

**General  
Executives**

**Publisher**

*Oversees news, advertising, circulation, production departments and business office; is responsible for profit/loss.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(6) 1.0
10,001-15,000	(10) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(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	73,000	75,000	75,000	(3) 74,333	(3) 77,667
6,001-10,000	110,000	110,000	110,000	(6) 112,500	(6) 127,883
10,001-15,000	130,000	170,000	141,622	(10) 147,374	(10) 155,149
15,001-25,000	100,000	200,000	200,000	(3) 170,000	(3) 216,329
25,001-40,000	175,000	195,000	185,000	(2) 185,000	(2) 222,045
40,001-60,000	200,000	270,000	242,500	(6) 232,994	(6) 274,543
60,001-100,000	315,900	400,000	357,950	(2) 357,950	(2) 395,450

**Actual Pay Data by Revenue**

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	75,000	125,000	110,000	(12) 108,437	(12) 117,670
\$5,000,001-\$10,000,000	130,000	165,500	147,750	(6) 148,417	(6) 151,833
\$10,000,001-\$20,000,000	130,000	150,000	150,000	(3) 160,000	(3) 197,917
\$20,000,001-\$40,000,000	175,000	200,000	197,500	(6) 184,167	(6) 230,229
\$40,000,001-\$70,000,000	290,000	315,900	314,433	(4) 329,716	(4) 371,091
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**General  
Executives**

**Publisher AND Regional Publisher -  
Combined**

*Oversees news, advertising, circulation, production departments and business office; is responsible for profit/loss. Combines the two positions above.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(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	65,000	105,000	91,665	(5) 89,917	(5) 92,917
6,001-10,000	115,000	125,000	120,000	(5) 126,223	(5) 142,973
10,001-15,000	128,341	133,505	133,505	(3) 142,282	(3) 156,319
15,001-25,000	170,000	212,000	212,000	(3) 209,495	(3) 209,495
25,001-40,000	225,000	234,293	229,647	(2) 229,647	(2) 265,130
40,001-60,000	300,000	300,000	300,000	(1) 300,000	(1) 385,000
60,001-100,000	375,000	375,000	375,000	(1) 375,000	(1) 450,000

**Actual Pay Data by Revenue**

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	77,920	120,000	107,500	(8) 106,136	(8) 110,511
\$5,000,001-\$10,000,000	115,000	133,505	128,341	(5) 131,693	(5) 152,864
\$10,000,001-\$20,000,000	170,000	212,000	212,000	(3) 209,495	(3) 209,495
\$20,000,001-\$40,000,000	225,000	234,293	229,647	(2) 229,647	(2) 265,130
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	300,000	375,000	337,500	(2) 337,500	(2) 417,500

**General  
Executives**

**Publisher/Editor**

*Responsible for guiding the editorial side and the advertising side of the newspaper, generally with a managing editor in news and ad director in advertising.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(1) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(0)
60,001-100,000	(0)

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less	50,000	50,000	50,000	(1) 50,000	(1) 92,954
6,001-10,000	80,000	80,000	80,000	(1) 80,000	(1) 85,000
10,001-15,000	95,000	95,000	95,000	(1) 95,000	(1) 95,000
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000				(0)	(0)
60,001-100,000				(0)	(0)

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less	50,000	80,000	65,000	(2) 65,000	(2) 88,977
\$5,000,001-\$10,000,000	95,000	95,000	95,000	(1) 95,000	(1) 95,000
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**General  
Executives**

## General Manager

*Oversees news, advertising, circulation, production departments and business office; is responsible for profit/loss.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(1) 3.0
60,001-100,000	(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	50,000	68,150	59,075	(2) 59,075	(2) 59,075
6,001-10,000	72,073	75,000	75,000	(3) 87,358	(3) 94,024
10,001-15,000	94,817	94,817	94,817	(1) 94,817	(1) 103,683
15,001-25,000	142,500	142,500	142,500	(1) 142,500	(1) 162,900
25,001-40,000	150,000	150,000	150,000	(1) 150,000	(1) 198,492
40,001-60,000	69,331	69,331	69,331	(1) 69,331	(1) 72,040
60,001-100,000	180,000	180,000	180,000	(1) 180,000	(1) 286,676

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	50,000	75,000	72,073	(5) 81,545	(5) 87,625
\$5,000,001-\$10,000,000	94,817	94,817	94,817	(1) 94,817	(1) 103,683
\$10,000,001-\$20,000,000	115,000	115,000	115,000	(1) 115,000	(1) 125,000
\$20,000,001-\$40,000,000	69,331	150,000	109,666	(2) 109,666	(2) 135,266
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**General  
Executives**

## Director of Audience

*Oversees all aspects of audience engagement, including newsroom and marketing. Responsible for increasing measured size and engagement of the news audience, developing large non-news audiences and developing/implementing news and non-news products.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(1) 1.0
60,001-100,000	(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	25,000	25,000	(1) 25,000	(1) 25,000
6,001-10,000	37,100	65,000	51,050	(2) 51,050	(2) 53,550
10,001-15,000	70,000	70,000	70,000	(1) 70,000	(1) 70,000
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	122,000	122,000	122,000	(1) 122,000	(1) 131,150
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,000	37,100	37,100	(3) 42,367	(3) 44,033
\$5,000,001-\$10,000,000	70,000	70,000	70,000	(1) 70,000	(1) 70,000
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	122,000	122,000	122,000	(1) 122,000	(1) 131,150
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**General  
Executives**

## Innovation Director

*Identifies, defines and advances new products and programs. Has expertise in design, prototyping and project management. Works with the chief information officer and collaborates with third-party developers to ensure delivery of approved projects.*

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

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	102,550	102,550	102,550	(1) 102,550	(1) 110,950
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	102,550	102,550	102,550	(1) 102,550	(1) 110,950
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Finance Department

# Top Financial Executive

*Primary financial department responsibility, usually including accounting, payroll, credit, financial reporting, budgeting and forecasting, etc.*

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	(2) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(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	33,000	72,000	52,500	(2) 52,500	(2) 52,500
10,001-15,000	67,585	124,712	96,149	(2) 96,149	(2) 104,414
15,001-25,000	95,000	125,000	110,000	(2) 110,000	(2) 123,172
25,001-40,000	73,249	110,000	91,625	(2) 91,625	(2) 103,125
40,001-60,000	97,000	137,000	130,000	(5) 127,000	(5) 142,854
60,001-100,000	160,000	160,000	160,000	(1) 160,000	(1) 160,000

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	33,000	125,000	79,000	(2) 79,000	(2) 88,350
\$5,000,001-\$10,000,000	67,585	72,000	69,793	(2) 69,793	(2) 69,793
\$10,000,001-\$20,000,000	124,712	124,712	124,712	(1) 124,712	(1) 141,242
\$20,000,001-\$40,000,000	95,000	120,000	115,000	(6) 113,208	(6) 126,577
\$40,000,001-\$70,000,000	137,000	160,000	148,500	(2) 148,500	(2) 155,350
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	97,000	97,000	97,000	(1) 97,000	(1) 113,000

## Regional Financial Executive

*Primary financial department responsibility for entire operation, including accounting, payroll, credit, etc.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(0)
60,001-100,000	(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	30,000	30,000	(1) 30,000	(1) 30,000
10,001-15,000				(0)	(0)
15,001-25,000	110,000	110,000	110,000	(1) 110,000	(1) 110,000
25,001-40,000	155,000	155,000	155,000	(1) 155,000	(1) 178,000
40,001-60,000				(0)	(0)
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	30,000	30,000	30,000	(1) 30,000	(1) 30,000
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	110,000	110,000	110,000	(1) 110,000	(1) 110,000
\$20,000,001-\$40,000,000	155,000	155,000	155,000	(1) 155,000	(1) 178,000
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Finance  
Department**

**Top Financial Executive  
Regional Financial Executive - Combined**

*Primary financial department responsibility for entire operation, usually including accounting, payroll, credit, financial reporting, budgeting and forecasting, etc.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.0
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
60,001-100,000	(1) 1.0

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less	49,000	49,000	49,000	(1) 49,000	(1) 49,000
6,001-10,000	55,000	70,000	70,000	(3) 75,201	(3) 75,201
10,001-15,000	92,000	92,000	92,000	(1) 92,000	(1) 92,000
15,001-25,000	100,000	100,000	100,000	(1) 100,000	(1) 103,100
25,001-40,000				(0)	(0)
40,001-60,000	77,552	77,552	77,552	(1) 77,552	(1) 77,552
60,001-100,000	80,989	80,989	80,989	(1) 80,989	(1) 80,989

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less	49,000	70,000	62,500	(4) 68,651	(4) 68,651
\$5,000,001-\$10,000,000	92,000	92,000	92,000	(1) 92,000	(1) 92,000
\$10,000,001-\$20,000,000	100,000	100,000	100,000	(1) 100,000	(1) 103,100
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	77,552	77,552	77,552	(1) 77,552	(1) 77,552
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

