

Staff Accountant

*Prepares data for journal entries, reviews GL and related financial statements for reasonableness.
Assists in preparing financial statements, ledgers, reports and taxes.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.2
6,001-10,000	(6) 1.8
10,001-15,000	(9) 1.8
15,001-25,000	(5) 2.2
25,001-40,000	(3) 1.3
40,001-60,000	(5) 2.2
60,001-100,000	(3) 2.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 26,000	(1) 29,120	(5) 29,996	(1) 1,958
6,001-10,000	(3) 27,795	(3) 40,736	(6) 32,246	(0)
10,001-15,000	(5) 28,250	(5) 36,234	(9) 40,418	(1) 395
15,001-25,000	(2) 29,380	(2) 38,293	(5) 42,220	(3) 900
25,001-40,000	(1) 43,724	(1) 45,000	(3) 54,454	(1) 9,400
40,001-60,000	(3) 35,012	(3) 50,718	(5) 46,419	(0)
60,001-100,000	(3) 39,859	(3) 57,940	(3) 49,208	(1) 3,333

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(3) 26,013	(3) 35,088	(10) 32,782	(0)
\$5,000,001-\$10,000,000	(5) 24,115	(5) 34,289	(9) 35,515	(2) 1,177
\$10,000,001-\$20,000,000	(3) 36,927	(3) 44,124	(5) 43,973	(2) 1,230
\$20,000,001-\$40,000,000	(2) 42,880	(2) 45,578	(6) 51,410	(2) 4,820
\$40,000,001-\$70,000,000	(3) 37,859	(3) 56,607	(4) 49,906	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(2) 34,500	(2) 55,000	(2) 43,000	(1) 3,333

Executive Assistant to Publisher or GM

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(2) 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)	(1) 31,716	(0)
10,001-15,000	(0)	(0)	(3) 30,521	(1) 100
15,001-25,000	(0)	(0)	(3) 37,676	(0)
25,001-40,000	(0)	(0)	(2) 49,084	(2) 6,411
40,001-60,000	(0)	(0)	(2) 44,680	(1) 2,000
60,001-100,000	(0)	(0)	(2) 56,930	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(2) 37,698	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(3) 30,521	(1) 100
\$10,000,001-\$20,000,000	(0)	(0)	(2) 34,674	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(2) 49,084	(2) 6,411
\$40,000,001-\$70,000,000	(0)	(0)	(4) 50,805	(1) 2,000
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

Delivers HR services in the areas of recruiting/employment, compensation, benefits and employee relations.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.5
6,001-10,000	(2) 1.0
10,001-15,000	(0)
15,001-25,000	(4) 1.2
25,001-40,000	(2) 2.0
40,001-60,000	(2) 1.5
60,001-100,000	(4) 1.2

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	(1) 55,265	(1) 111,138	(2) 56,101	(1) 10,741
6,001-10,000	(0)	(0)	(2) 61,570	(1) 6,562
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(1) 55,265	(1) 111,138	(4) 56,553	(3) 4,780
25,001-40,000	(2) 55,265	(2) 111,138	(2) 83,201	(2) 10,741
40,001-60,000	(1) 51,000	(1) 53,500	(2) 43,500	(0)
60,001-100,000	(1) 52,000	(1) 55,080	(4) 53,613	(1) 133

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 55,265	(1) 111,138	(3) 51,960	(2) 6,371
\$5,000,001-\$10,000,000	(0)	(0)	(1) 54,500	(1) 6,562
\$10,000,001-\$20,000,000	(1) 55,265	(1) 111,138	(4) 62,793	(2) 6,171
\$20,000,001-\$40,000,000	(2) 55,265	(2) 111,138	(3) 67,134	(2) 10,741
\$40,000,001-\$70,000,000	(2) 51,500	(2) 54,290	(3) 53,021	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 72,860	(0)

Responsible for payroll.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.5
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	(2) 1.0
60,001-100,000	(2) 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)	(1) 55,000	(1) 500
6,001-10,000	(1) 21,000	(1) 28,000	(2) 24,491	(0)
10,001-15,000	(0)	(0)	(1) 39,300	(0)
15,001-25,000	(0)	(0)	(2) 47,510	(1) 500
25,001-40,000	(0)	(0)	(3) 48,227	(3) 377
40,001-60,000	(0)	(0)	(2) 43,346	(0)
60,001-100,000	(0)	(0)	(2) 47,549	(1) 2,565

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 21,000	(1) 28,000	(3) 39,673	(1) 500
\$5,000,001-\$10,000,000	(0)	(0)	(2) 32,141	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 55,000	(1) 500
\$20,000,001-\$40,000,000	(0)	(0)	(5) 46,275	(3) 377
\$40,000,001-\$70,000,000	(0)	(0)	(1) 52,145	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

Responsible for the implementation and administration of company-wide benefits.

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	(1) 1.0
25,001-40,000	(2) 1.0
40,001-60,000	(0)
60,001-100,000	(1) 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)	(1) 71,780	(1) 5,530
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 27,040	(0)
15,001-25,000	(0)	(0)	(1) 71,780	(1) 5,530
25,001-40,000	(0)	(0)	(2) 71,780	(2) 5,530
40,001-60,000	(0)	(0)	(0)	(0)
60,001-100,000	(0)	(0)	(1) 56,880	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(1) 71,780	(1) 5,530
\$5,000,001-\$10,000,000	(0)	(0)	(1) 27,040	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 71,780	(1) 5,530
\$20,000,001-\$40,000,000	(0)	(0)	(2) 71,780	(2) 5,530
\$40,000,001-\$70,000,000	(0)	(0)	(1) 56,880	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

Maintains and services all computer systems and networks. Troubleshoots problems, handles upgrades.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(6) 1.2
25,001-40,000	(2) 1.0
40,001-60,000	(5) 1.8
60,001-100,000	(3) 3.3

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)	(1) 31,200	(0)
6,001-10,000	(0)	(0)	(2) 52,125	(0)
10,001-15,000	(0)	(0)	(3) 57,906	(0)
15,001-25,000	(1) 50,149	(1) 61,318	(6) 47,052	(2) 375
25,001-40,000	(0)	(0)	(2) 48,460	(2) 268
40,001-60,000	(3) 37,914	(3) 49,040	(5) 47,685	(1) 1,500
60,001-100,000	(3) 48,025	(3) 72,123	(3) 61,322	(1) 3,337

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(4) 45,862	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(2) 66,739	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(5) 43,764	(1) 470
\$20,000,001-\$40,000,000	(3) 39,383	(3) 53,373	(5) 46,416	(3) 271
\$40,000,001-\$70,000,000	(3) 46,438	(3) 59,897	(4) 53,835	(1) 1,500
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 60,000	(0)

Provides technical support to end users on PC hardware, software and peripherals. Installs, maintains and troubleshoots.

