

2017 SNPA Survey of Newspaper Salaries

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





CONFIDENTIAL

SNPA SURVEY OF
NEWSPAPER SALARIES
JUNE 2017

The 2017 SNPA Survey of Newspaper Salaries includes a separate compilation of salary data for each of seven circulation groups. The distribution of participating newspapers by circulation group and the average and median circulation of participants follows:

	<u>No. of Survey Participants</u>	<u>Average Circulation</u>	<u>Median Circulation</u>
Under 6,000 Circulation	11	4,381	5,000
6,001-10,000 Circulation	16	8,111	8,000
10,001-15,000 Circulation	12	12,100	11,910
15,001-25,000 Circulation	15	18,247	17,000
25,001-40,000 Circulation	9	29,543	28,971
40,001-60,000 Circulation	10	49,235	47,605
60,001-85,000 Circulation	Not enough newspapers reported data for this breakout		
85,001-130,000 Circulation	6	103,083	105,379
TOTAL	79		

The figures in this survey are based entirely on information supplied by participants. **The figures in parentheses in each column indicate the number of responses to individual questions.** Overtime is not included in wages unless overtime is guaranteed.

Non-Supervisory Employees: In using the actual pay data in the section pertaining to non-supervisory employees, please keep the following in mind:

Newspapers that employ more than one person for a given position were asked to list the lowest, highest and average salaries currently being paid. Those papers that employ only one person for a given position were asked to list that person's salary in one place ONLY – the column labeled "average annual salary."

SNPA then averaged the lowest, high and average salaries reported by participants. So, the "average lowest annual wage" is the average of the "lowest" salaries reported by each participant. The "average highest annual wage" is an average of the "highest" salaries reported by each participant, and so forth. The number in parentheses shows the number of respondents to each particular question.

Because a number of papers only had one person employed in many of these positions, the number of responses in the column pertaining to average salaries generally is larger than the number of responses in each of the other two columns. Therefore, some "average" salaries may be larger than "high" salaries – or lower than "lowest" salaries. In these cases, the "best" figures to use are the figures in the "average annual wage" column – simply because they represent a greater number of survey respondents.

Some Data was Excluded From Survey: In a few cases, data supplied by newspaper participants was excluded from this survey.

Survey Comparisons: Some participants in the 2017 survey took part for the first time, and some 2016 participants did not take part in 2017. The circulations of some newspapers that participated both years changed enough from 2016 to move them into different circulation brackets. Also, every newspaper did not supply information for every position listed in the survey. Exact comparison between the 2016 and 2017 surveys may not be made.

Participating Newspapers: SNPA does not identify participating newspapers in this survey.

Searching for Given Positions: A Table of Contents is included with this report. In addition, the electronic version of this report allows easy searches. To locate a particular position in the report, click on the SEARCH button in your toolbar.

Additional Copies: An electronic copy of this report will be distributed to the publisher of every newspaper that shared data for this study. Electronic copies also will be distributed to the corporate offices of participating newspapers upon request.

Publishers are free to forward copies of this electronic study to department heads at their own newspapers. However, copies may not be shared with anyone outside of the given paper. This is a copyrighted publication.

Hard copies of this study are available to newspapers that shared data for this study for \$75 per copy. In addition, publishers of newspapers that did not share data with SNPA for this study may purchase the survey for \$150 (member price). The non-member price is \$300.

Questions: Any questions concerning this study should be addressed to Cindy Durham in the SNPA office: cindy@snpa.org or (404) 256-0444.

Antitrust Compliance Statement: It is the policy of the Southern Newspaper Publishers Association to comply fully with all federal and state antitrust laws, and to avoid all conduct which is unlawful, or which may give the appearance of being in conflict with such laws.