*Internal controls. Ensures assets are safeguarded and transactions are accurate, authorized and recorded according to GAAP.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(0)
60,001-100,000	(4) 1.0

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less				(0)	(0)
6,001-10,000	75,000	85,000	80,000	(2) 80,000	(2) 84,000
10,001-15,000	59,000	65,000	65,000	(3) 86,215	(3) 91,201
15,001-25,000	69,000	77,246	73,123	(2) 73,123	(2) 90,373
25,001-40,000	80,000	114,000	104,500	(4) 101,000	(4) 112,478
40,001-60,000				(0)	(0)
60,001-100,000	80,000	152,260	122,130	(4) 121,065	(4) 134,759

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less	59,000	69,000	69,000	(3) 67,667	(3) 69,167
\$5,000,001-\$10,000,000	65,000	65,000	65,000	(1) 65,000	(1) 65,000
\$10,000,001-\$20,000,000	77,246	85,000	85,000	(3) 98,964	(3) 116,616
\$20,000,001-\$40,000,000	80,000	114,000	104,500	(4) 101,000	(4) 112,478
\$40,000,001-\$70,000,000	80,000	152,260	116,130	(2) 116,130	(2) 122,380
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	160,000	160,000	160,000	(1) 160,000	(1) 173,500

# Credit and Collections Manager

*Oversees credit and collections.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.0
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
60,001-100,000	(3) 1.0

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	30,000	30,000	30,000	(1) 30,000	(1) 30,000
6,001-10,000	25,460	35,505	30,483	(2) 30,483	(2) 31,945
10,001-15,000	42,000	42,000	42,000	(1) 42,000	(1) 42,000
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	42,000	42,000	42,000	(1) 42,000	(1) 42,000
60,001-100,000	36,000	42,771	42,771	(3) 47,702	(3) 52,014

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,460	30,000	27,730	(2) 27,730	(2) 27,730
\$5,000,001-\$10,000,000	42,000	42,000	42,000	(1) 42,000	(1) 42,000
\$10,000,001-\$20,000,000	34,821	35,505	35,163	(2) 35,163	(2) 36,626
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	42,000	42,771	42,771	(3) 49,702	(3) 49,702
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

# Business Manager

*Manages all business office operations.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(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	18,000	38,440	28,220	(2) 28,220	(2) 28,330
6,001-10,000	45,000	59,235	53,000	(5) 55,228	(5) 58,218
10,001-15,000	55,267	72,000	65,515	(6) 68,110	(6) 69,443
15,001-25,000	52,000	52,000	52,000	(1) 52,000	(1) 57,000
25,001-40,000	54,999	56,326	55,663	(2) 55,663	(2) 60,363
40,001-60,000	60,000	70,000	65,000	(2) 65,000	(2) 66,150
60,001-100,000	79,545	79,545	79,545	(1) 79,545	(1) 79,545

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	38,440	51,900	48,450	(6) 45,557	(6) 47,844
\$5,000,001-\$10,000,000	55,267	72,000	65,618	(6) 68,144	(6) 69,719
\$10,000,001-\$20,000,000	52,000	59,030	55,515	(2) 55,515	(2) 58,015
\$20,000,001-\$40,000,000	54,999	56,326	56,326	(3) 60,442	(3) 64,342
\$40,000,001-\$70,000,000	60,000	79,545	69,773	(2) 69,773	(2) 69,773
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Human  
Resources  
Department**

## Top HR Executive (Non-Union)

*Responsible for employee relations, training and development, benefits, compensation, labor relations and related activities.*

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	(3) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(2) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	33,000	33,000	33,000	(1) 33,000	(1) 33,000
10,001-15,000	57,000	65,339	61,170	(2) 61,170	(2) 62,107
15,001-25,000	71,500	80,359	80,359	(3) 77,453	(3) 82,178
25,001-40,000	67,079	70,000	70,000	(3) 72,360	(3) 72,526
40,001-60,000	37,003	67,000	63,500	(5) 66,669	(5) 72,848
60,001-100,000	87,500	111,234	99,367	(2) 99,367	(2) 107,617

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	33,000	80,500	56,750	(2) 56,750	(2) 61,850
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	57,000	65,339	65,339	(3) 67,566	(3) 68,191
\$20,000,001-\$40,000,000	62,882	70,000	67,079	(7) 65,066	(7) 67,220
\$40,000,001-\$70,000,000	102,960	111,234	107,097	(2) 107,097	(2) 114,495
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	63,500	63,500	63,500	(1) 63,500	(1) 73,500

**Human  
Resources  
Department**

## Regional HR Executive

*Handles employee relations, training and development, employee benefits, compensation and other related activities.*

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

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	47,500	47,500	47,500	(1) 47,500	(1) 47,500
6,001-10,000				(0)	(0)
10,001-15,000	49,156	49,156	49,156	(1) 49,156	(1) 51,501
15,001-25,000				(0)	(0)
25,001-40,000	120,000	120,000	120,000	(1) 120,000	(1) 140,000
40,001-60,000	86,000	86,000	86,000	(1) 86,000	(1) 86,000
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	47,500	49,156	48,328	(2) 48,328	(2) 49,501
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	120,000	120,000	120,000	(1) 120,000	(1) 140,000
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Top HR Executive Union, Non-Union and Regional - Combined

*Responsible for employee relations, training and development, benefits, compensation, labor relations and related activities.*

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

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-40,000	54,500	54,500	54,500	(1) 54,500	(1) 58,315
40,001-60,000				(0)	(0)
60,001-100,000	90,000	90,000	90,000	(1) 90,000	(1) 90,000

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	54,500	54,500	54,500	(1) 54,500	(1) 58,315
\$40,000,001-\$70,000,000	90,000	90,000	90,000	(1) 90,000	(1) 90,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Marketing  
Department**

# Marketing Director

*Directs and coordinates unified marketing operations for advertising, circulation and possibly news departments.*

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

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	37,500	38,000	38,000	(3) 38,833	(3) 44,150
10,001-15,000	70,000	75,000	75,000	(3) 75,799	(3) 84,466
15,001-25,000				(0)	(0)
25,001-40,000	85,000	100,000	92,500	(2) 92,500	(2) 92,500
40,001-60,000	67,500	75,000	75,000	(3) 81,233	(3) 82,933
60,001-100,000	79,310	186,845	133,078	(2) 133,078	(2) 135,578

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	37,500	38,000	37,750	(2) 37,750	(2) 38,225
\$5,000,001-\$10,000,000	41,000	70,000	70,000	(3) 64,466	(3) 78,133
\$10,000,001-\$20,000,000	75,000	75,000	75,000	(1) 75,000	(1) 75,000
\$20,000,001-\$40,000,000	75,000	85,000	85,000	(3) 86,667	(3) 88,367
\$40,000,001-\$70,000,000	79,310	101,200	101,200	(3) 122,452	(3) 124,118
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	67,500	67,500	67,500	(1) 67,500	(1) 67,500

## Advertising Department

# Top Advertising Executive

*Directs advertising sales, creative and dispatch departments, usually including classified, national and retail departments.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(10) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(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	35,000	44,000	40,566	(4) 54,033	(4) 65,473
6,001-10,000	43,000	75,000	60,000	(5) 62,100	(5) 73,900
10,001-15,000	60,000	85,093	74,500	(10) 72,609	(10) 82,485
15,001-25,000	60,600	112,500	101,250	(4) 95,775	(4) 109,639
25,001-40,000	85,000	140,000	120,000	(5) 145,603	(5) 173,488
40,001-60,000	145,000	179,000	172,500	(6) 167,500	(6) 190,511
60,001-100,000	150,000	200,000	192,500	(4) 189,575	(4) 217,033

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	37,132	60,000	44,000	(9) 53,737	(9) 66,432
\$5,000,001-\$10,000,000	70,000	90,000	80,047	(8) 81,137	(8) 85,335
\$10,000,001-\$20,000,000	60,000	75,000	75,000	(5) 78,120	(5) 98,807
\$20,000,001-\$40,000,000	108,014	179,000	140,000	(9) 149,946	(9) 175,571
\$40,000,001-\$70,000,000	185,000	185,000	185,000	(3) 197,767	(3) 200,267
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	145,000	200,000	172,500	(2) 172,500	(2) 222,090

## Regional Advertising Executive

*Directs ad sales, creative and dispatch departments, usually including classified, national and retail.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(0)
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(0)
60,001-100,000	(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	86,500	89,096	87,798	(2) 87,798	(2) 99,445
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000				(0)	(0)
60,001-100,000	80,000	80,000	80,000	(1) 80,000	(1) 122,437

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	86,500	86,500	86,500	(1) 86,500	(1) 96,500
\$5,000,001-\$10,000,000	89,096	89,096	89,096	(1) 89,096	(1) 102,390
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Advertising  
Department**