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	(1) 1.0
40,001-60,000	(2) 2.5
60,001-100,000	(2) 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)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 42,201	(0)
10,001-15,000	(0)	(0)	(1) 56,500	(1) 100
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(0)	(0)	(1) 35,022	(1) 88
40,001-60,000	(1) 40,000	(1) 57,848	(2) 44,781	(1) 150
60,001-100,000	(2) 42,801	(2) 53,778	(2) 46,648	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(2) 49,351	(1) 100
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(2) 38,231	(1) 88
\$40,000,001-\$70,000,000	(2) 42,651	(2) 52,282	(2) 47,135	(1) 150
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 40,300	(1) 60,840	(1) 47,147	(0)

Designs applications, develops applications, writes scripts and focuses on the functionality of all these items. Can program/code/script. Knows or understands web-based databases.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(3) 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	(0)	(0)	(2) 28,980	(1) 500
10,001-15,000	(0)	(0)	(1) 31,139	(0)
15,001-25,000	(0)	(0)	(3) 34,850	(2) 240
25,001-40,000	(0)	(0)	(1) 34,320	(1) 117
40,001-60,000	(0)	(0)	(3) 60,218	(0)
60,001-100,000	(2) 44,545	(2) 90,744	(3) 53,749	(1) 173

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(2) 34,840	(1) 500
\$5,000,001-\$10,000,000	(0)	(0)	(2) 32,070	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(2) 29,915	(2) 240
\$20,000,001-\$40,000,000	(0)	(0)	(2) 37,988	(1) 117
\$40,000,001-\$70,000,000	(1) 47,089	(1) 94,660	(2) 63,681	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 42,000	(1) 86,827	(1) 55,186	(0)

Interactive Product Designer

Develops the interactive product design, primarily internet websites for advertising customers. Includes designing ad prototypes, user navigation schemes, audio and video.

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	(1) 2.0
25,001-40,000	(0)
40,001-60,000	(3) 1.0
60,001-100,000	(2) 3.5

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)	(1) 30,000	(0)
10,001-15,000	(0)	(0)	(1) 35,700	(0)
15,001-25,000	(1) 23,500	(1) 31,000	(1) 27,250	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(0)	(0)	(3) 45,667	(0)
60,001-100,000	(1) 38,434	(1) 62,000	(2) 45,091	(1) 162

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(1) 35,700	(0)
\$10,000,001-\$20,000,000	(1) 23,500	(1) 31,000	(2) 28,625	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(1) 50,000	(0)
\$40,000,001-\$70,000,000	(1) 38,434	(1) 62,000	(3) 45,049	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

Circulation

Driver

*Safely operates company vehicles while transporting cargo to and from specified destinations.
Maintains logs and records.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 7.0
6,001-10,000	(3) 4.3
10,001-15,000	(5) 3.2
15,001-25,000	(3) 3.0
25,001-40,000	(4) 4.5
40,001-60,000	(4) 6.8
60,001-100,000	(3) 7.0

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	(2) 18,200	(2) 24,960	(2) 20,093	(1) 112
6,001-10,000	(2) 18,871	(2) 19,125	(3) 18,585	(0)
10,001-15,000	(4) 20,562	(4) 24,779	(5) 22,034	(0)
15,001-25,000	(2) 23,140	(2) 23,660	(3) 21,369	(1) 291
25,001-40,000	(2) 16,600	(2) 25,740	(4) 25,061	(3) 3,274
40,001-60,000	(4) 21,465	(4) 27,026	(4) 24,430	(0)
60,001-100,000	(3) 29,224	(3) 38,653	(3) 33,081	(1) 93

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(3) 20,207	(3) 20,376	(5) 19,222	(0)
\$5,000,001-\$10,000,000	(4) 18,742	(4) 24,920	(5) 20,767	(1) 112
\$10,000,001-\$20,000,000	(3) 22,360	(3) 24,599	(3) 23,424	(1) 291
\$20,000,001-\$40,000,000	(4) 17,665	(4) 26,156	(6) 24,532	(3) 3,274
\$40,000,001-\$70,000,000	(3) 31,387	(3) 35,404	(3) 32,650	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 20,800	(1) 37,440	(1) 27,872	(0)

National Advertising Sales Representative

Responsible for account list of national clients.

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

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(3) 24,493	(2) 11,250
10,001-15,000	(1) 15,080	(1) 15,080	(2) 21,060	(2) 6,717
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(0)	(0)	(2) 39,000	(2) 53,000
60,001-100,000	(1) 50,293	(1) 52,176	(2) 78,778	(1) 24,471

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 15,080	(1) 15,080	(3) 20,520	(2) 16,817
\$5,000,001-\$10,000,000	(0)	(0)	(2) 27,020	(2) 1,150
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(1) 50,293	(1) 52,176	(3) 64,518	(2) 30,236
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 42,000	(1) 70,000

Major Accounts Advertising Sales Representative

Calls on major outside retail accounts to solicit and/or maintain advertising.

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	(0)
25,001-40,000	(3) 1.7
40,001-60,000	(1) 2.0
60,001-100,000	(1) 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)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(3) 40,662	(3) 29,467
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(1) 50,114	(1) 63,034	(3) 40,870	(2) 16,353
40,001-60,000	(1) 40,000	(1) 54,060	(1) 47,030	(1) 36,000
60,001-100,000	(1) 44,871	(1) 51,764	(1) 48,317	(1) 22,562

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(3) 40,662	(3) 29,467
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(1) 50,114	(1) 63,034	(3) 40,870	(2) 16,353
\$40,000,001-\$70,000,000	(1) 44,871	(1) 51,764	(1) 48,317	(1) 22,562
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Advertising
Department**

Retail Advertising Outside Sales Representative

Services existing accounts and develops new business in local area. Salaried or full commission.

Circulation	Avg. # Employees Holding Position
6,000 or less	(13) 2.8
6,001-10,000	(14) 4.1
10,001-15,000	(15) 5.3
15,001-25,000	(8) 5.0
25,001-40,000	(7) 7.1
40,001-60,000	(7) 10.4
60,001-100,000	(4) 18.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(10) 23,843	(10) 31,054	(11) 27,146	(11) 14,979
6,001-10,000	(13) 25,074	(13) 30,801	(13) 27,336	(12) 15,800
10,001-15,000	(14) 23,764	(13) 31,019	(12) 27,035	(15) 21,834
15,001-25,000	(6) 26,592	(8) 35,690	(7) 28,663	(8) 22,080
25,001-40,000	(7) 35,113	(7) 45,428	(7) 38,265	(4) 22,416
40,001-60,000	(7) 29,271	(7) 36,849	(7) 32,004	(7) 28,620
60,001-100,000	(4) 29,550	(4) 47,628	(4) 35,765	(4) 29,859

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(20) 24,038	(20) 29,366	(21) 26,241	(20) 13,180
\$5,000,001-\$10,000,000	(14) 24,136	(13) 32,725	(12) 28,033	(15) 23,206
\$10,000,001-\$20,000,000	(8) 25,999	(10) 33,697	(9) 28,398	(10) 21,473
\$20,000,001-\$40,000,000	(11) 32,614	(11) 42,255	(11) 36,126	(8) 26,709
\$40,000,001-\$70,000,000	(4) 32,284	(4) 43,913	(4) 33,885	(4) 27,838
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(2) 31,600	(2) 52,500	(2) 38,449	(2) 34,344

**Advertising
Department**

**Sales Account Executive/
Classified Representative**

Calls on outside accounts to solicit classified advertising.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(2) 2.0
10,001-15,000	(2) 1.5
15,001-25,000	(3) 1.0
25,001-40,000	(3) 1.7
40,001-60,000	(5) 3.4
60,001-100,000	(3) 2.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 24,310	(2) 17,218
6,001-10,000	(1) 23,000	(1) 30,000	(2) 27,116	(1) 33,206
10,001-15,000	(1) 35,000	(1) 35,000	(2) 32,975	(2) 14,356
15,001-25,000	(0)	(0)	(2) 20,900	(2) 61,124
25,001-40,000	(1) 33,000	(1) 38,000	(3) 39,501	(1) 11,081
40,001-60,000	(5) 32,307	(5) 48,400	(5) 39,019	(5) 17,557
60,001-100,000	(2) 28,656	(2) 35,240	(3) 33,180	(3) 33,502