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<i>Sets credit policies and supervises collection of accounts receivable.</i>	
Accounting Supervisor	10
<i>Responsible for overseeing the business office and accounting functions.</i>	

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

MARKETING DEPARTMENT

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

ADVERTISING DEPARTMENT

Advertising Director	13
<i>Total advertising responsibility. Top position.</i>	
Retail Advertising Manager	14
<i>Supervises retail advertising sales representatives and/or division managers.</i>	
Major Accounts Manager.....	15
<i>Supervises staff dealing only with key accounts and major advertisers.</i>	

Classified Advertising Manager	16
<i>Manages transient and classified display staff. May handle some display accounts. Manages budget and makes hiring decisions.</i>	

CIRCULATION DEPARTMENT

Circulation Director.....	17
<i>Overall responsibility for sales and distribution. Supervises carrier advisers, clerks and/or mailroom. Develops and manages budgets. Top circulation position.</i>	
Home Delivery Manager.....	18
<i>Oversees delivery of all home-delivery newspapers. District managers or zone managers (depending on the size of your operation) report to this person.</i>	
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<i>Responsible for distribution and sales through carrier network. Recruits carriers.</i>	

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Information Technology Director.....	22
<i>Responsible for all activities and services, including systems, programming, telecommunications and computer operations. This position is not responsible for production. Top data services position.</i>	

INTERACTIVE MEDIA

Webmaster.....	23
<i>Responsible for the technical development of the newspaper's website.</i>	
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<i>Responsible for news content of website on a day-to-day basis.</i>	
Web Sales Manager.....	25
<i>Responsible for overseeing the sale of ads on the website.</i>	

GRAPHIC DESIGN

Composing Services/Creative Services/Art Department Manager	26
<i>Responsible for supervising and managing the composing/creative services department. This position may fall under different departments. At some newspapers, this position may report to the production or advertising department.</i>	

NEWS/EDITORIAL DEPARTMENT

Executive Editor or Editor	27
<i>Top newsroom executive.</i>	
Managing Editor.....	28
<i>Manages day-to-day newspaper production.</i>	
Assistant Managing Editor.....	29
<i>Second in command to the managing editor.</i>	
Editorial Page Editor.....	30
<i>Supervises the content, editing and make-up of editorial and op/ed pages. Makes or recommends hiring decisions and evaluates employee performance.</i>	
City/Metro Editor	31
<i>Supervises coverage of city/local news, makes or recommends hiring decisions, edits copy, assigns stories, determines play of news.</i>	

Sports Editor	32
<i>Responsible for editing, make-up of sports pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Business Editor	33
<i>Responsible for editing, make-up of business pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Lifestyle Editor.....	34
<i>Responsible for editing, make-up of lifestyle pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Assistant Editor	35
<i>Assistant to the editor of a major news sub-department, such as sports, business, etc.</i>	
Copy Desk Chief	36
<i>Supervision of copy editing.</i>	
Design Editor.....	37
<i>Responsible for the overall design of the paper.</i>	
Chief Photographer	38
<i>Responsible for supervising performance of staff photographers. Makes or recommends hiring decisions.</i>	

PRODUCTION AND MAINTENANCE

Production Director/Manager.....	39
<i>Overall responsibility for composing, camera and platemaking, stereo or lithography, mailroom and press. Manages budgets and makes hiring decisions.</i>	
Pressroom Manager/Press Supervisor	40
<i>Supervisory responsibility for press and employees, including shift foreman. Operates press; may be a "working manager." Top pressroom position.</i>	
Mailroom Manager	41
<i>Supervises full-time and/or part-time employees, bundle preparation, inserting and other post-press activities.</i>	
Building/General Maintenance Supervisor.....	42
<i>Responsible for building maintenance, repair and cleaning.</i>	

Salary/Wage Information for Non-Supervisory Employees:

FINANCE DEPARTMENT

Accountant	43
<i>General accounting work. Professional degreed position. Typically has two to three years experience.</i>	
Accounting Clerk, Entry-Level	44
<i>Responsible for accounts payables, receivables, payroll and data input. This is an entry-level position.</i>	
Accounting Clerk, Senior.....	45
<i>Responsible for accounts payables, receivables, payroll and data input. Has substantial experience and increased abilities.</i>	

ADMINISTRATIVE DEPARTMENT

Executive Assistant to Publisher/GM	46
<i>Works directly with and provides administrative support to Publisher or General Manager, applying independent judgment and initiative.</i>	