## Top Advertising Executive / Regional Advertising Executive - Combined

*Directs advertising sales, creative and dispatch departments, usually including classified, national and retail departments. Combines the two positions above.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(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	65,000	82,000	73,500	(2) 73,500	(2) 80,000
10,001-15,000				(0)	(0)
15,001-25,000	65,000	65,000	65,000	(1) 65,000	(1) 66,100
25,001-40,000	142,500	142,500	142,500	(1) 142,500	(1) 160,745
40,001-60,000	159,135	159,135	159,135	(1) 159,135	(1) 167,717
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	65,000	82,000	73,500	(2) 73,500	(2) 80,000
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	65,000	65,000	65,000	(1) 65,000	(1) 66,100
\$20,000,001-\$40,000,000	142,500	142,500	142,500	(1) 142,500	(1) 160,745
\$40,000,001-\$70,000,000	159,135	159,135	159,135	(1) 159,135	(1) 167,717
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

# National Advertising Manager

*Responsible for sales to national accounts; may work with a representative firm.*

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

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	60,361	60,361	60,361	(1) 60,361	(1) 73,994
25,001-40,000				(0)	(0)
40,001-60,000	60,000	60,000	60,000	(1) 60,000	(1) 67,493
60,001-100,000	147,550	147,550	147,550	(1) 147,550	(1) 147,550

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	60,361	60,361	60,361	(1) 60,361	(1) 73,994
\$20,000,001-\$40,000,000	60,000	60,000	60,000	(1) 60,000	(1) 67,493
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Retail Advertising Manager

*Manages local advertising staff and sales, including hiring and supervising.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.5
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.5
25,001-40,000	(3) 2.0
40,001-60,000	(5) 1.4
60,001-100,000	(4) 3.2

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	37,960	37,960	37,960	(1) 37,960	(1) 37,960
6,001-10,000	25,000	56,533	40,767	(2) 40,767	(2) 59,148
10,001-15,000	40,000	50,000	45,000	(2) 45,000	(2) 59,500
15,001-25,000	43,000	57,000	50,000	(2) 50,000	(2) 53,322
25,001-40,000	62,000	67,500	67,500	(3) 68,671	(3) 72,184
40,001-60,000	60,000	75,000	66,150	(5) 78,030	(5) 99,450
60,001-100,000	60,000	92,459	86,235	(4) 81,242	(4) 98,654

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,000	37,960	37,960	(3) 35,320	(3) 40,120
\$5,000,001-\$10,000,000	40,000	56,533	48,267	(2) 48,267	(2) 63,148
\$10,000,001-\$20,000,000	50,000	57,000	53,500	(2) 53,500	(2) 67,622
\$20,000,001-\$40,000,000	62,000	76,513	67,500	(5) 79,433	(5) 91,661
\$40,000,001-\$70,000,000	75,000	92,459	92,459	(3) 86,653	(3) 92,646
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	60,000	80,010	70,005	(2) 70,005	(2) 98,622

## Major Accounts Manager

*Supervises staff dealing only with key accounts and major advertisers.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(3) 1.0
60,001-100,000	(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	33,312	33,312	33,312	(1) 33,312	(1) 52,037
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	70,000	75,000	75,000	(3) 75,000	(3) 91,003
60,001-100,000	110,000	110,000	110,000	(1) 110,000	(1) 110,000

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	33,312	33,312	33,312	(1) 33,312	(1) 52,037
\$20,000,001-\$40,000,000	70,000	70,000	70,000	(1) 70,000	(1) 92,500
\$40,000,001-\$70,000,000	75,000	110,000	92,500	(2) 92,500	(2) 103,450
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Co-op Advertising Manager

*Supervises the collection of information on co-op ad programs; organizes and promotes the use of co-op funding.*

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

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	42,000	42,000	42,000	(1) 42,000	(1) 50,547
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	42,000	42,000	42,000	(1) 42,000	(1) 50,547
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Advertising  
Department**

## Classified Advertising Manager

*Supervises staff; services classified advertising and existing display accounts; develops new business.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(8) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(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	25,000	31,100	31,100	(3) 30,367	(3) 37,867
6,001-10,000	28,000	28,000	28,000	(1) 28,000	(1) 45,787
10,001-15,000	29,918	46,982	40,750	(8) 45,164	(8) 54,679
15,001-25,000	40,000	40,000	40,000	(3) 42,333	(3) 55,475
25,001-40,000	43,000	55,000	55,000	(3) 53,667	(3) 82,968
40,001-60,000	65,000	75,190	74,595	(4) 76,048	(4) 90,071
60,001-100,000	72,000	76,000	74,000	(2) 74,000	(2) 86,222

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,000	35,000	31,100	(5) 33,220	(5) 42,197
\$5,000,001-\$10,000,000	29,918	43,000	40,750	(6) 43,883	(6) 54,136
\$10,000,001-\$20,000,000	36,000	40,000	40,000	(3) 46,004	(3) 55,816
\$20,000,001-\$40,000,000	43,000	63,000	59,000	(6) 61,032	(6) 80,614
\$40,000,001-\$70,000,000	65,000	76,000	70,500	(2) 70,500	(2) 82,747
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	74,000	74,000	74,000	(1) 74,000	(1) 96,000

## Classified Inside Sales Manager

*Manages daily operations of inside sales staff to achieve revenue goals and plans sales efforts. May be phone room manager.*

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	(2) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(2) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	25,000	25,000	25,000	(1) 25,000	(1) 40,000
10,001-15,000	32,000	38,000	35,000	(2) 35,000	(2) 46,600
15,001-25,000	35,000	37,440	36,220	(2) 36,220	(2) 43,036
25,001-40,000	35,399	55,000	45,200	(2) 45,200	(2) 64,018
40,001-60,000	22,000	40,000	40,000	(3) 37,333	(3) 49,734
60,001-100,000	45,000	84,704	64,852	(2) 64,852	(2) 92,405

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,000	25,000	25,000	(1) 25,000	(1) 40,000
\$5,000,001-\$10,000,000	32,000	32,000	32,000	(1) 32,000	(1) 47,000
\$10,000,001-\$20,000,000	35,000	37,440	37,440	(3) 36,813	(3) 44,090
\$20,000,001-\$40,000,000	22,000	40,000	37,700	(4) 38,100	(4) 54,922
\$40,000,001-\$70,000,000	50,000	84,704	67,352	(2) 67,352	(2) 84,061
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Sales Supervisor

*First-level supervisor of sales staff.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(3) 1.0
15,001-25,000	(0)
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(2) 3.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	24,315	24,315	24,315	(1) 24,315	(1) 32,115
6,001-10,000				(0)	(0)
10,001-15,000	27,040	34,000	34,000	(3) 43,680	(3) 66,063
15,001-25,000				(0)	(0)
25,001-40,000	39,999	39,999	39,999	(1) 39,999	(1) 41,815
40,001-60,000	45,000	63,000	54,000	(2) 54,000	(2) 69,715
60,001-100,000	38,188	85,000	61,594	(2) 61,594	(2) 96,205

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	24,315	24,315	24,315	(1) 24,315	(1) 32,115
\$5,000,001-\$10,000,000	27,040	70,000	48,520	(2) 48,520	(2) 65,095
\$10,000,001-\$20,000,000	34,000	34,000	34,000	(1) 34,000	(1) 68,000
\$20,000,001-\$40,000,000	39,999	39,999	39,999	(1) 39,999	(1) 41,815
\$40,000,001-\$70,000,000	63,000	63,000	63,000	(1) 63,000	(1) 80,430
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	45,000	85,000	65,000	(2) 65,000	(2) 93,302

## Digital Marketing Manager

*Responsible for developing, implementing , tracking and optimizing the paper's digital marketing programs across all digital channels.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(5) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(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	34,000	50,000	50,000	(5) 46,800	(5) 56,440
10,001-15,000	42,000	50,000	50,000	(6) 50,333	(6) 65,033
15,001-25,000	50,000	50,000	50,000	(3) 53,333	(3) 58,200
25,001-40,000	40,000	70,000	44,554	(5) 56,911	(5) 86,931
40,001-60,000	75,000	98,000	95,000	(5) 94,600	(5) 113,338
60,001-100,000	45,000	75,000	75,000	(4) 71,250	(4) 84,317

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	34,000	50,000	47,500	(4) 44,750	(4) 54,300
\$5,000,001-\$10,000,000	38,000	50,000	50,000	(5) 49,000	(5) 63,280
\$10,000,001-\$20,000,000	50,000	57,000	56,000	(4) 55,500	(4) 63,115
\$20,000,001-\$40,000,000	40,000	70,000	50,000	(7) 64,222	(7) 92,688
\$40,000,001-\$70,000,000	75,000	90,000	82,500	(6) 83,333	(6) 92,609
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Advertising Department