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(2) 29,000	(2) 32,500	(3) 27,000	(2) 17,356
\$5,000,001-\$10,000,000	(0)	(0)	(3) 29,267	(3) 20,547
\$10,000,001-\$20,000,000	(0)	(0)	(1) 20,800	(2) 61,124
\$20,000,001-\$40,000,000	(3) 30,967	(3) 47,667	(6) 36,058	(3) 21,139
\$40,000,001-\$70,000,000	(3) 29,149	(3) 39,493	(3) 33,980	(3) 19,678
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 35,600	(1) 47,583

Classified Inside Sales Representative

Solicits by phone new accounts for classified ads from leads or cold calling; may handle existing accounts.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(10) 1.3
10,001-15,000	(12) 2.1
15,001-25,000	(6) 4.2
25,001-40,000	(3) 3.3
40,001-60,000	(7) 3.9
60,001-100,000	(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)	(3) 23,653	(2) 5,750
6,001-10,000	(3) 19,611	(3) 24,535	(10) 22,893	(9) 15,642
10,001-15,000	(10) 22,681	(10) 25,610	(11) 23,676	(12) 13,851
15,001-25,000	(6) 18,457	(6) 22,512	(6) 19,954	(6) 17,629
25,001-40,000	(3) 26,520	(3) 29,943	(3) 28,033	(1) 18,141
40,001-60,000	(7) 26,400	(7) 31,744	(7) 28,711	(7) 19,113
60,001-100,000	(2) 21,055	(2) 24,499	(3) 25,353	(2) 18,264

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(3) 19,147	(3) 25,889	(11) 23,933	(9) 12,642
\$5,000,001-\$10,000,000	(9) 22,351	(9) 25,215	(11) 22,556	(12) 14,480
\$10,000,001-\$20,000,000	(6) 20,134	(6) 23,868	(7) 21,672	(7) 17,852
\$20,000,001-\$40,000,000	(7) 22,853	(7) 27,716	(7) 24,950	(5) 10,563
\$40,000,001-\$70,000,000	(3) 26,154	(3) 30,329	(3) 28,430	(3) 17,740
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 26,000	(1) 32,000	(2) 29,080	(1) 16,000

**Advertising
Department**

Classified Voluntary Inside Sales Representative

Assists customers making inbound calls to place classified ads. Also responsible for making outbound calls in an effort to sell classified advertising.

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	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(2) 1.5
60,001-100,000	(2) 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)	(0)	(1) 26,000
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 23,400	(0)
15,001-25,000	(0)	(0)	(1) 29,120	(1) 1,019
25,001-40,000	(0)	(0)	(1) 13,000	(0)
40,001-60,000	(1) 29,250	(1) 29,250	(2) 25,025	(2) 12,858
60,001-100,000	(2) 20,166	(2) 26,062	(2) 23,618	(2) 9,711

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(1) 23,400	(1) 26,000
\$5,000,001-\$10,000,000	(0)	(0)	(0)	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 29,120	(1) 1,019
\$20,000,001-\$40,000,000	(0)	(0)	(2) 16,900	(1) 10,019
\$40,000,001-\$70,000,000	(2) 25,951	(2) 30,152	(2) 28,703	(2) 12,572
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Advertising
Department**

Digital Sales Representative

Calls on outside retail accounts to solicit various forms of advertising for the online, mobile and other digital device product(s).

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(3) 1.3
25,001-40,000	(6) 1.0
40,001-60,000	(5) 5.2
60,001-100,000	(4) 4.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 35,000	(1) 5,000
6,001-10,000	(0)	(0)	(2) 30,600	(2) 8,000
10,001-15,000	(0)	(0)	(7) 40,857	(5) 12,127
15,001-25,000	(0)	(1) 30,000	(2) 32,500	(2) 6,442
25,001-40,000	(0)	(0)	(6) 48,000	(2) 13,439
40,001-60,000	(5) 30,760	(5) 35,400	(5) 33,306	(5) 32,646
60,001-100,000	(3) 30,301	(3) 44,500	(4) 35,570	(4) 18,226

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(3) 35,333	(3) 12,000
\$5,000,001-\$10,000,000	(0)	(0)	(5) 38,240	(4) 9,483
\$10,000,001-\$20,000,000	(0)	(1) 30,000	(4) 37,500	(3) 6,863
\$20,000,001-\$40,000,000	(2) 25,400	(2) 35,000	(8) 43,741	(4) 19,178
\$40,000,001-\$70,000,000	(4) 27,976	(4) 37,875	(4) 33,213	(4) 17,525
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(2) 41,000	(2) 44,500	(2) 42,015	(2) 56,393

Sales Support Specialist

Performs clerical and statistical reporting for sales on a daily basis. Provides detailed reports to the sales force on ranking.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.3
6,001-10,000	(3) 1.3
10,001-15,000	(9) 1.8
15,001-25,000	(5) 1.6
25,001-40,000	(6) 3.0
40,001-60,000	(7) 4.7
60,001-100,000	(4) 6.5

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	(1) 24,960	(1) 24,960	(3) 26,895	(1) 173
6,001-10,000	(1) 22,880	(1) 27,040	(3) 28,253	(2) 4,213
10,001-15,000	(6) 24,885	(6) 29,551	(9) 29,190	(5) 6,465
15,001-25,000	(2) 28,009	(2) 29,564	(5) 30,005	(4) 7,964
25,001-40,000	(5) 29,047	(5) 35,617	(6) 36,142	(2) 1,786
40,001-60,000	(6) 29,201	(6) 39,336	(7) 32,277	(4) 10,198
60,001-100,000	(4) 27,151	(4) 40,775	(4) 32,332	(3) 4,632

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(2) 23,920	(2) 29,640	(6) 27,200	(1) 5,126
\$5,000,001-\$10,000,000	(3) 26,327	(3) 29,413	(6) 29,577	(3) 5,200
\$10,000,001-\$20,000,000	(4) 24,582	(4) 28,224	(7) 29,929	(7) 7,317
\$20,000,001-\$40,000,000	(8) 28,007	(8) 34,581	(10) 33,544	(5) 6,109
\$40,000,001-\$70,000,000	(4) 29,539	(4) 40,739	(4) 33,769	(2) 745
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(2) 32,067	(2) 50,230	(2) 37,213	(2) 7,222