ADVERTISING DEPARTMENT

Retail Salesperson/Outside	47
<i>Services existing accounts and develops new business in local area. Salaried position, but may be on part or full commission.</i>	
Classified Salesperson	48
<i>Services existing accounts and sells new advertisements for classified advertising section.</i>	
Classified Telephone Salesperson	49
<i>Handles placement of new classified ads that are received over the telephone.</i>	
Online Sales Representative	50
<i>Responsible for selling advertising on the website and/or mobile.</i>	
Sales Assistant	51
<i>Assists sales staff with customer service, ordering and billing of all advertising products for the newspaper including print, preprints, online and niche publications. Also assists with customer inquiries, proposal creation and rate quotes. Works with artists and reps to assure correct publication of advertising.</i>	
Artist/Layout Specialist	52
<i>Creates production and speculative layouts, and proofs ads. Produces camera-ready art, hand-lettering, line, wash and color illustrations. This category includes Macintosh operators and creative services.</i>	

NEWS/EDITORIAL DEPARTMENT

Editorial Writer	53
<i>Gathers material and writes columns for editorial page.</i>	
Columnist	54
<i>Writes signed column. Includes all types of columnists: general assignment, beats, sports, business, lifestyle, etc.</i>	
Copy Editor, Entry-Level	55
<i>Edits and fits local and wire news. Performs layouts and writes headlines. Generally has little or no experience.</i>	
Copy Editor, Experienced	56
<i>Edits and fits local and wire news. Performs layouts and writes headlines. Typically has one to four years experience.</i>	
Reporter, Entry-Level	57
<i>Reporter assigned to less complicated stories. Generally has little or no experience; handles routine office assignments under supervision.</i>	
Reporter, Experienced	58
<i>Typically has one to four years experience. Handles beat assignments, including the development of story ideas.</i>	
Reporter, Senior	59
<i>Has substantial experience (usually five or more years). Capable of handling all types of stories, including investigative articles and in-depth series that may have regional or national significance. May handle special assignments.</i>	
Sports Reporter, Experienced	60
<i>Gathers and writes local sports stories. Typically has one to four years experience.</i>	
Sports Reporter, Senior	61
<i>Gathers and writes local sports stories. Has substantial experience (usually five or more years).</i>	
Photojournalist	62
<i>Takes still or video photographs.</i>	

PRODUCTION/MAINTENANCE/OTHER

Press Operator, Entry-Level	63
<i>Operates and maintains web press. Generally has little or no experience. May be involved in paper handling and/or platemaking. "Journeyman" level.</i>	
Press Operator, Experienced	64
<i>Operates and maintains web press. Typically has one to four years of experience. May be involved in paper handling and/or platemaking. "Journeyman" level.</i>	
Machine Operator.....	65
<i>Sets up and troubleshoots equipment.</i>	
Insertor.....	66
<i>Loads inserts onto machine.</i>	
Machinist.....	67
<i>Performs routine preventive maintenance, including cleaning, lubricating and checking for wear, and making necessary adjustments to equipment. Troubleshoots equipment problems and makes repairs with minimum down time.</i>	
Maintenance Technician.....	68
<i>Responsible for troubleshooting and repair of all production and building-related electrical or mechanical systems.</i>	

Ownership of Newspaper

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	85-130	Total
Corporate Ownership	11	14	8	11	9	8	5	66
Independently-Owned	0	2	4	4	0	2	1	13

Non-Daily Staff

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

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	85-130	Total
Yes	1	1	2	4	1	2	2	13
No	9	15	10	11	8	8	4	65
No Response	1	0	0	0	0	0	0	1

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

Yes	0	0	1	2	1	2	1	7
No	1	1	1	2	0	0	1	6

Union Representation

How many unions does your newspaper currently have?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	85-130	Total
0 Unions	11	15	11	15	9	7	5	73
1 Union	0	0	0	0	0	3	0	3
2 Unions	0	1	1	0	0	0	1	3

What percentage of your total workforce is unionized?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	85-130	Total
0%	11	15	11	15	9	7	5	73
6%	0	0	1	0	0	0	0	1
12%	0	0	0	0	0	1	0	1
33.6%	0	0	0	0	0	1	0	1
40%	0	1	0	0	0	0	0	1
No Response	0	0	0	0	0	1	1	2

Has your newspaper had any organizing activity in the past 12 months?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	85-130	Total
Yes	0	0	1	0	0	1	0	2
No	10	16	11	15	9	9	6	76
No Response	1	0	0	0	0	0	0	1

**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

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

Business Editor

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(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

Design Editor

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)	

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)

**Advertising
Department**

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)

Editorial Writer

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)

**Production /
Maintenance /
Other**

Insertter

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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