# Manager of Events & Promotions

*Designs promotions and events that meet the needs of the community and advertisers. Assists the newspaper in coordinating events and generating revenue by securing sponsors and vendors.*

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	(2) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(2) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	38,000	38,000	38,000	(1) 38,000	(1) 40,400
10,001-15,000	32,500	50,000	50,000	(3) 55,833	(3) 66,415
15,001-25,000	52,000	75,000	63,500	(2) 63,500	(2) 63,500
25,001-40,000	30,375	90,000	60,188	(2) 60,188	(2) 100,756
40,001-60,000	31,000	55,000	55,000	(5) 49,200	(5) 59,853
60,001-100,000	62,000	70,000	66,000	(2) 66,000	(2) 79,724

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	38,000	38,000	38,000	(1) 38,000	(1) 40,400
\$5,000,001-\$10,000,000	85,000	85,000	85,000	(1) 85,000	(1) 85,000
\$10,000,001-\$20,000,000	32,500	50,000	50,000	(3) 52,500	(3) 63,081
\$20,000,001-\$40,000,000	30,375	55,000	52,000	(5) 51,675	(5) 72,402
\$40,000,001-\$70,000,000	50,000	62,000	56,000	(2) 56,000	(2) 56,383
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	55,000	55,000	55,000	(1) 55,000	(1) 85,000

## Special Sections Coordinator

*Coordinates space/layout for special sections, given newshole budget and advertising requirements.*

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	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(1) 1.0
60,001-100,000	(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	33,000	33,000	33,000	(1) 33,000	(1) 33,000
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	47,476	47,476	47,476	(1) 47,476	(1) 47,476
25,001-40,000	55,000	55,000	55,000	(1) 55,000	(1) 71,281
40,001-60,000	32,200	32,200	32,200	(1) 32,200	(1) 32,200
60,001-100,000	82,500	82,500	82,500	(1) 82,500	(1) 82,817

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	33,000	33,000	33,000	(1) 33,000	(1) 33,000
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	47,476	47,476	47,476	(1) 47,476	(1) 47,476
\$20,000,001-\$40,000,000	55,000	55,000	55,000	(1) 55,000	(1) 71,281
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Advertising  
Department**

## Ad Creative Services Manager

*Supervises advertising customer service activities; manages staff and is responsible for hiring/termination decisions.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(2) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	22,500	40,247	35,624	(4) 33,937	(4) 34,537
10,001-15,000	48,000	48,000	48,000	(1) 48,000	(1) 48,000
15,001-25,000	36,617	43,000	39,809	(2) 39,809	(2) 40,109
25,001-40,000	37,680	55,000	46,340	(2) 46,340	(2) 56,981
40,001-60,000	48,500	70,440	53,820	(5) 60,952	(5) 61,652
60,001-100,000	85,000	113,000	99,000	(2) 99,000	(2) 101,694

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	22,500	31,000	31,000	(3) 32,167	(3) 32,967
\$5,000,001-\$10,000,000	40,247	48,000	44,124	(2) 44,124	(2) 44,124
\$10,000,001-\$20,000,000	36,617	42,000	39,309	(2) 39,309	(2) 39,609
\$20,000,001-\$40,000,000	37,680	52,000	50,250	(4) 48,295	(4) 54,240
\$40,000,001-\$70,000,000	53,820	113,000	83,410	(2) 83,410	(2) 83,910
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	80,000	85,000	82,500	(2) 82,500	(2) 85,194

**Circulation  
Department**

## Top Circulation Executive

*Responsible for sales and distribution, and for supervising carrier advisers, clerks and/or mailroom.  
Budget responsibility.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(8) 1.0
10,001-15,000	(13) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(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	26,000	35,447	34,224	(4) 36,112	(4) 37,280
6,001-10,000	35,000	62,000	55,548	(8) 55,207	(8) 57,547
10,001-15,000	60,000	70,000	63,713	(13) 68,524	(13) 73,066
15,001-25,000	70,000	72,400	72,353	(6) 71,619	(6) 82,278
25,001-40,000	88,301	120,000	117,000	(5) 109,060	(5) 140,475
40,001-60,000	72,072	135,000	100,000	(5) 108,014	(5) 118,430
60,001-100,000	156,000	178,500	175,524	(4) 187,012	(4) 216,047

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	31,582	53,000	40,911	(10) 45,600	(10) 47,599
\$5,000,001-\$10,000,000	59,095	65,000	61,000	(13) 63,432	(13) 66,796
\$10,000,001-\$20,000,000	70,000	72,400	72,306	(7) 78,714	(7) 88,093
\$20,000,001-\$40,000,000	75,005	117,000	90,000	(9) 97,486	(9) 120,972
\$40,000,001-\$70,000,000	148,000	172,548	172,548	(3) 166,349	(3) 176,283
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	135,000	241,000	188,000	(2) 188,000	(2) 208,000

**Circulation  
Department**

# Zone Manager

*Supervises district managers and customer service representatives.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-40,000	(3) 1.3
40,001-60,000	(3) 2.0
60,001-100,000	(2) 6.0

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	33,648	33,648	33,648	(1) 33,648	(1) 35,173
15,001-25,000				(0)	(0)
25,001-40,000	38,560	50,000	50,000	(3) 49,520	(3) 68,062
40,001-60,000	42,432	45,834	45,834	(3) 51,089	(3) 60,661
60,001-100,000	37,520	49,246	43,383	(2) 43,383	(2) 59,597

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	33,648	33,648	33,648	(1) 33,648	(1) 35,173
\$20,000,001-\$40,000,000	38,560	50,000	46,216	(4) 47,748	(4) 64,698
\$40,000,001-\$70,000,000	45,834	49,246	49,246	(3) 53,360	(3) 58,874
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Circulation  
Department**

# 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	(0)
6,001-10,000	(3) 1.3
10,001-15,000	(3) 1.0
15,001-25,000	(4) 1.2
25,001-40,000	(4) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(3) 1.3

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	26,686	34,320	34,320	(3) 33,669	(3) 35,659
10,001-15,000	26,800	32,760	32,760	(3) 33,187	(3) 33,587
15,001-25,000	35,180	40,019	37,690	(4) 39,509	(4) 41,634
25,001-40,000	48,000	50,000	50,000	(4) 50,572	(4) 68,108
40,001-60,000	48,200	60,000	55,000	(4) 57,050	(4) 61,504
60,001-100,000	70,385	100,000	100,000	(3) 94,375	(3) 117,033

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	26,686	34,320	30,503	(2) 30,503	(2) 30,503
\$5,000,001-\$10,000,000	26,800	32,760	29,780	(2) 29,780	(2) 30,380
\$10,000,001-\$20,000,000	35,180	40,000	40,000	(5) 39,603	(5) 42,358
\$20,000,001-\$40,000,000	48,000	50,000	49,100	(6) 48,418	(6) 61,575
\$40,000,001-\$70,000,000	50,000	100,000	100,000	(3) 87,580	(3) 92,880
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	70,000	70,000	70,000	(1) 70,000	(1) 70,000

**Circulation  
Department**

# Circulation Customer Service Manager

*Supervises circulation customer service activities; manages staff and has responsibilities for (or recommends) hire/termination decisions.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(8) 1.0
15,001-25,000	(4) 1.2
25,001-40,000	(2) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(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	25,454	25,454	25,454	(1) 25,454	(1) 25,454
6,001-10,000	29,120	36,400	35,700	(4) 34,630	(4) 35,210
10,001-15,000	28,000	38,700	32,273	(8) 34,689	(8) 37,099
15,001-25,000	25,012	47,476	40,607	(4) 42,299	(4) 54,674
25,001-40,000	41,000	50,000	45,500	(2) 45,500	(2) 46,152
40,001-60,000	34,000	44,980	42,788	(4) 45,144	(4) 48,749
60,001-100,000	39,453	61,620	61,620	(3) 56,901	(3) 62,420

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,454	36,400	35,700	(4) 33,714	(4) 34,214
\$5,000,001-\$10,000,000	29,570	38,700	34,906	(7) 35,644	(7) 37,713
\$10,000,001-\$20,000,000	25,012	47,476	29,120	(5) 38,515	(5) 48,006
\$20,000,001-\$40,000,000	33,738	50,000	44,980	(5) 46,144	(5) 49,589
\$40,000,001-\$70,000,000	34,000	40,595	40,024	(4) 45,920	(4) 48,157
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Circulation  
Department**

# Single Copy Sales Manager

*Supervises delivery of single-copy newspapers*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(3) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(3) 1.3

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	26,582	26,770	26,770	(3) 29,571	(3) 31,873
10,001-15,000	25,000	30,435	30,435	(3) 30,812	(3) 32,378
15,001-25,000	23,999	33,206	33,206	(3) 34,894	(3) 35,114
25,001-40,000	35,880	35,880	35,880	(1) 35,880	(1) 38,630
40,001-60,000	35,000	46,000	44,750	(4) 43,800	(4) 52,413
60,001-100,000	40,000	40,000	40,000	(3) 58,658	(3) 70,093

