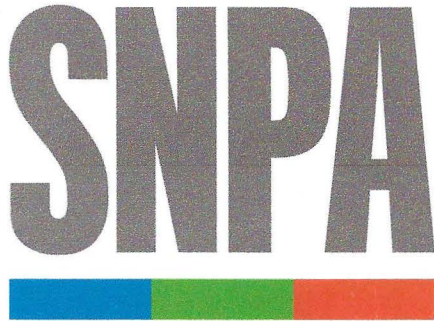


# 2018 SNPA Survey of Newspaper Salaries

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





**CONFIDENTIAL**

SNPA SURVEY OF  
NEWSPAPER SALARIES  
JULY 2018

The 2018 SNPA Survey of Newspaper Salaries includes a separate compilation of salary data for each of six circulation groups. The distribution of participating newspapers by circulation group and the average and median circulation of participants follows:

	<u>No. of Survey Participants</u>	<u>Average Circulation</u>	<u>Median Circulation</u>
Under 6,000 Circulation	14	3,797	3,799
6,001-10,000 Circulation	14	7,906	7,900
10,001-15,000 Circulation	16	12,623	12,251
15,001-25,000 Circulation	8	18,485	18,155
25,001-40,000 Circulation	7	28,593	28,576
40,001-60,000 Circulation	7	48,277	49,600
60,001-100,000 Circulation	4	79,984	81,008
<b>TOTAL</b>	<b>70</b>		

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

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

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

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



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

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

**Survey Comparisons:** Some participants in the 2018 survey took part for the first time, and some 2017 participants did not take part in 2018. The circulations of some newspapers that participated both years changed enough from 2017 to move them into different circulation brackets. Also, every newspaper did not supply information for every position listed in the survey. Exact comparison between the 2017 and 2018 surveys may not be made.

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

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

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

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

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

**Questions:** Any questions concerning this study should be addressed to Cindy Durham at SNPA: [cindy@snpa.org](mailto:cindy@snpa.org) or (404) 256-0444.

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

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### Salary Information for Department Heads and Supervisors:

#### **GENERAL EXECUTIVES**

Publisher .....	6
<i>Oversees news, advertising, circulation, production departments and business office; is responsible for profit/loss.</i>	
Publisher and Regional Publisher - Combined .....	7
<i>Oversees news, advertising, circulation, production departments and business office; is responsible for profit/loss. Combines the two positions.</i>	
Publisher/Editor .....	8
<i>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.</i>	
General Manager .....	9
<i>Oversees advertising, circulation, production departments and business office; responsible for profit/loss.</i>	
Director of Audience .....	10
<i>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.</i>	
Innovation Director .....	11
<i>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.</i>	

#### **FINANCE DEPARTMENT**

Top Financial Executive .....	12
<i>Primary financial department responsibility, usually including accounting, payroll, credit, financial reporting, budgeting and forecasting, etc.</i>	
Regional Financial Executive .....	13
<i>Primary financial department responsibility for entire operation, including accounting, payroll, credit, etc.</i>	
Top Financial Executive / Regional Financial Executive - Combined .....	14
<i>Primary financial department responsibility for entire operation, including accounting, payroll, credit, etc.</i>	
Controller .....	15
<i>Internal controls. Ensures assets are safeguarded and transactions are accurate, authorized and recorded according to GAAP.</i>	
Credit and Collections Manager .....	16
<i>Oversees credit and collections.</i>	
Business Manager .....	17
<i>Manages all business office operations.</i>	



## HUMAN RESOURCES DEPARTMENT

Top HR Executive (Non-Union) .....	18
<i>Responsible for employee relations, training and development, benefits, compensation, labor relations and related activities.</i>	
Regional HR Executive .....	19
<i>Handles employee relations, training and development, employee benefits, compensation and other related activities.</i>	
Top HR Executive (Union, Non-Union and Regional) - Combined .....	20
<i>Responsible for employee relations, training and development, benefits, compensation, labor relations and related activities.</i>	

## MARKETING DEPARTMENT

Marketing Director .....	21
<i>Directs and coordinates unified marketing operations for advertising, circulation and possibly news departments.</i>	