Advertising Department

Graphic Artist

Prioritize and create ads for print and web advertising. Proof and correct ads. Uses ad software to track ads. Work with advertising staffs to develop spec ads and advertising campaigns. Assist in developing special pages.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.5
6,001-10,000	(10) 2.2
10,001-15,000	(8) 3.4
15,001-25,000	(4) 4.5
25,001-40,000	(5) 2.4
40,001-60,000	(5) 4.8
60,001-100,000	(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	(2) 27,560	(2) 30,056	(4) 27,154	(2) 1,312
6,001-10,000	(6) 25,837	(6) 31,278	(10) 29,562	(2) 876
10,001-15,000	(6) 27,229	(6) 38,549	(8) 32,935	(1) 100
15,001-25,000	(3) 25,307	(3) 34,563	(4) 27,283	(1) 2,783
25,001-40,000	(4) 40,365	(4) 45,802	(5) 41,143	(1) 12,200
40,001-60,000	(4) 36,744	(4) 51,468	(5) 40,455	(0)
60,001-100,000	(3) 36,140	(3) 65,866	(3) 52,877	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(6) 23,239	(6) 30,212	(13) 28,138	(3) 1,056
\$5,000,001-\$10,000,000	(7) 28,686	(7) 38,743	(8) 33,526	(2) 653
\$10,000,001-\$20,000,000	(4) 27,300	(4) 32,573	(4) 29,991	(1) 2,783
\$20,000,001-\$40,000,000	(5) 38,266	(5) 46,001	(8) 37,087	(1) 12,200
\$40,000,001-\$70,000,000	(3) 37,782	(3) 55,095	(3) 44,712	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(2) 36,092	(2) 69,236	(2) 56,020	(0)

**News/Editorial
Department**

Editorial Writer

Writes editorials.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(3) 3.7
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(4) 1.5
60,001-100,000	(2) 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	(2) 26,540	(2) 35,132	(3) 33,780	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(2) 36,324	(2) 46,934	(4) 49,850	(0)
60,001-100,000	(0)	(0)	(2) 90,469	(1) 30,000

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(1) 25,000	(1) 26,000	(2) 34,750	(0)
\$10,000,001-\$20,000,000	(1) 28,080	(1) 44,264	(1) 31,839	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(1) 54,344	(0)
\$40,000,001-\$70,000,000	(1) 37,500	(1) 40,000	(3) 63,829	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**News/Editorial
Department**

Columnist

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	(0)
10,001-15,000	(5) 1.0
15,001-25,000	(1) 2.0
25,001-40,000	(2) 1.0
40,001-60,000	(6) 2.5
60,001-100,000	(4) 2.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(5) 53,827	(0)
15,001-25,000	(1) 49,240	(1) 54,309	(1) 51,774	(1) 259
25,001-40,000	(0)	(0)	(2) 62,504	(0)
40,001-60,000	(6) 65,045	(6) 72,411	(6) 69,093	(0)
60,001-100,000	(3) 60,201	(3) 82,104	(4) 70,632	(1) 9,413

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(1) 36,108	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(3) 40,092	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 112,750	(0)
\$20,000,001-\$40,000,000	(3) 52,786	(3) 62,852	(5) 60,080	(1) 259
\$40,000,001-\$70,000,000	(4) 68,264	(4) 79,532	(4) 74,182	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 66,000	(1) 72,000	(2) 70,203	(0)

Copy Editor I

Edits fundamental news, sports and feature stories. Writes clear and accurate headlines.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(8) 1.8
10,001-15,000	(6) 2.2
15,001-25,000	(3) 2.3
25,001-40,000	(1) 4.0
40,001-60,000	(4) 3.2
60,001-100,000	(2) 8.0

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	(5) 27,745	(4) 35,117	(7) 31,917	(0)
10,001-15,000	(4) 28,326	(4) 29,965	(6) 31,640	(0)
15,001-25,000	(2) 34,726	(2) 37,253	(3) 35,163	(1) 224
25,001-40,000	(1) 29,837	(1) 44,158	(1) 39,366	(0)
40,001-60,000	(4) 33,890	(4) 42,893	(4) 38,240	(0)
60,001-100,000	(2) 39,767	(2) 56,603	(2) 46,940	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(4) 26,195	(3) 30,813	(5) 30,423	(0)
\$5,000,001-\$10,000,000	(5) 29,034	(5) 33,548	(6) 30,736	(0)
\$10,000,001-\$20,000,000	(1) 27,040	(1) 30,160	(4) 34,432	(0)
\$20,000,001-\$40,000,000	(5) 32,578	(5) 40,044	(5) 36,563	(1) 224
\$40,000,001-\$70,000,000	(2) 39,767	(2) 56,603	(2) 46,940	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 47,000	(1) 60,000	(1) 54,000	(0)

**News/Editorial
Department**

Copy Editor II

Handles stories of greater complexity and with different writing styles. Writes creative and clever headlines.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 2.0
6,001-10,000	(2) 2.0
10,001-15,000	(9) 1.8
15,001-25,000	(4) 3.2
25,001-40,000	(4) 4.5
40,001-60,000	(5) 3.4
60,001-100,000	(4) 13.0

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	(1) 28,080	(1) 35,173	(1) 31,626	(0)
6,001-10,000	(2) 29,903	(2) 30,710	(2) 30,307	(0)
10,001-15,000	(3) 31,470	(3) 41,503	(9) 37,114	(1) 100
15,001-25,000	(3) 32,961	(3) 49,105	(4) 36,455	(1) 750
25,001-40,000	(4) 35,520	(4) 57,426	(4) 47,479	(2) 142
40,001-60,000	(4) 42,173	(4) 54,859	(5) 49,409	(0)
60,001-100,000	(3) 39,030	(3) 74,617	(4) 55,663	(1) 318

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 27,040	(1) 45,000	(2) 32,853	(0)
\$5,000,001-\$10,000,000	(4) 29,657	(4) 37,216	(8) 36,714	(1) 100
\$10,000,001-\$20,000,000	(4) 33,878	(4) 43,638	(6) 35,444	(1) 750
\$20,000,001-\$40,000,000	(5) 33,824	(5) 52,389	(6) 44,969	(2) 142
\$40,000,001-\$70,000,000	(3) 47,816	(3) 70,224	(4) 57,091	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 43,969	(1) 86,264	(1) 69,828	(0)

Handles routine and basic reporting assignments. Work completed according to set guidelines.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.4
6,001-10,000	(6) 2.0
10,001-15,000	(4) 3.8
15,001-25,000	(3) 2.0
25,001-40,000	(2) 3.0
40,001-60,000	(7) 5.9
60,001-100,000	(2) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 25,000	(1) 29,000	(4) 26,129	(1) 189
6,001-10,000	(3) 28,427	(3) 28,773	(6) 27,729	(1) 1,000
10,001-15,000	(3) 28,373	(3) 38,333	(3) 31,774	(0)
15,001-25,000	(1) 24,960	(1) 24,960	(3) 28,025	(1) 76
25,001-40,000	(1) 28,121	(1) 30,680	(2) 30,510	(1) 113
40,001-60,000	(7) 35,504	(7) 44,641	(7) 39,269	(0)
60,001-100,000	(1) 36,816	(1) 46,488	(2) 33,034	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(3) 25,667	(3) 27,347	(8) 25,983	(2) 595
\$5,000,001-\$10,000,000	(3) 28,373	(3) 35,040	(4) 30,016	(0)
\$10,000,001-\$20,000,000	(2) 29,120	(2) 34,060	(4) 30,589	(1) 76
\$20,000,001-\$40,000,000	(4) 30,787	(4) 35,399	(5) 32,531	(1) 113
\$40,000,001-\$70,000,000	(3) 36,772	(3) 45,522	(3) 39,835	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 41,000	(1) 68,000	(1) 53,000	(0)

Reporter II

Handles a wide variety of relatively complex reporting assignments. May cover a specific beat. Seeks out new stories.