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	26,582	26,582	26,582	(1) 26,582	(1) 27,106
\$5,000,001-\$10,000,000	25,000	26,770	26,770	(3) 27,402	(3) 28,302
\$10,000,001-\$20,000,000	33,206	37,000	36,180	(4) 38,261	(4) 40,506
\$20,000,001-\$40,000,000	23,999	35,880	35,440	(4) 36,395	(4) 41,210
\$40,000,001-\$70,000,000	40,000	43,500	43,500	(3) 59,825	(3) 66,358
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	46,000	46,000	46,000	(1) 46,000	(1) 46,000

**Circulation  
Department**

# District Sales Manager

*Oversees distribution and sales through carrier networks; recruits carriers.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(3) 2.3
10,001-15,000	(12) 2.4
15,001-25,000	(7) 3.7
25,001-40,000	(3) 4.3
40,001-60,000	(5) 9.8
60,001-100,000	(3) 21.0

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	24,960	25,750	25,750	(3) 27,570	(3) 27,869
6,001-10,000	25,433	26,000	26,000	(3) 26,005	(3) 29,375
10,001-15,000	26,000	32,000	28,590	(12) 30,164	(12) 32,477
15,001-25,000	26,707	32,533	31,653	(7) 31,784	(7) 33,023
25,001-40,000	29,343	34,000	34,000	(3) 32,596	(3) 33,383
40,001-60,000	28,080	34,028	33,537	(5) 33,006	(5) 38,467
60,001-100,000	27,976	34,218	34,218	(3) 36,599	(3) 44,206

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	24,960	26,582	25,750	(7) 26,497	(7) 27,454
\$5,000,001-\$10,000,000	26,000	35,308	29,620	(9) 31,021	(9) 34,047
\$10,000,001-\$20,000,000	26,255	31,653	30,329	(8) 29,760	(8) 31,296
\$20,000,001-\$40,000,000	31,383	34,028	34,000	(7) 34,166	(7) 37,149
\$40,000,001-\$70,000,000	28,080	34,218	31,149	(2) 31,149	(2) 35,151
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	38,000	47,604	42,802	(2) 42,802	(2) 44,969

# Circulation Sales Manager

*Manages daily circulation sales to achieve goals. Trains and develops staff.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.3
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(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	25,000	33,072	33,072	(3) 33,907	(3) 34,782
6,001-10,000				(0)	(0)
10,001-15,000	33,600	45,000	39,300	(2) 39,300	(2) 40,536
15,001-25,000	27,061	30,000	28,531	(2) 28,531	(2) 30,831
25,001-40,000	40,000	43,895	43,895	(3) 44,632	(3) 53,934
40,001-60,000	40,000	50,000	45,000	(4) 50,050	(4) 60,913
60,001-100,000	56,888	65,000	60,944	(2) 60,944	(2) 75,099

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,000	33,072	31,536	(4) 33,268	(4) 34,886
\$5,000,001-\$10,000,000	33,600	43,649	38,625	(2) 38,625	(2) 39,937
\$10,000,001-\$20,000,000	27,061	27,061	27,061	(1) 27,061	(1) 27,661
\$20,000,001-\$40,000,000	40,000	50,000	43,895	(5) 48,819	(5) 62,815
\$40,000,001-\$70,000,000	40,000	50,000	50,000	(3) 51,667	(3) 52,125
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Alternate Distribution Manager

*Supervises distribution of all non-daily publications and products; ensures client and customer service goals met; has budget responsibility.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(0)
60,001-100,000	(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	44,668	44,668	44,668	(1) 44,668	(1) 44,668
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000				(0)	(0)
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	44,668	44,668	44,668	(1) 44,668	(1) 44,668
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Circulation  
Department**

# NIE Coordinator

*Responsible for Newspaper in Education and/or literacy programs.*

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

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	32,500	32,500	32,500	(1) 32,500	(1) 32,500
15,001-25,000				(0)	(0)
25,001-40,000	50,000	50,000	50,000	(1) 50,000	(1) 72,500
40,001-60,000	60,678	60,678	60,678	(1) 60,678	(1) 61,845
60,001-100,000	28,782	53,560	41,171	(2) 41,171	(2) 62,140

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	32,500	32,500	32,500	(1) 32,500	(1) 32,500
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	50,000	50,000	50,000	(1) 50,000	(1) 72,500
\$40,000,001-\$70,000,000	53,560	60,678	57,119	(2) 57,119	(2) 70,253
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

# Top Information Systems Manager

*Directs all computer-related activities, including systems/programming, computer operation, PC hardware and software.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(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	55,794	55,794	55,794	(1) 55,794	(1) 55,794
6,001-10,000	35,000	73,502	56,116	(5) 59,786	(5) 60,536
10,001-15,000	44,000	47,700	47,700	(3) 66,846	(3) 71,379
15,001-25,000	57,000	68,500	63,550	(4) 64,032	(4) 65,714
25,001-40,000	72,399	72,399	72,399	(1) 72,399	(1) 72,899
40,001-60,000	70,000	90,000	80,000	(5) 81,775	(5) 86,735
60,001-100,000	84,240	119,982	119,982	(3) 111,407	(3) 115,407

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	35,000	55,794	51,897	(4) 56,277	(4) 56,277
\$5,000,001-\$10,000,000	44,000	47,700	47,700	(3) 49,272	(3) 50,022
\$10,000,001-\$20,000,000	57,000	73,502	68,500	(5) 73,288	(5) 77,481
\$20,000,001-\$40,000,000	70,000	72,399	72,214	(4) 76,107	(4) 78,772
\$40,000,001-\$70,000,000	70,500	98,374	91,307	(4) 93,274	(4) 96,399
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	80,000	80,000	80,000	(1) 80,000	(1) 88,000

*Directs all aspects of website development, including business plan, editorial focus, advertising and promotion strategies.*

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

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	67,328	67,328	67,328	(1) 67,328	(1) 71,368
60,001-100,000	113,889	113,889	113,889	(1) 113,889	(1) 116,389

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	67,328	113,889	90,609	(2) 90,609	(2) 93,879
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

*Responsible for editorial staff and content on the website, including story placement and assignment, editing, etc. Posts content to social media.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(1) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(2) 1.0

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less	36,200	36,200	36,200	(1) 36,200	(1) 36,426
6,001-10,000	36,000	36,000	36,000	(1) 36,000	(1) 36,000
10,001-15,000	34,060	54,700	54,314	(5) 51,797	(5) 51,804
15,001-25,000	36,000	36,998	36,998	(3) 47,666	(3) 47,786
25,001-40,000	62,500	62,500	62,500	(1) 62,500	(1) 62,500
40,001-60,000	49,000	75,010	70,000	(5) 65,802	(5) 65,802
60,001-100,000	53,000	66,071	59,536	(2) 59,536	(2) 59,638

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less	36,000	36,000	36,000	(1) 36,000	(1) 36,000
\$5,000,001-\$10,000,000	34,060	54,700	40,000	(5) 48,174	(5) 48,226
\$10,000,001-\$20,000,000	36,000	54,314	45,656	(4) 49,328	(4) 49,418
\$20,000,001-\$40,000,000	50,000	62,500	56,250	(2) 56,250	(2) 56,250
\$40,000,001-\$70,000,000	49,000	66,071	66,071	(3) 63,360	(3) 63,360
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	70,000	70,000	70,000	(1) 70,000	(1) 70,000

## Creative Design Director

*Oversees layout, design and other creative elements for the website and other web-related products.  
Manages design team.*

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

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-40,000	38,908	38,908	38,908	(1) 38,908	(1) 51,108
40,001-60,000	51,000	99,000	75,000	(2) 75,000	(2) 75,000
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	38,908	38,908	38,908	(1) 38,908	(1) 51,108
\$40,000,001-\$70,000,000	51,000	99,000	75,000	(2) 75,000	(2) 75,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**News/Editorial  
Department**

**Editor**

*Oversees news operations, set editorial policy; is top news position.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(10) 1.0
6,001-10,000	(11) 1.0
10,001-15,000	(12) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(6) 1.0
40,001-60,000	(7) 1.0
60,001-100,000	(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	51,500	42,000	(10) 43,338	(10) 44,038
6,001-10,000	50,000	70,000	60,000	(11) 64,319	(11) 65,703
10,001-15,000	50,360	78,287	75,000	(12) 70,671	(12) 71,820
15,001-25,000	62,500	102,500	80,000	(7) 87,071	(7) 92,623
25,001-40,000	75,000	110,011	105,006	(6) 94,302	(6) 104,075
40,001-60,000	120,000	133,640	130,000	(7) 127,665	(7) 137,275
60,001-100,000	96,000	212,874	168,937	(4) 164,719	(4) 191,204

