1)	581
\$64,000,001-\$128,000,000	(0)	(0)	(0)	(0)	

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