Circulation	Avg. # Employees Holding Position
6,000 or less	(8) 2.1
6,001-10,000	(9) 2.8
10,001-15,000	(9) 3.2
15,001-25,000	(7) 4.6
25,001-40,000	(7) 8.7
40,001-60,000	(6) 6.3
60,001-100,000	(4) 20.2

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) 26,275	(5) 29,575	(8) 28,481	(1) 1,407
6,001-10,000	(7) 27,358	(7) 33,568	(9) 30,789	(1) 1,500
10,001-15,000	(7) 29,298	(7) 35,213	(9) 31,077	(1) 117
15,001-25,000	(6) 30,873	(6) 44,789	(7) 37,896	(3) 689
25,001-40,000	(6) 35,063	(7) 50,504	(7) 41,231	(2) 212
40,001-60,000	(6) 37,245	(6) 49,944	(6) 42,942	(0)
60,001-100,000	(4) 32,962	(4) 70,427	(4) 47,853	(1) 525

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(9) 26,418	(9) 31,215	(13) 28,903	(2) 1,454
\$5,000,001-\$10,000,000	(8) 28,132	(8) 35,022	(11) 31,111	(1) 117
\$10,000,001-\$20,000,000	(7) 31,054	(7) 40,833	(8) 36,060	(2) 925
\$20,000,001-\$40,000,000	(10) 34,952	(11) 47,858	(11) 40,436	(3) 213
\$40,000,001-\$70,000,000	(4) 35,733	(4) 63,676	(4) 45,996	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 32,760	(1) 86,531	(1) 57,918	(0)

Reporter III

Handles a wide variety of complex reporting assignments. May work on beats and investigative or in-depth articles.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.8
6,001-10,000	(6) 2.0
10,001-15,000	(10) 3.4
15,001-25,000	(6) 2.7
25,001-40,000	(4) 3.2
40,001-60,000	(5) 3.6
60,001-100,000	(3) 9.7

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	(2) 23,173	(2) 31,644	(4) 31,969	(1) 110
6,001-10,000	(3) 27,428	(3) 32,909	(6) 32,136	(1) 2,000
10,001-15,000	(6) 33,027	(6) 38,374	(10) 37,044	(0)
15,001-25,000	(5) 33,355	(5) 40,697	(6) 41,530	(2) 507
25,001-40,000	(3) 49,456	(3) 57,635	(4) 51,026	(1) 210
40,001-60,000	(4) 49,600	(4) 61,958	(5) 52,853	(0)
60,001-100,000	(3) 53,559	(3) 91,251	(3) 67,359	(1) 782

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(6) 26,604	(6) 33,589	(9) 31,447	(1) 2,000
\$5,000,001-\$10,000,000	(5) 31,612	(5) 37,537	(9) 35,895	(1) 110
\$10,000,001-\$20,000,000	(5) 35,177	(5) 41,305	(7) 38,201	(1) 480
\$20,000,001-\$40,000,000	(4) 46,592	(4) 57,362	(7) 51,781	(2) 372
\$40,000,001-\$70,000,000	(3) 51,948	(3) 62,036	(3) 55,256	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 67,161	(1) 95,519	(1) 85,583	(0)

Investigative Reporter

Covers in-depth stories about important local, state or national events. Holds public officials accountable and uncovers wrongdoing or bad practices as they affect the community.

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	(0)
25,001-40,000	(0)
40,001-60,000	(4) 1.0
60,001-100,000	(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)	(1) 25,000	(0)
10,001-15,000	(0)	(0)	(4) 35,060	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(0)	(0)	(4) 56,775	(0)
60,001-100,000	(2) 43,503	(2) 71,011	(2) 59,282	(1) 946

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(2) 30,045	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(3) 35,050	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(1) 48,000	(0)
\$40,000,001-\$70,000,000	(1) 44,990	(1) 82,014	(3) 63,884	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 55,000	(0)

Sports Reporter II

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

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(6)	1.3
10,001-15,000	(11)	1.4
15,001-25,000	(5)	1.4
25,001-40,000	(1)	1.0
40,001-60,000	(6)	2.3
60,001-100,000	(2)	3.5

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	(2)	28,040	(2)	30,100	(6)	28,500	(1)	1,500
10,001-15,000	(3)	28,143	(3)	30,779	(11)	32,250	(0)	
15,001-25,000	(1)	32,136	(1)	48,506	(5)	29,589	(2)	190
25,001-40,000	(0)		(0)		(1)	38,503	(1)	193
40,001-60,000	(3)	36,107	(3)	51,312	(6)	42,373	(0)	
60,001-100,000	(2)	40,628	(2)	61,552	(2)	50,968	(0)	

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage		Avg. Highest Annual Wage		Avg. Annual Wage		Avg. Annual Bonuses/Comm.	
\$5,000,000 or less	(0)		(0)		(6)	26,989	(1)	1,500
\$5,000,001-\$10,000,000	(4)	28,108	(4)	30,334	(8)	29,187	(0)	
\$10,000,001-\$20,000,000	(1)	28,080	(1)	31,200	(7)	33,992	(1)	177
\$20,000,001-\$40,000,000	(2)	31,450	(2)	52,853	(4)	38,004	(2)	198
\$40,000,001-\$70,000,000	(3)	38,752	(3)	57,118	(4)	48,866	(0)	
\$70,000,001-\$100,000,000	(0)		(0)		(0)		(0)	
Over \$100,000,000	(0)		(0)		(1)	42,000	(0)	

Sports Reporter III

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	(4) 1.5
10,001-15,000	(9) 1.3
15,001-25,000	(5) 1.8
25,001-40,000	(2) 3.5
40,001-60,000	(3) 2.0
60,001-100,000	(1) 4.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(2) 23,218	(2) 25,909	(4) 27,832	(0)
10,001-15,000	(3) 38,949	(3) 40,752	(9) 36,569	(0)
15,001-25,000	(3) 31,137	(3) 36,303	(5) 34,680	(1) 557
25,001-40,000	(2) 36,843	(2) 41,902	(2) 38,949	(1) 140
40,001-60,000	(2) 45,237	(2) 59,672	(3) 54,624	(0)
60,001-100,000	(1) 46,113	(1) 51,833	(1) 49,867	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(2) 24,700	(2) 26,871	(5) 28,908	(0)
\$5,000,001-\$10,000,000	(4) 35,361	(4) 37,831	(8) 36,397	(0)
\$10,000,001-\$20,000,000	(2) 32,926	(2) 38,958	(5) 35,627	(1) 557
\$20,000,001-\$40,000,000	(3) 36,228	(3) 41,182	(3) 38,423	(1) 140
\$40,000,001-\$70,000,000	(1) 46,113	(1) 51,833	(2) 56,299	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

Photographer/Videographer I

Performs varied work involving routine and basic photo and video assignments.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.3
10,001-15,000	(6) 1.3
15,001-25,000	(3) 1.3
25,001-40,000	(0)
40,001-60,000	(5) 2.4
60,001-100,000	(0)

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 34,000	(0)
6,001-10,000	(1) 26,500	(1) 27,000	(3) 29,623	(0)
10,001-15,000	(2) 30,631	(2) 36,014	(6) 31,250	(0)
15,001-25,000	(1) 27,040	(1) 27,040	(3) 29,120	(1) 470
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(3) 39,337	(3) 46,400	(5) 40,164	(0)
60,001-100,000	(0)	(0)	(0)	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 27,040	(1) 27,040	(3) 31,347	(0)
\$5,000,001-\$10,000,000	(2) 30,361	(2) 31,586	(5) 31,152	(0)
\$10,000,001-\$20,000,000	(1) 27,040	(1) 35,856	(5) 29,586	(1) 470
\$20,000,001-\$40,000,000	(1) 32,011	(1) 51,000	(2) 36,854	(0)
\$40,000,001-\$70,000,000	(1) 36,000	(1) 36,200	(1) 36,070	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 50,000	(1) 52,000	(1) 51,000	(0)