**Actual Pay Data by Revenue**

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	40,000	60,000	50,000	(19) 52,616	(19) 53,906
\$5,000,001-\$10,000,000	50,360	77,859	72,431	(12) 67,732	(12) 68,551
\$10,000,001-\$20,000,000	62,500	104,440	78,500	(8) 85,430	(8) 87,873
\$20,000,001-\$40,000,000	75,000	120,000	106,256	(10) 102,333	(10) 111,686
\$40,000,001-\$70,000,000	125,000	133,640	131,820	(4) 150,379	(4) 158,634
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	120,000	225,000	172,500	(2) 172,500	(2) 194,500

**News/Editorial  
Department**

## Managing Editor

*Manages day-to-day newspaper operation.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(8) 1.1
15,001-25,000	(3) 1.7
25,001-40,000	(3) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(3) 7.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	33,000	37,700	37,700	(3) 36,233	(3) 36,233
6,001-10,000	38,000	48,500	46,124	(7) 44,935	(7) 45,149
10,001-15,000	46,000	59,657	53,500	(8) 56,124	(8) 56,124
15,001-25,000	51,500	57,746	57,746	(3) 56,530	(3) 58,382
25,001-40,000	69,500	75,004	75,004	(3) 74,835	(3) 76,668
40,001-60,000	60,500	85,000	83,000	(5) 78,388	(5) 78,428
60,001-100,000	76,785	80,000	80,000	(3) 108,899	(3) 108,899

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	37,700	50,000	45,000	(9) 43,694	(9) 43,694
\$5,000,001-\$10,000,000	40,410	52,000	50,000	(7) 52,977	(7) 52,977
\$10,000,001-\$20,000,000	48,500	59,657	57,746	(5) 55,549	(5) 56,961
\$20,000,001-\$40,000,000	63,440	75,004	72,252	(6) 71,907	(6) 72,857
\$40,000,001-\$70,000,000	80,000	100,000	92,500	(4) 108,728	(4) 108,728
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	76,785	76,785	76,785	(1) 76,785	(1) 76,785

## Assistant Managing Editor

*Responsible for one or more newsroom functions.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(0)
25,001-40,000	(1) 3.0
40,001-60,000	(3) 1.7
60,001-100,000	(2) 2.5

### 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	31,000	40,000	36,380	(4) 37,185	(4) 37,185
10,001-15,000	37,000	41,000	39,000	(2) 39,000	(2) 39,000
15,001-25,000				(0)	(0)
25,001-40,000	68,310	68,310	68,310	(1) 68,310	(1) 68,310
40,001-60,000	56,820	70,000	70,000	(3) 66,440	(3) 66,440
60,001-100,000	80,127	119,444	99,786	(2) 99,786	(2) 100,280

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	31,000	40,000	40,000	(3) 38,660	(3) 38,660
\$5,000,001-\$10,000,000	37,000	41,000	39,000	(2) 39,000	(2) 39,000
\$10,000,001-\$20,000,000	32,760	32,760	32,760	(1) 32,760	(1) 32,760
\$20,000,001-\$40,000,000	68,310	72,500	70,405	(2) 70,405	(2) 70,405
\$40,000,001-\$70,000,000	56,820	119,444	88,132	(2) 88,132	(2) 88,132
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	70,000	70,000	70,000	(1) 70,000	(1) 70,000

**News/Editorial  
Department**

## State Bureau Chief

*Responsible for operations at state bureau.*

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	(3) 1.0
60,001-100,000	(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	60,000	60,000	60,000	(1) 60,000	(1) 60,000
15,001-25,000	52,563	52,563	52,563	(1) 52,563	(1) 53,163
25,001-40,000				(0)	(0)
40,001-60,000	60,229	62,000	62,000	(3) 64,493	(3) 64,493
60,001-100,000				(0)	(0)

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	60,000	60,000	60,000	(1) 60,000	(1) 60,000
\$10,000,001-\$20,000,000	52,563	52,563	52,563	(1) 52,563	(1) 53,163
\$20,000,001-\$40,000,000	60,229	60,229	60,229	(1) 60,229	(1) 60,229
\$40,000,001-\$70,000,000	71,250	71,250	71,250	(1) 71,250	(1) 71,250
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	62,000	62,000	62,000	(1) 62,000	(1) 62,000

## Content Producer

*Manages the delivery of content to digital and print platforms while maintaining deadlines.  
Collaborates with engagement editors to maximize social media presence.*

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) 1.7
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.5
60,001-100,000	(1) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	30,000	32,000	32,000	(3) 40,667	(3) 40,667
15,001-25,000	33,010	35,360	35,360	(3) 37,790	(3) 38,128
25,001-40,000	34,424	34,424	34,424	(1) 34,424	(1) 34,424
40,001-60,000	39,250	58,000	48,625	(2) 48,625	(2) 48,625
60,001-100,000	41,000	41,000	41,000	(1) 41,000	(1) 41,158

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	45,000	45,000	45,000	(1) 45,000	(1) 45,850
\$5,000,001-\$10,000,000	30,000	32,000	31,000	(2) 31,000	(2) 31,000
\$10,000,001-\$20,000,000	35,360	60,000	47,680	(2) 47,680	(2) 47,680
\$20,000,001-\$40,000,000	33,010	34,424	33,717	(2) 33,717	(2) 33,800
\$40,000,001-\$70,000,000	39,250	39,250	39,250	(1) 39,250	(1) 39,250
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	58,000	58,000	58,000	(1) 58,000	(1) 58,000

## Editorial Page Editor

*Top person supervising editorial page.*

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	(4) 1.0
40,001-60,000	(7) 1.1
60,001-100,000	(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	49,000	49,000	49,000	(1) 49,000	(1) 49,000
15,001-25,000	48,308	83,911	83,911	(3) 76,276	(3) 76,416
25,001-40,000	61,499	73,000	69,000	(4) 71,918	(4) 73,118
40,001-60,000	61,000	105,000	90,000	(7) 85,857	(7) 88,850
60,001-100,000	90,500	95,000	95,000	(3) 97,795	(3) 97,984

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	49,000	49,000	49,000	(1) 49,000	(1) 49,000
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	48,308	96,610	72,459	(2) 72,459	(2) 72,459
\$20,000,001-\$40,000,000	61,000	73,000	68,500	(8) 69,323	(8) 70,001
\$40,000,001-\$70,000,000	90,000	105,000	97,750	(4) 98,347	(4) 98,347
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	107,000	107,000	107,000	(1) 107,000	(1) 123,000

## Investigative Editor

*Leads and is part of a team of investigative reporters that does in-depth stories about important local, state or national events.*

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

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	30,000	30,000	30,000	(1) 30,000	(1) 30,000
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	70,500	80,000	80,000	(3) 78,500	(3) 78,500
60,001-100,000	60,000	84,000	72,000	(2) 72,000	(2) 72,200

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	30,000	30,000	30,000	(1) 30,000	(1) 30,000
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	60,000	85,000	72,500	(2) 72,500	(2) 72,500
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	80,000	80,000	80,000	(1) 80,000	(1) 80,000

**News/Editorial  
Department**

## 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	(10) 1.0
6,001-10,000	(9) 1.0
10,001-15,000	(12) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(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	28,000	33,586	32,675	(10) 31,970	(10) 32,110
6,001-10,000	27,456	38,589	36,000	(9) 34,652	(9) 34,929
10,001-15,000	37,370	46,519	39,545	(12) 42,167	(12) 42,175
15,001-25,000	42,000	53,333	49,516	(8) 48,455	(8) 48,664
25,001-40,000	56,000	65,000	63,003	(5) 63,141	(5) 63,857
40,001-60,000	72,500	83,400	79,200	(6) 77,287	(6) 77,287
60,001-100,000	60,000	102,711	92,554	(4) 88,484	(4) 89,559

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	31,200	36,000	33,459	(19) 34,125	(19) 34,361
\$5,000,001-\$10,000,000	35,100	39,091	38,589	(11) 38,520	(11) 38,549
\$10,000,001-\$20,000,000	43,624	53,333	49,516	(8) 49,841	(8) 49,916
\$20,000,001-\$40,000,000	56,000	65,000	62,752	(8) 63,449	(8) 63,931
\$40,000,001-\$70,000,000	60,000	82,396	77,448	(4) 74,804	(4) 74,804
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	86,000	108,827	97,414	(2) 97,414	(2) 97,414

*Responsible for business pages/section; top person in this section.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(3) 1.0

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	42,673	47,000	44,837	(2) 44,837	(2) 44,837
15,001-25,000	51,154	51,154	51,154	(1) 51,154	(1) 51,754
25,001-40,000	40,000	40,000	40,000	(1) 40,000	(1) 40,000
40,001-60,000	58,000	65,138	63,561	(4) 63,368	(4) 63,368
60,001-100,000	59,476	76,000	76,000	(3) 72,336	(3) 72,412