## ADVERTISING DEPARTMENT

Top Advertising Executive .....	22
<i>Directs advertising sales, creative and dispatch departments, usually including classified, national and retail departments.</i>	
Regional Advertising Executive .....	23
<i>Directs ad sales, creative and dispatch departments, usually including classified, national and retail.</i>	
Top Advertising Executive / Regional Advertising Executive - Combined .....	24
<i>Directs advertising sales, creative and dispatch departments, usually including classified, national and retail departments. Combines the two positions.</i>	
National Advertising Manager .....	25
<i>Responsible for sales to national accounts; may work with a representative firm.</i>	
Retail Advertising Manager .....	26
<i>Manages local advertising staff and sales, including hiring and supervising.</i>	
Major Accounts Manager .....	27
<i>Supervises staff dealing only with key accounts and major advertisers.</i>	
Co-op Advertising Manager .....	28
<i>Supervises the collection of information on co-op ad programs; organizes and promotes the use of co-op funding.</i>	
Classified Advertising Manager .....	29
<i>Supervises staff; services classified advertising and existing display accounts; develops new business.</i>	
Classified Inside Sales Manager .....	30
<i>Manages daily operations of inside sales staff to achieve revenue goals and plan sales efforts. May be a phone room manager.</i>	
Sales Supervisor .....	31
<i>First-level supervisor of sales staff.</i>	
Digital Marketing Manager .....	32
<i>Responsible for developing, implementing, tracking and optimizing the paper's digital marketing programs across all digital channels.</i>	
Manager of Events & Promotions .....	33
<i>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.</i>	



Special Sections Coordinator .....	34
<i>Coordinates space/layout for special sections, given newshole budget and advertising requirements.</i>	
Ad Creative Services Manager .....	35
<i>Supervises advertising customer service activities; manages staff and is responsible for hiring/termination decisions.</i>	

## **CIRCULATION DEPARTMENT**

Top Circulation Executive .....	36
<i>Responsible for sales and distribution, and for supervising carrier advisers, clerks and/or mailroom. Budget responsibility.</i>	
Zone Manager .....	37
<i>Supervises district managers and customer service representatives.</i>	
Home Delivery Manager .....	38
<i>Oversees delivery of all home-delivery newspapers. District managers or zone managers (depending on the size of your operation) report to this person.</i>	
Circulation Customer Service Manager .....	39
<i>Supervises circulation customer service activities; manages staff and has responsibilities for (or recommends) hire/termination decisions.</i>	
Single Copy Sales Manager .....	40
<i>Supervises delivery of single-copy newspapers.</i>	
District Sales Manager .....	41
<i>Oversees distribution and sales through carrier networks; recruit carriers.</i>	
Circulation Sales Manager .....	42
<i>Manages daily circulation sales to achieve goals. Trains and develops staff.</i>	
Alternate Distribution Manager .....	43
<i>Supervises distribution of all non-daily publications and products; ensures client and customer service goals met; has budget responsibility.</i>	
NIE Coordinator .....	44
<i>Responsible for Newspaper in Education and/or literacy programs.</i>	

## **INFORMATION TECHNOLOGY DEPARTMENT**

Top Information Systems Manager .....	45
<i>Directs all computer-related activities, including systems/programming, computer operations, PC hardware and software.</i>	

## **INTERACTIVE MEDIA**

Web Strategist .....	46
<i>Directs all aspects of website development, including business plan, editorial focus, advertising and promotion strategies.</i>	
Online Editor .....	47
<i>Responsible for editorial staff and content on the website, including story placement and assignment, editing, etc. Posts content to social media.</i>	
Creative Design Director .....	48
<i>Oversees layout, design and other creative elements for the website and other web-related products. Manages design team.</i>	