Photographer/Videographer II

Performs a wide variety of relatively challenging photo and video assignments. May cover one or more specific areas.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(6) 1.0
10,001-15,000	(9) 1.4
15,001-25,000	(4) 1.8
25,001-40,000	(5) 2.6
40,001-60,000	(4) 1.8
60,001-100,000	(4) 6.2

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)	(6) 33,668	(1) 1,000
10,001-15,000	(3) 28,402	(3) 35,044	(9) 30,049	(1) 395
15,001-25,000	(3) 36,490	(3) 40,766	(4) 37,681	(1) 117
25,001-40,000	(3) 39,666	(3) 55,125	(5) 42,278	(2) 443
40,001-60,000	(3) 43,449	(3) 47,522	(4) 45,367	(0)
60,001-100,000	(4) 40,393	(4) 65,747	(4) 52,233	(1) 500

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(6) 30,936	(1) 1,000
\$5,000,001-\$10,000,000	(2) 28,178	(2) 34,501	(7) 31,283	(1) 395
\$10,000,001-\$20,000,000	(3) 38,057	(3) 42,139	(5) 38,099	(0)
\$20,000,001-\$40,000,000	(5) 37,197	(5) 48,300	(7) 40,420	(3) 334
\$40,000,001-\$70,000,000	(4) 43,286	(4) 58,140	(4) 50,431	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 37,856	(1) 88,863	(1) 60,843	(0)

Photographer/Videographer III

Performs a wide variety of complex photo and video assignments, acting as an expert on certain fields.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.3
10,001-15,000	(4) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(1) 3.0
40,001-60,000	(4) 1.0
60,001-100,000	(1) 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)	(1) 28,787	(1) 180
6,001-10,000	(1) 30,544	(1) 33,755	(3) 29,210	(0)
10,001-15,000	(0)	(0)	(4) 35,183	(0)
15,001-25,000	(0)	(0)	(2) 44,559	(1) 208
25,001-40,000	(1) 46,041	(1) 48,514	(1) 47,067	(0)
40,001-60,000	(0)	(0)	(4) 64,767	(0)
60,001-100,000	(0)	(0)	(1) 54,535	(1) 210

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(4) 33,001	(0)
\$5,000,001-\$10,000,000	(1) 30,544	(1) 33,755	(4) 31,287	(1) 180
\$10,000,001-\$20,000,000	(0)	(0)	(1) 47,476	(0)
\$20,000,001-\$40,000,000	(1) 46,041	(1) 48,514	(3) 51,621	(1) 208
\$40,000,001-\$70,000,000	(0)	(0)	(2) 58,840	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**News/Editorial
Department**

News Artist/Designer

Produces illustrations or computer graphics to accompany news/feature articles; designs news/feature sections and pages.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(2) 3.5
25,001-40,000	(1) 1.0
40,001-60,000	(2) 2.5
60,001-100,000	(1) 5.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(2) 34,529	(0)
10,001-15,000	(0)	(0)	(1) 31,200	(1) 100
15,001-25,000	(1) 26,000	(1) 34,008	(2) 32,390	(2) 230
25,001-40,000	(0)	(0)	(1) 40,419	(0)
40,001-60,000	(1) 32,011	(1) 42,016	(2) 36,021	(0)
60,001-100,000	(1) 38,000	(1) 64,933	(1) 48,951	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(1) 27,000	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(2) 36,629	(1) 100
\$10,000,001-\$20,000,000	(1) 26,000	(1) 34,008	(1) 31,500	(1) 294
\$20,000,001-\$40,000,000	(1) 32,011	(1) 42,016	(3) 36,904	(1) 166
\$40,000,001-\$70,000,000	(0)	(0)	(1) 35,028	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 38,000	(1) 64,933	(1) 48,951	(0)

Graphic Artist I

Performs varied work involving routine graphic design assignments. Work must be completed according to set guidelines.

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

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(2) 23,625	(2) 24,103	(2) 23,792	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(0)	(0)	(1) 22,880	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(1) 29,205	(1) 33,150	(1) 30,745	(0)
60,001-100,000	(0)	(0)	(0)	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(2) 23,625	(2) 24,103	(2) 23,792	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(0)	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(1) 22,880	(0)
\$40,000,001-\$70,000,000	(1) 29,205	(1) 33,150	(1) 30,745	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

Graphic Artist II

Performs a wide variety of relatively complex graphic design assignments. Seeks new ways to highlight final work.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 2.0
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(1) 5.0
25,001-40,000	(1) 3.0
40,001-60,000	(1) 1.0
60,001-100,000	(2) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(1) 30,680	(1) 35,152	(1) 32,916	(1) 1,206
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(2) 39,780	(1) 100
15,001-25,000	(1) 25,355	(1) 42,598	(1) 34,590	(0)
25,001-40,000	(1) 56,338	(1) 57,841	(1) 57,243	(0)
40,001-60,000	(0)	(0)	(1) 27,040	(0)
60,001-100,000	(1) 28,184	(1) 87,471	(2) 58,357	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(1) 30,680	(1) 35,152	(3) 37,492	(2) 653
\$10,000,001-\$20,000,000	(1) 25,355	(1) 42,598	(1) 34,590	(0)
\$20,000,001-\$40,000,000	(1) 56,338	(1) 57,841	(2) 42,142	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(1) 51,674	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 28,184	(1) 87,471	(1) 65,040	(0)

Graphic Artist III

Performs a wide variety of complex graphic design assignments, acting as an expert in certain fields.

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	(2) 2.0
60,001-100,000	(1) 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)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 34,500	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(1) 24,960	(1) 32,240	(2) 45,060	(0)
60,001-100,000	(1) 31,200	(1) 35,048	(1) 33,419	(1) 1,689

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(1) 34,500	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(1) 24,960	(1) 32,240	(1) 27,387	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(0)	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**News/Editorial
Department**

Librarian

Responsible for all archiving for the newspaper and related products. Manages use of archiving technology and software.

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	(1) 1.0
25,001-40,000	(0)
40,001-60,000	(0)
60,001-100,000	(3) 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)	(1) 29,284	(0)
10,001-15,000	(0)	(0)	(1) 27,300	(0)
15,001-25,000	(0)	(0)	(1) 26,686	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(0)	(0)	(0)	(0)
60,001-100,000	(0)	(0)	(3) 46,027	(1) 80

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(1) 29,284	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(1) 27,300	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 26,686	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(1) 43,301	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 73,981	(0)

**Production/
Maintenance/
Other**

Press Operator I

0-3 years experience. Generally are reel tenders and do basic operator jobs. Involved in basic training programs.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(2)	2.0
6,001-10,000	(6)	2.3
10,001-15,000	(7)	2.7
15,001-25,000	(4)	6.8
25,001-40,000	(2)	4.5
40,001-60,000	(5)	3.2
60,001-100,000	(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	(1) 10.0000	(1) 15.0000	(2) 11.1250	(1)	108
6,001-10,000	(4) 11.8650	(4) 13.8800	(6) 12.2467	(1)	1,000
10,001-15,000	(4) 13.6250	(4) 15.4475	(7) 13.7693	(0)	
15,001-25,000	(4) 12.0000	(4) 13.6250	(4) 12.9600	(2)	198
25,001-40,000	(1) 15.0000	(1) 21.0375	(2) 14.2034	(1)	1,030
40,001-60,000	(4) 12.7875	(4) 14.4825	(5) 13.6350	(1)	1,205
60,001-100,000	(3) 14.6667	(3) 21.0233	(3) 17.4108	(1)	86