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	42,673	47,000	44,837	(2) 44,837	(2) 44,837
\$10,000,001-\$20,000,000	51,154	51,154	51,154	(1) 51,154	(1) 51,754
\$20,000,001-\$40,000,000	40,000	61,984	61,984	(3) 55,707	(3) 55,707
\$40,000,001-\$70,000,000	68,350	76,000	76,000	(3) 75,294	(3) 75,294
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	58,000	58,000	58,000	(1) 58,000	(1) 58,000

**News/Editorial  
Department**

# **Lifestyle Editor**

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(1) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(2) 1.0

## **Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less	30,000	30,000	30,000	(1) 30,000	(1) 31,798
6,001-10,000	35,880	35,880	35,880	(1) 35,880	(1) 35,880
10,001-15,000	31,200	44,095	38,135	(7) 38,415	(7) 38,701
15,001-25,000	32,760	50,020	47,476	(5) 43,595	(5) 43,760
25,001-40,000	47,000	48,999	48,999	(3) 51,607	(3) 52,805
40,001-60,000	50,312	79,000	74,000	(5) 67,348	(5) 67,348
60,001-100,000	57,500	92,765	75,133	(2) 75,133	(2) 75,133

## **Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less	30,000	35,880	35,440	(4) 37,089	(4) 37,539
\$5,000,001-\$10,000,000	28,000	38,135	34,668	(4) 35,358	(4) 35,858
\$10,000,001-\$20,000,000	32,760	47,476	45,000	(5) 42,395	(5) 42,515
\$20,000,001-\$40,000,000	48,999	51,000	50,656	(6) 51,442	(6) 52,079
\$40,000,001-\$70,000,000	57,500	80,910	80,910	(3) 77,058	(3) 77,058
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	79,000	79,000	79,000	(1) 79,000	(1) 79,000

**News/Editorial  
Department**

**Sections Editor**

*Responsible for news-editorial unique sections not related to sports, business, investigative pieces or editorials.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(1) 1.0
6,001-10,000	(1) 2.0
10,001-15,000	(4) 1.5
15,001-25,000	(0)
25,001-40,000	(2) 1.5
40,001-60,000	(3) 2.7
60,001-100,000	(4) 3.5

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less	32,080	32,080	32,080	(1) 32,080	(1) 32,080
6,001-10,000	38,248	38,248	38,248	(1) 38,248	(1) 38,248
10,001-15,000	33,002	43,700	39,650	(4) 42,076	(4) 42,076
15,001-25,000				(0)	(0)
25,001-40,000	52,970	53,836	53,403	(2) 53,403	(2) 53,403
40,001-60,000	48,006	60,000	60,000	(3) 56,005	(3) 56,426
60,001-100,000	48,850	86,982	76,420	(4) 72,422	(4) 73,396

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less	32,080	38,248	35,164	(2) 35,164	(2) 35,164
\$5,000,001-\$10,000,000	33,002	43,700	39,650	(4) 42,076	(4) 42,076
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	48,006	52,970	52,970	(3) 51,604	(3) 51,604
\$40,000,001-\$70,000,000	60,008	65,857	65,857	(3) 71,288	(3) 71,709
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	60,000	86,982	73,491	(2) 73,491	(2) 74,666

**News/Editorial  
Department**

## Assistant Editor

*Assists in managing reporters and staff involved in news coverage, including assignment and supervision responsibility.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(9) 1.1
15,001-25,000	(3) 1.7
25,001-40,000	(4) 2.8
40,001-60,000	(4) 3.5
60,001-100,000	(3) 10.7

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	29,970	35,100	32,535	(2) 32,535	(2) 32,645
6,001-10,000	50,000	60,686	55,343	(2) 55,343	(2) 55,343
10,001-15,000	38,000	45,038	42,436	(9) 43,682	(9) 43,682
15,001-25,000	36,400	37,177	37,177	(3) 40,519	(3) 40,519
25,001-40,000	51,795	64,500	62,609	(4) 62,303	(4) 62,379
40,001-60,000	48,041	63,054	58,027	(4) 57,774	(4) 58,012
60,001-100,000	51,264	57,677	57,677	(3) 60,762	(3) 61,049

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	29,970	41,600	39,800	(4) 39,893	(4) 39,893
\$5,000,001-\$10,000,000	36,000	45,038	42,436	(7) 43,903	(7) 43,935
\$10,000,001-\$20,000,000	37,177	47,980	46,490	(4) 46,789	(4) 46,789
\$20,000,001-\$40,000,000	48,041	60,717	56,256	(6) 55,609	(6) 55,659
\$40,000,001-\$70,000,000	53,000	57,677	57,677	(3) 57,910	(3) 58,227
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	67,000	73,344	70,172	(2) 70,172	(2) 70,172

## Copy Desk Chief

*Supervises copy editing, story selection play and layout; makes or recommends hiring decisions.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(0)
40,001-60,000	(4) 1.0
60,001-100,000	(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	34,500	35,000	34,750	(2) 34,750	(2) 35,547
6,001-10,000	30,000	36,067	33,634	(4) 35,317	(4) 35,317
10,001-15,000	40,082	57,010	57,010	(3) 52,364	(3) 52,364
15,001-25,000	45,000	47,476	47,476	(3) 46,651	(3) 46,984
25,001-40,000				(0)	(0)
40,001-60,000	42,120	68,916	65,458	(4) 64,009	(4) 64,059
60,001-100,000	56,650	60,000	60,000	(3) 68,619	(3) 68,753

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	31,200	35,000	34,750	(4) 36,425	(4) 37,074
\$5,000,001-\$10,000,000	30,000	40,082	38,075	(4) 41,537	(4) 41,537
\$10,000,001-\$20,000,000	44,000	47,476	47,476	(4) 48,991	(4) 48,991
\$20,000,001-\$40,000,000	42,120	62,000	52,060	(2) 52,060	(2) 52,160
\$40,000,001-\$70,000,000	60,000	68,916	64,458	(2) 64,458	(2) 64,458
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	83,000	89,208	86,104	(2) 86,104	(2) 86,104

**News/Editorial  
Department**

## Art/Graphics Director

*Oversees layout design of main newspaper, special sections, coordinates play/display of news, supervises art/graphics/photo departments.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(4) 1.0
60,001-100,000	(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	40,000	40,000	40,000	(1) 40,000	(1) 40,000
10,001-15,000	47,476	47,476	47,476	(1) 47,476	(1) 47,476
15,001-25,000				(0)	(0)
25,001-40,000				(0)	(0)
40,001-60,000	60,000	71,000	70,506	(4) 69,078	(4) 69,078
60,001-100,000	63,000	74,853	74,853	(3) 71,445	(3) 71,612

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	40,000	40,000	40,000	(1) 40,000	(1) 40,000
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	47,476	47,476	47,476	(1) 47,476	(1) 47,476
\$20,000,001-\$40,000,000	70,012	70,012	70,012	(1) 70,012	(1) 70,012
\$40,000,001-\$70,000,000	63,000	75,298	75,298	(3) 71,594	(3) 71,594
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	60,000	60,000	60,000	(1) 60,000	(1) 60,000

## Layout Specialist/Coordinator

*Primarily responsible for the layout of the newspaper on a regular basis. May also be assigned other duties within the department.*

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	(1) 1.0
25,001-40,000	(0)
40,001-60,000	(3) 3.3
60,001-100,000	(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	28,000	28,000	28,000	(1) 28,000	(1) 28,000
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	27,040	27,040	27,040	(1) 27,040	(1) 29,946
25,001-40,000				(0)	(0)
40,001-60,000	35,360	35,700	35,700	(3) 43,579	(3) 43,579
60,001-100,000	63,009	64,260	63,635	(2) 63,635	(2) 63,885

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	28,000	28,000	28,000	(1) 28,000	(1) 28,000
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	27,040	27,040	27,040	(1) 27,040	(1) 29,946
\$20,000,001-\$40,000,000	35,360	35,700	35,530	(2) 35,530	(2) 35,530
\$40,000,001-\$70,000,000	59,677	64,260	61,969	(2) 61,969	(2) 61,969
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Director of Photography

*Assigns and coordinates photographers' schedules; selects photographs for publication.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(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	25,480	25,480	25,480	(1) 25,480	(1) 25,480
10,001-15,000	40,000	46,640	44,304	(5) 44,733	(5) 44,733
15,001-25,000	42,000	44,148	44,148	(3) 44,541	(3) 45,008
25,001-40,000	47,568	61,500	58,250	(4) 57,385	(4) 58,210
40,001-60,000	51,000	76,000	67,000	(4) 68,500	(4) 68,500
60,001-100,000	40,000	71,213	57,602	(4) 61,776	(4) 61,818