## NEWS/EDITORIAL DEPARTMENT

Editor.....	49
<i>Oversees news operations; sets editorial policy; is top news position.</i>	
Managing Editor .....	50
<i>Manages day-to-day newspaper operation.</i>	
Assistant Managing Editor .....	51
<i>Responsible for one or more newsroom functions.</i>	
State Bureau Chief .....	52
<i>Responsible for operations at state bureau.</i>	
Content Producer .....	53
<i>Manages the delivery of content to digital and print platforms while maintaining deadlines. Collaborates with engagement editors to maximize social media presence.</i>	
Editorial Page Editor.....	54
<i>Top person supervising editorial page.</i>	
Investigative Editor .....	55
<i>Leads and is part of a team of investigative reporters that does in-depth stories about important local, state or national events.</i>	
Sports Editor .....	56
<i>Responsible for editing, make-up of sports page; supervises employees; makes or recommends hiring decisions.</i>	
Business/Financial Editor .....	57
<i>Responsible for business pages/section; top person in this section.</i>	
Lifestyle Editor.....	58
<i>Responsible for editing, make-up of lifestyle pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Sections Editor .....	59
<i>Responsible for news-editorial unique sections not related to sports, business, investigative pieces or editorials.</i>	
Assistant Editor .....	60
<i>Assists in managing reporters and staff involved in news coverage, including assignment and supervision responsibility.</i>	
Copy Desk Chief .....	61
<i>Supervises copy editing, story selection play and layout; makes or recommends hiring decisions.</i>	
Art/Graphics Director .....	62
<i>Oversees layout design of main newspaper, special sections, coordinates play/display of news, supervises art/graphics/photo departments.</i>	
Layout Specialist/Coordinator.....	63
<i>Primarily responsible for the layout of the newspaper on a regular basis. May also be assigned other duties within the department.</i>	
Director of Photography.....	64
<i>Assigns and coordinates photographers' schedules; selects photographs for publication.</i>	
Head Librarian.....	65
<i>Responsible for management and control of library operations.</i>	

## **PRODUCTION AND MAINTENANCE**

Top Operations Executive .....	66
<i>Directs all production-related operations, including pre-press, pressroom, maintenance and transportation.</i>	
Pressroom Manager .....	67
<i>Oversees both pressroom equipment and employees, including shift foreman; operates press; may be a "working manager."</i>	
Prepress/Composition Manager .....	68
<i>Supervises employees performing input, typesetting, scanning, pagination and paste-up.</i>	
Packaging/Distribution Manager .....	69
<i>Supervises full-time and/or part-time employees, bundle preparation, inserting and other post-press activities.</i>	
Transportation Manager .....	70
<i>Supervises distribution fleet, other company vehicles and shipping.</i>	
Top Facility/Maintenance Manager .....	71
<i>Oversees building maintenance, repair and cleaning.</i>	

### **Salary/Wage Information for Non-Supervisory Employees:**

## **FINANCE DEPARTMENT**

Staff Accountant .....	72
<i>Prepares data for journal entries, reviews GL and related financial statements for reasonableness. Assists in preparing financial statements, ledgers, reports and taxes.</i>	

## **ADMINISTRATIVE**

Executive Assistant to Publisher or GM .....	73
<i>Works directly with and provides administrative support to Publisher or General Manager, applying independent judgment and initiative.</i>	

## **HUMAN RESOURCES**

HR Generalist .....	74
<i>Delivers HR services in the areas of recruiting/employment, compensation, benefits and employee relations.</i>	
Payroll Specialist .....	75
<i>Responsible for payroll.</i>	
Benefits Specialist .....	76
<i>Responsible for the implementation and administration of company-wide benefits.</i>	

## **INFORMATION TECHNOLOGY**

Information Technology Specialist .....	77
<i>Maintains and services all computer systems and networks. Troubleshoots problems, handles upgrades.</i>	
PC Specialist .....	78
<i>Provides technical support to end users on PC hardware, software and peripherals. Installs, maintains and troubleshoots.</i>	



## INTERACTIVE MEDIA

Web Developer .....	79
<i>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.</i>	
Interactive Product Designer .....	80
<i>Develops the interactive product design, primarily internet websites for advertising customers. Includes designing ad prototypes, user navigation schemes, audio and video.</i>	

## CIRCULATION

Driver .....	81
<i>Safely operates company vehicles while transporting cargo to and from specified destinations. Maintain logs and records.</i>	

## ADVERTISING DEPARTMENT

National Advertising Sales Representative .....	82
<i>Responsible for account list of national clients.</i>	
Major Accounts Advertising Sales Representative.....	83
<i>Calls on major outside retail accounts to solicit and/or maintain advertising.</i>	
Retail Advertising Outside Sales Representative.....	84
<i>Serves existing accounts and develops new business in local area. Salaried or full commission.</i>	
Sales Account Executive/Classified Representative .....	85
<i>Calls on outside accounts to solicit classified advertising.</i>	
Classified Inside Sales Representative.....	86
<i>Solicits by phone new accounts for classified ads from leads or cold calling; may handle existing accounts.</i>	
Classified Voluntary Inside Sales Representative.....	87
<i>Assists customers making inbound calls to place classified ads. Also responsible for making outbound calls in an effort to sell classified advertising.</i>	
Digital Sales Representative .....	88
<i>Calls on outside retail accounts to solicit various forms of advertising for the online, mobile and other digital device product(s).</i>	
Sales Support Specialist.....	89
<i>Performs clerical and statistical reporting for sales on a daily basis. Provides detailed reports to the sales force on ranking.</i>	
Graphic Artist .....	90
<i>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.</i>	