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
\$5,000,000 or less	(3) 9.6667	(3) 12.3333	(7) 10.5343	(2)	554
\$5,000,001-\$10,000,000	(4) 13.4900	(4) 15.0050	(6) 14.3525	(0)	
\$10,000,001-\$20,000,000	(5) 12.0000	(5) 13.9580	(5) 13.1200	(1)	179
\$20,000,001-\$40,000,000	(5) 13.9300	(5) 16.7935	(6) 14.4719	(3)	817
\$40,000,001-\$70,000,000	(2) 12.7500	(2) 20.0000	(2) 16.3912	(0)	
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)	
Over \$100,000,000	(1) 22.0000	(1) 25.5700	(2) 18.3550	(0)	

**Production/
Maintenance/
Other**

Press Operator II

3-5 years experience. Assigned to a press crew and actively involved in advanced training programs.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(1)	1.0
6,001-10,000	(5)	1.2
10,001-15,000	(5)	1.8
15,001-25,000	(5)	4.6
25,001-40,000	(1)	21.0
40,001-60,000	(3)	2.7
60,001-100,000	(3)	9.3

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)	(1) 10.0000	(1)	120
6,001-10,000	(0)	(0)	(5) 15.0692	(1)	1,000
10,001-15,000	(3) 14.7300	(3) 16.1900	(5) 16.2757	(0)	
15,001-25,000	(5) 13.8440	(5) 16.1520	(5) 14.9490	(2)	250
25,001-40,000	(1) 21.0000	(1) 28.9400	(1) 23.0000	(0)	
40,001-60,000	(2) 16.1949	(2) 18.1002	(3) 17.0627	(1)	1,273
60,001-100,000	(3) 18.4033	(3) 23.2800	(3) 20.6867	(1)	987

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
\$5,000,000 or less	(2) 12.1250	(2) 13.5000	(6) 12.8510	(2)	560
\$5,000,001-\$10,000,000	(1) 19.1000	(1) 19.1000	(4) 17.6472	(0)	
\$10,000,001-\$20,000,000	(4) 13.2650	(4) 15.5575	(5) 14.9550	(1)	284
\$20,000,001-\$40,000,000	(4) 17.5975	(4) 21.5351	(5) 18.6376	(2)	745
\$40,000,001-\$70,000,000	(1) 21.0100	(1) 27.2700	(1) 24.5700	(0)	
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)	
Over \$100,000,000	(1) 22.0000	(1) 25.5700	(1) 22.8900	(0)	

**Production/
Maintenance/
Other**

Press Operator III

More than 5 years experience. All phases of press operator training completed.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(3)	2.3
6,001-10,000	(8)	3.4
10,001-15,000	(10)	4.6
15,001-25,000	(4)	6.5
25,001-40,000	(3)	11.0
40,001-60,000	(5)	9.0
60,001-100,000	(2)	17.5

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	(2) 14.9250	(2) 17.5950	(3) 16.8133	(2)	215
6,001-10,000	(7) 15.0786	(7) 19.2314	(7) 16.3157	(2)	750
10,001-15,000	(8) 19.1508	(8) 20.9458	(9) 18.8515	(1)	1,040
15,001-25,000	(4) 15.1850	(4) 24.0675	(4) 19.9600	(2)	291
25,001-40,000	(3) 17.6683	(3) 24.1780	(3) 20.8617	(0)	
40,001-60,000	(5) 17.1680	(5) 24.4880	(5) 19.8220	(1)	1,576
60,001-100,000	(2) 18.5000	(2) 28.5950	(2) 22.8150	(1)	9,866

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
\$5,000,000 or less	(7) 14.0071	(7) 19.3471	(9) 15.7822	(3)	572
\$5,000,001-\$10,000,000	(9) 18.6685	(9) 20.7341	(9) 19.1815	(2)	627
\$10,000,001-\$20,000,000	(4) 17.0700	(4) 22.0275	(4) 20.0125	(1)	387
\$20,000,001-\$40,000,000	(7) 16.8221	(7) 22.7777	(7) 19.7922	(2)	886
\$40,000,001-\$70,000,000	(1) 16.0900	(1) 27.0300	(1) 19.3300	(0)	
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)	
Over \$100,000,000	(2) 21.0000	(2) 31.7700	(2) 24.5150	(0)	

**Production/
Maintenance/
Other**

Prepress Specialist

Does composition, scans artwork and performs functions previously done by a compositor. May be scanner or Scitex operator.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(1)	1.0
6,001-10,000	(3)	1.0
10,001-15,000	(4)	1.5
15,001-25,000	(4)	2.8
25,001-40,000	(0)	
40,001-60,000	(3)	2.7
60,001-100,000	(1)	8.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
6,000 or less	(0)	(0)	(1) 21.0100	(1)	273
6,001-10,000	(0)	(0)	(3) 14.4433	(1)	500
10,001-15,000	(1) 12.7300	(1) 16.7100	(4) 13.2494	(0)	
15,001-25,000	(4) 12.5500	(4) 15.5550	(4) 13.9329	(1)	600
25,001-40,000	(0)	(0)	(0)	(0)	
40,001-60,000	(2) 13.7500	(2) 17.4550	(3) 18.7200	(0)	
60,001-100,000	(1) 16.7100	(1) 18.4600	(1) 16.6300	(1)	3,243

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
\$5,000,000 or less	(1) 11.0000	(1) 13.0000	(2) 13.0000	(1)	500
\$5,000,001-\$10,000,000	(0)	(0)	(4) 14.5294	(1)	273
\$10,000,001-\$20,000,000	(4) 12.9825	(4) 16.4825	(6) 14.8253	(1)	600
\$20,000,001-\$40,000,000	(1) 12.0000	(1) 15.8100	(1) 13.8600	(0)	
\$40,000,001-\$70,000,000	(1) 15.5000	(1) 19.1000	(1) 17.3000	(0)	
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)	
Over \$100,000,000	(0)	(0)	(1) 25.0000	(0)	

**Production/
Maintenance/
Other**

Paginator

Performs page design and layout; builds pages electronically; may do some copy editing. Typically reports to prepress manager.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(3)	1.7
10,001-15,000	(2)	2.5
15,001-25,000	(0)	
25,001-40,000	(1)	3.0
40,001-60,000	(3)	6.0
60,001-100,000	(1)	2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(1) 12.5000	(1) 12.5000	(3) 12.3756	(0)
10,001-15,000	(2) 15.6950	(2) 17.0750	(2) 16.3850	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(1) 17.0000	(1) 19.9817	(1) 18.7702	(0)
40,001-60,000	(3) 16.3833	(3) 22.2567	(3) 19.4567	(0)
60,001-100,000	(1) 16.7100	(1) 16.7100	(1) 16.7100	(1) 134

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 12.5000	(1) 12.5000	(3) 12.3756	(0)
\$5,000,001-\$10,000,000	(2) 15.6950	(2) 17.0750	(2) 16.3850	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(2) 15.7950	(2) 18.3909	(2) 17.2351	(0)
\$40,000,001-\$70,000,000	(1) 15.1200	(1) 25.3600	(1) 20.6700	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 19.4400	(1) 24.6100	(1) 22.0000	(0)

**Production/
Maintenance/
Other**

Platemaker (Union)

Unionized. Operates platemaking equipment and ensures proper exposure, washout, bends in plates and quality of negatives. Able to identify equipment malfunctions.