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	25,480	42,000	33,740	(2) 33,740	(2) 34,140
\$5,000,001-\$10,000,000	40,000	44,304	42,888	(4) 43,104	(4) 43,104
\$10,000,001-\$20,000,000	44,148	47,476	47,476	(3) 47,625	(3) 47,825
\$20,000,001-\$40,000,000	47,568	61,500	55,000	(5) 56,108	(5) 56,768
\$40,000,001-\$70,000,000	58,000	71,213	71,213	(3) 73,704	(3) 73,704
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	40,000	76,000	58,000	(2) 58,000	(2) 58,000

## Head Librarian

*Responsible for management and control of library operations.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(0)
25,001-40,000	(1) 1.0
40,001-60,000	(0)
60,001-100,000	(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				(0)	(0)
15,001-25,000				(0)	(0)
25,001-40,000	36,628	36,628	36,628	(1) 36,628	(1) 36,628
40,001-60,000				(0)	(0)
60,001-100,000	36,036	73,981	55,711	(4) 56,814	(4) 56,850

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	36,628	36,628	36,628	(1) 36,628	(1) 36,628
\$40,000,001-\$70,000,000	36,036	79,797	57,917	(2) 57,917	(2) 57,917
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	73,981	73,981	73,981	(1) 73,981	(1) 73,981

## Production and Maintenance

## Top Operations Executive

*Directs all production-related operations, including pre-press, pressroom, maintenance and transportation.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 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	(6) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(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	51,000	55,000	55,000	(3) 55,667	(3) 58,098
6,001-10,000	94,394	95,884	95,139	(2) 95,139	(2) 95,889
10,001-15,000	65,553	70,602	70,301	(6) 73,222	(6) 78,885
15,001-25,000	55,000	78,280	76,645	(4) 80,829	(4) 88,975
25,001-40,000	70,000	110,000	93,025	(6) 89,631	(6) 102,271
40,001-60,000	97,000	107,500	107,500	(3) 109,167	(3) 123,148
60,001-100,000	95,000	105,000	105,000	(3) 138,333	(3) 171,393

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	51,000	75,010	65,005	(4) 69,224	(4) 72,440
\$5,000,001-\$10,000,000	58,000	70,602	70,000	(5) 68,920	(5) 71,731
\$10,000,001-\$20,000,000	55,000	90,179	78,280	(5) 76,681	(5) 81,271
\$20,000,001-\$40,000,000	70,000	115,000	108,750	(8) 95,039	(8) 108,698
\$40,000,001-\$70,000,000	105,000	123,000	114,000	(2) 114,000	(2) 126,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	97,000	215,000	156,000	(2) 156,000	(2) 179,000

# Pressroom Manager

*Oversees both pressroom equipment and employees, including shift foreman; operates press; may be a "working manager."*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(9) 1.0
10,001-15,000	(9) 1.0
15,001-25,000	(5) 1.2
25,001-40,000	(5) 1.2
40,001-60,000	(5) 1.2
60,001-100,000	(3) 2.3

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	42,000	42,000	42,000	(1) 42,000	(1) 47,000
6,001-10,000	40,000	53,500	49,025	(9) 48,016	(9) 48,916
10,001-15,000	48,000	57,000	55,224	(9) 51,669	(9) 51,840
15,001-25,000	54,998	70,000	67,500	(5) 69,169	(5) 72,033
25,001-40,000	45,288	75,004	72,211	(5) 69,534	(5) 71,267
40,001-60,000	63,596	76,990	69,992	(5) 71,716	(5) 73,014
60,001-100,000	63,518	75,396	75,396	(3) 73,422	(3) 77,788

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	34,528	56,100	42,689	(10) 44,495	(10) 45,545
\$5,000,001-\$10,000,000	53,109	55,750	54,862	(8) 54,635	(8) 55,590
\$10,000,001-\$20,000,000	54,998	67,500	58,000	(5) 66,594	(5) 68,688
\$20,000,001-\$40,000,000	59,876	75,004	70,000	(9) 70,140	(9) 71,863
\$40,000,001-\$70,000,000	75,396	76,990	76,193	(2) 76,193	(2) 76,193
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	68,000	81,351	74,676	(2) 74,676	(2) 74,676

# Prepress/Composition Manager

*Supervises employees performing input, typesetting, scanning, pagination and paste-up.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(2) 1.0

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	40,000	50,000	49,000	(4) 47,188	(4) 47,188
10,001-15,000	37,040	62,301	56,111	(5) 52,977	(5) 52,977
15,001-25,000	38,600	41,600	41,600	(4) 45,083	(4) 45,680
25,001-40,000	64,210	64,210	64,210	(1) 64,210	(1) 64,210
40,001-60,000	58,000	75,910	66,955	(2) 66,955	(2) 74,455
60,001-100,000	75,000	84,902	79,951	(2) 79,951	(2) 86,721

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	37,040	40,000	39,300	(4) 41,410	(4) 41,810
\$5,000,001-\$10,000,000	43,000	56,111	50,751	(5) 52,033	(5) 52,033
\$10,000,001-\$20,000,000	41,600	58,533	58,533	(3) 55,521	(3) 55,721
\$20,000,001-\$40,000,000	41,600	58,000	58,000	(3) 54,603	(3) 54,666
\$40,000,001-\$70,000,000	75,910	84,902	80,406	(2) 80,406	(2) 88,906
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Production and  
Maintenance**

# Packaging/Distribution Manager

*Supervises full-time and/or part-time employees, bundle preparation, inserting and other post-press activities.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(9) 1.0
15,001-25,000	(5) 1.2
25,001-40,000	(3) 1.0
40,001-60,000	(5) 1.4
60,001-100,000	(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	21,840	21,840	21,840	(1) 21,840	(1) 21,966
6,001-10,000	30,000	34,944	33,669	(4) 37,595	(4) 37,831
10,001-15,000	31,200	42,500	41,025	(9) 39,606	(9) 39,861
15,001-25,000	35,739	50,000	48,100	(5) 47,053	(5) 50,040
25,001-40,000	65,000	65,368	65,368	(3) 68,679	(3) 69,963
40,001-60,000	36,860	60,000	60,000	(5) 53,532	(5) 54,674
60,001-100,000	79,500	82,955	81,228	(2) 81,228	(2) 96,569

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	21,840	34,944	32,472	(4) 33,302	(4) 34,034
\$5,000,001-\$10,000,000	31,200	41,025	35,306	(8) 35,891	(8) 36,179
\$10,000,001-\$20,000,000	48,100	50,000	50,000	(6) 48,099	(6) 50,233
\$20,000,001-\$40,000,000	55,000	65,000	61,000	(7) 59,843	(7) 60,819
\$40,000,001-\$70,000,000	49,800	82,955	66,378	(2) 66,378	(2) 66,378
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	60,000	60,000	60,000	(1) 60,000	(1) 63,000

**Production and  
Maintenance**

# Transportation Manager

*Supervises distribution fleet, other company vehicles and shipping.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(2) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(2) 1.0

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	37,440	38,000	37,720	(2) 37,720	(2) 38,900
25,001-40,000	36,000	37,877	37,877	(3) 44,732	(3) 44,732
40,001-60,000	37,440	52,000	48,048	(4) 48,384	(4) 49,322
60,001-100,000	82,110	127,377	104,744	(2) 104,744	(2) 107,244

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	38,000	38,000	38,000	(1) 38,000	(1) 40,000
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000	37,440	37,440	37,440	(1) 37,440	(1) 37,800
\$20,000,001-\$40,000,000	36,000	44,096	37,877	(5) 43,147	(5) 43,678
\$40,000,001-\$70,000,000	52,000	82,110	71,055	(4) 80,372	(4) 81,896
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

# Top Facility/Maintenance Manager

*Oversees building maintenance, repair and cleaning.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(4) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(3) 1.3

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	26,020	44,345	39,248	(4) 38,095	(4) 38,095
15,001-25,000	37,086	52,782	43,285	(5) 48,882	(5) 49,472
25,001-40,000	21,957	65,000	55,000	(5) 50,748	(5) 51,872
40,001-60,000	60,000	65,708	64,854	(6) 65,021	(6) 65,913
60,001-100,000	55,003	81,344	81,344	(3) 89,046	(3) 89,283

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	41,600	41,600	41,600	(1) 41,600	(1) 43,600
\$5,000,001-\$10,000,000	26,020	34,150	34,150	(3) 34,838	(3) 34,838
\$10,000,001-\$20,000,000	37,086	47,866	45,576	(4) 45,255	(4) 45,405
\$20,000,001-\$40,000,000	41,769	69,658	65,000	(9) 58,002	(9) 59,128
\$40,000,001-\$70,000,000	67,500	81,344	81,344	(3) 93,211	(3) 93,607
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	60,000	60,000	60,000	(1) 60,000	(1) 60,000