## NEWS/EDITORIAL DEPARTMENT

Editorial Writer.....	91
<i>Writes editorials.</i>	
Columnist .....	92
<i>Writes signed column. Includes all types of columnists: general assignment, beats, sports, business, lifestyle, etc.</i>	

Copy Editor I .....	93
<i>Edits fundamental news, sports and feature stories. Writes clear and accurate headlines.</i>	
Copy Editor II .....	94
<i>Handles stories of greater complexity and with different writing styles. Writes creative and clever headlines.</i>	
Reporter I .....	95
<i>Handles routine and basic reporting assignments. Work completed according to set guidelines.</i>	
Reporter II .....	96
<i>Handles a wide variety of relatively complex reporting assignments. May cover a specific beat. Seeks out new stories.</i>	
Reporter III .....	97
<i>Handles a wide variety of complex reporting assignments. May work on beats and investigative or in-depth articles.</i>	
Investigative Reporter .....	98
<i>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.</i>	
Sports Reporter II .....	99
<i>Gathers and writes local sports stories. Typically has one to four years' experience.</i>	
Sports Reporter III .....	100
<i>Gathers and writes local sports stories. Has substantial experience (usually five or more years).</i>	
Photographer/Videographer I .....	101
<i>Performs varied work involving routine and basic photo and video assignments.</i>	
Photographer/Videographer II .....	102
<i>Performs a wide variety of relatively challenging photo and video assignments. May cover one or more specific areas.</i>	
Photographer/Videographer III .....	103
<i>Performs a wide variety of complex photo and video assignments and projects, acting as an expert on certain fields.</i>	
News Artist/Designer .....	104
<i>Produces illustrations or computer graphics to accompany news/feature articles; designs news/feature sections and pages.</i>	
Graphic Artist I .....	105
<i>Performs varied work involving routine graphic design assignments. Work must be completed according to set guidelines.</i>	
Graphic Artist II .....	106
<i>Performs a wide variety of relatively complex graphic design assignments. Seeks new ways to highlight final work.</i>	
Graphic Artist III .....	107
<i>Performs a wide variety of complex graphic design assignments, acting as an expert in certain fields.</i>	
Librarian .....	108
<i>Responsible for all archiving for the newspaper and related products. Manages use of archiving technology and software.</i>	
<b>PRODUCTION/MAINTENANCE/OTHER</b>	
Press Operator I .....	109
<i>0-3 years' experience. Generally are reel tenders and do basic operator jobs. Involved in basic training programs.</i>	
Press Operator II .....	110
<i>3-5 years' experience. Assigned to a press crew and actively involved in advanced training programs.</i>	

Press Operator III.....	111
<i>More than 5 years' experience. All phases of press operator training completed.</i>	
Prepress Specialist.....	112
<i>Does composition, scans artwork and performs functions previously done by a compositor. May be a scanner or Scitex operator.</i>	
Paginator.....	113
<i>Performs page design and layout; builds pages electronically; may do some copy editing. Typically reports to prepress manager.</i>	
Platemaker (Union) .....	114
<i>Unionized. Operates platemaking equipment and ensures proper exposure, washout, bends in plates and quality of negatives. Able to identify equipment malfunctions.</i>	
Platemaker (Non-Union).....	115
<i>Non-Union. Operates platemaking equipment and ensures proper exposure, washout, bends in plates and quality of negatives. Able to identify equipment malfunctions.</i>	
Machine Operator.....	116
<i>Sets up and troubleshoots equipment.</i>	
Insertor (Union) .....	117
<i>Unionized. 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.</i>	
Insertor (Non-Union).....	118
<i>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.</i>	
Production Services Technician .....	119
<i>Responsible for maintenance, troubleshooting and repair of press units, distribution center pre-press and litho. May set up production runs.</i>	