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	(0)
25,001-40,000	(0)
40,001-60,000	(0)
60,001-100,000	(0)

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 22.2800	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(0)	(0)	(0)	(0)
60,001-100,000	(0)	(0)	(0)	(0)

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(1) 22.2800	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(0)	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(0)	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Production/
Maintenance/
Other**

Platemaker (Non-Union)

Non-Union. Operates platemaking equipment and ensures proper exposure, washout, bends in plates and quality of negatives. Able to identify equipment malfunctions.

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) 5.0
25,001-40,000	(3) 2.0
40,001-60,000	(2) 2.0
60,001-100,000	(2) 1.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 20.0000	(0)
15,001-25,000	(1) 10.0000	(1) 13.0000	(1) 11.4000	(1) 129
25,001-40,000	(2) 13.7150	(2) 13.9650	(3) 14.8093	(1) 1,319
40,001-60,000	(2) 16.8450	(2) 20.7849	(2) 18.8148	(0)
60,001-100,000	(0)	(0)	(2) 16.6400	(1) 143

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(1) 20.0000	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(4) 12.8925	(4) 14.9525	(5) 14.4675	(2) 724
\$40,000,001-\$70,000,000	(1) 19.5500	(1) 22.6900	(2) 18.2750	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Production/
Maintenance/
Other**

Machine Operator

Sets up and troubleshoots equipment.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(1)	3.0
10,001-15,000	(7)	3.0
15,001-25,000	(3)	5.3
25,001-40,000	(4)	6.2
40,001-60,000	(4)	5.0
60,001-100,000	(2)	14.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(1) 11.5000	(1) 17.7900	(1) 14.1000	(0)
10,001-15,000	(3) 13.8067	(3) 15.0067	(7) 13.5275	(0)
15,001-25,000	(3) 9.4167	(3) 15.7367	(3) 11.7633	(2) 452
25,001-40,000	(4) 12.2175	(4) 16.6725	(4) 14.1050	(1) 604
40,001-60,000	(4) 14.7650	(4) 16.9600	(4) 15.8827	(0)
60,001-100,000	(2) 13.8250	(2) 26.4850	(2) 19.6100	(1) 1,933

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 11.5000	(1) 17.7900	(1) 14.1000	(0)
\$5,000,001-\$10,000,000	(2) 14.9600	(2) 15.7100	(5) 14.4286	(0)
\$10,000,001-\$20,000,000	(3) 9.9167	(3) 16.0600	(4) 11.7600	(1) 478
\$20,000,001-\$40,000,000	(7) 12.4900	(7) 16.3086	(7) 14.2001	(2) 515
\$40,000,001-\$70,000,000	(1) 12.5000	(1) 15.0000	(1) 13.3500	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(2) 17.8250	(2) 23.4850	(2) 20.2700	(0)

Production/
Maintenance/
Other

Insertor (Union)

Unionized. Jobs and keeps insertor and/or mail machines supplied with inserts. Catches and stacks bundles from insertor, press or conveyors or lines top bundles of paper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 12.0
10,001-15,000	(2) 17.5
15,001-25,000	(0)
25,001-40,000	(0)
40,001-60,000	(0)
60,001-100,000	(1) 86.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(1) 10.7000	(1) 11.8000	(0)	(0)
10,001-15,000	(2) 9.7025	(2) 12.2281	(2) 11.2803	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-40,000	(0)	(0)	(0)	(0)
40,001-60,000	(0)	(0)	(0)	(0)
60,001-100,000	(1) 11.0000	(1) 11.0000	(1) 11.0000	(0)

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 10.7000	(1) 11.8000	(0)	(0)
\$5,000,001-\$10,000,000	(2) 9.7025	(2) 12.2281	(2) 11.2803	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(0)	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 11.0000	(1) 11.0000	(1) 11.0000	(0)

**Production/
Maintenance/
Other**

Inserter (Non-Union)

Non-Union. Jogs and keeps inserter and/or mail machines supplied with inserts. Catches and stacks bundles from inserter, press or conveyors or lines top bundles of paper.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(4)	3.0
6,001-10,000	(7)	10.0
10,001-15,000	(9)	12.4
15,001-25,000	(5)	26.6
25,001-40,000	(5)	49.0
40,001-60,000	(5)	50.4
60,001-100,000	(3)	52.3

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	(4)	9.6625	(4)	10.2000	(4) 9.8900	(2)	102
6,001-10,000	(7)	8.5714	(7)	13.3829	(7) 9.8343	(0)	
10,001-15,000	(9)	8.5379	(9)	11.2317	(8) 9.5039	(0)	
15,001-25,000	(5)	7.8200	(5)	10.7060	(5) 8.4960	(2)	170
25,001-40,000	(4)	9.1250	(5)	10.3605	(4) 9.3075	(1)	75
40,001-60,000	(5)	8.3940	(5)	12.6400	(5) 8.9765	(0)	
60,001-100,000	(2)	8.7500	(2)	14.6700	(3) 10.0700	(1)	160

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage		Avg. Highest Hourly Wage		Avg. Hourly Wage	Avg. Annual Bonuses/Comm.	
\$5,000,000 or less	(9)	8.8333	(9)	11.1178	(9) 9.7100	(1)	88
\$5,000,001-\$10,000,000	(10)	8.6491	(10)	11.7686	(9) 9.4490	(1)	116
\$10,000,001-\$20,000,000	(5)	8.2000	(5)	12.2260	(5) 9.2200	(1)	270
\$20,000,001-\$40,000,000	(8)	8.6900	(9)	10.8303	(8) 9.0653	(2)	73
\$40,000,001-\$70,000,000	(2)	8.5000	(2)	13.0300	(2) 9.8450	(0)	
\$70,000,001-\$100,000,000	(0)		(0)		(0)	(0)	
Over \$100,000,000	(1)	8.5500	(1)	16.6900	(2) 9.6900	(0)	

**Production/
Maintenance/
Other**

Production Services Technician

Responsible for maintenance, troubleshooting and repair of press units, distribution center pre-press and litho. May set up production runs.

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	(1) 5.0
25,001-40,000	(3) 2.0
40,001-60,000	(5) 2.8
60,001-100,000	(2) 3.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(3) 18.2533	(1) 150
15,001-25,000	(1) 13.0000	(1) 15.0000	(1) 14.0000	(0)
25,001-40,000	(1) 17.0000	(1) 24.4500	(3) 17.6471	(1) 1,680
40,001-60,000	(3) 16.8933	(3) 23.8267	(5) 20.0260	(1) 1,286
60,001-100,000	(2) 20.0900	(2) 23.6850	(2) 22.1650	(1) 1,185

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(1) 13.0000	(1) 15.0000	(1) 14.0000	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(3) 18.2533	(1) 150
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(3) 17.0600	(3) 22.1500	(5) 17.9322	(2) 1,483
\$40,000,001-\$70,000,000	(2) 18.5500	(2) 27.8650	(3) 22.5767	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 19.4000	(0)