## Ownership of Newspaper

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
National Corporate Ownership	13	7	13	4	7	4	2	50
Independently- Owned Paper (Stand-Alone)	0	1	1	2	0	2	1	7
Part of Small Group of Independently- Owned Papers	1	6	2	2	0	1	1	13

## Non-Daily Staff

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

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
Yes	3	3	3	2	1	2	2	16
No	11	9	13	5	4	5	2	49
No Response	0	2	0	1	2	0	0	5

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

Yes	0	1	3	1	1	0	2	8
No	3	2	0	1	0	2	0	8

## Advertising Sales

On average, what percentage of advertising sales is paid to sales reps in combined salary and commission -- not including benefits?

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
Up to 10%	3	5	7	4	2	0	3	24
11-15%	6	5	4	3	3	5	0	26
16-20%	2	2	2	0	0	0	0	6
21-25%	1	0	0	0	0	0	0	1
26-30%	0	0	0	1	0	0	0	1
36-40%	0	0	0	0	0	1	0	1
No Response	2	2	3	0	2	1	1	11

Do you employ digital-only sales representatives in addition to multimedia sales reps?

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
Yes	2	3	8	6	6	5	3	33
No	12	11	8	2	0	2	1	36
No Response	0	0	0	0	1	0	0	1

## Health Coverage

Does your newspaper offer health coverage to full-time staff?

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
Yes	13	14	16	8	6	7	4	68
No Response	1	0	0	0	1	0	0	2

If yes, what percentage is paid by the newspaper?

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
1-10%	0	1	0	0	0	0	0	1
21-25%	1	1	0	0	0	0	0	2
26-30%	0	0	2	0	1	0	0	3
31-35%	2	1	1	0	0	0	0	4
36-40%	1	2	0	0	0	0	0	3
46-50%	3	2	3	0	0	0	0	8
51-55%	0	0	0	0	0	1	0	1
56-60%	0	1	3	1	0	0	0	5
61-65%	2	3	0	2	3	0	2	12
66-70%	0	0	0	1	1	2	2	6
71-75%	0	1	1	1	0	0	0	3
76-80%	0	1	0	0	1	0	0	2
81-85%	0	0	2	0	0	0	0	2
Percent varies by plan	1	0	3	1	0	3	0	8
No Response	3	1	1	2	0	1	0	8



## Union Representation

How many unions does your newspaper currently have?

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
0 Unions	14	12	12	8	3	4	2	55
1 Union	0	0	1	0	4	3	1	9
2 Unions	0	2	2	0	0	0	0	4
4 Unions	0	0	0	0	0	0	1	1
5 Unions	0	0	1	0	0	0	0	1

What percentage of your total workforce is unionized?

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
0%	14	12	12	8	3	4	2	55
1%	0	0	0	0	0	1	0	1
1.1%	0	0	0	0	1	0	0	1
5%	0	0	1	0	0	0	0	1
6%	0	0	1	0	0	0	0	1
7%	0	0	1	0	0	0	0	1
8%	0	0	0	0	1	0	0	1
8.86%	0	1	0	0	0	0	0	1
12%	0	0	0	0	0	1	0	1
13%	0	0	0	0	1	0	0	1
19%	0	0	0	0	0	0	1	1
31%	0	0	0	0	0	0	1	1
34%	0	0	0	0	0	1	0	1
36%	0	0	0	0	1	0	0	1
50%	0	1	0	0	0	0	0	1
88%	0	0	1	0	0	0	0	1

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

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	Total
Yes	0	1	0	0	0	0	0	1
No	12	12	16	8	6	7	4	65
No Response	2	1	0	0	1	0	0	4

**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.*

Circulation	Avg. # Employees Holding Position
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**

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
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**

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$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)

## 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  
Department**

# 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

## 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

## Business/Financial Editor

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

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

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	42,673	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

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	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.*

Circulation	Avg. # Employees Holding Position
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

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	30,000	30,000	30,000	(1) 30,000	(1) 31,798
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

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$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.*

Circulation	Avg. # Employees Holding Position
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

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
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

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$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

**News/Editorial  
Department**

## 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



# Production and Maintenance

# 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



## 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.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$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.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$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.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$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.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$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.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$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.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$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. Jogs 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)