

**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	(1) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(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	225,000	225,000	225,000	(1) 225,000	(1) 315,000
6,001-10,000	72,000	96,500	96,500	(3) 94,500	(3) 107,833
10,001-15,000	130,000	133,243	133,243	(3) 152,108	(3) 152,108
15,001-25,000	200,000	207,050	203,525	(2) 203,525	(2) 236,025
25,001-50,000	200,000	271,961	235,981	(2) 235,981	(2) 274,331
50,001-100,000	315,900	332,928	326,464	(4) 329,707	(4) 355,957

**Actual Pay Data by Revenue**

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	72,000	133,243	133,243	(3) 143,414	(3) 173,414
\$5,000,001-\$10,000,000	96,500	115,000	115,000	(3) 113,833	(3) 127,167
\$10,000,001-\$20,000,000	200,000	200,000	200,000	(1) 200,000	(1) 265,000
\$20,000,001-\$40,000,000	200,000	200,000	200,000	(1) 200,000	(1) 276,701
\$40,000,001-\$70,000,000	315,900	320,000	317,950	(2) 317,950	(2) 370,450
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	500,000	500,000	500,000	(1) 500,000	(1) 976,243

**General  
Executives**

## Regional Publisher

*Responsible for newspapers within their region or group. Ensures the papers are implementing strategies. Represents the papers in the local community.*

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)
25,001-50,000	(0)
50,001-100,000	(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	380,000	380,000	380,000	(1) 380,000	(1) 380,000
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	185,441	379,913	282,677	(2) 282,677	(2) 282,677

### 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				(0)	(0)
\$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.*

<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	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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				(0)	(0)
6,001-10,000	85,000	121,618	103,309	(2) 103,309	(2) 126,009
10,001-15,000	135,000	165,000	165,000	(3) 163,333	(3) 167,333
15,001-25,000	257,500	257,500	257,500	(1) 257,500	(1) 277,500
25,001-50,000				(0)	(0)
50,001-100,000	408,000	408,000	408,000	(1) 408,000	(1) 408,000

**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	85,000	190,000	137,500	(2) 137,500	(2) 147,500
\$5,000,001-\$10,000,000	121,618	165,000	150,000	(4) 169,780	(4) 184,130
\$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**

**Publisher/Editor**

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(2) 1.0
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(0)
25,001-50,000	(0)
50,001-100,000	(0)

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less	60,000	87,500	73,750	(2) 73,750	(2) 81,250
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000				(0)	(0)

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less	60,000	87,500	73,750	(2) 73,750	(2) 81,250
\$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				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	325,000	325,000	325,000	(1) 325,000	(1) 469,504



**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	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(3) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(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	110,000	115,000	112,500	(2) 112,500	(2) 125,000
10,001-15,000	80,300	125,000	109,909	(4) 125,029	(4) 130,383
15,001-25,000	85,000	125,000	125,000	(3) 120,000	(3) 124,074
25,001-50,000	185,000	185,000	185,000	(1) 185,000	(1) 230,000
50,001-100,000	180,000	180,000	180,000	(1) 180,000	(1) 224,138

### 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	94,817	115,000	112,500	(6) 113,303	(6) 118,303
\$10,000,001-\$20,000,000	185,000	185,000	185,000	(1) 185,000	(1) 230,000
\$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	141,747	141,747	141,747	(1) 141,747	(1) 180,599

**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	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(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	95,000	67,500	(2) 67,500	(2) 77,500
10,001-15,000				(0)	(0)
15,001-25,000	103,530	103,530	103,530	(1) 103,530	(1) 109,057
25,001-50,000	122,000	122,000	122,000	(1) 122,000	(1) 130,490
50,001-100,000	115,000	117,535	116,268	(2) 116,268	(2) 119,520

### 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	40,000	95,000	67,500	(2) 67,500	(2) 77,500
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	122,000	122,000	122,000	(1) 122,000	(1) 130,490
\$40,000,001-\$70,000,000	115,000	115,000	115,000	(1) 115,000	(1) 115,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	125,000	125,000	125,000	(1) 125,000	(1) 137,985

## 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)
25,001-50,000	(0)
50,001-100,000	(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)
25,001-50,000				(0)	(0)
50,001-100,000	102,550	102,550	102,550	(1) 102,550	(1) 117,932

### 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) 117,932
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## 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	(1) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(0)
25,001-50,000	(1) 1.0
50,001-100,000	(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	111,000	111,000	111,000	(1) 111,000	(1) 126,000
6,001-10,000	100,000	100,000	100,000	(1) 100,000	(1) 105,000
10,001-15,000	67,585	91,070	85,535	(4) 90,842	(4) 100,452
15,001-25,000				(0)	(0)
25,001-50,000	151,000	151,000	151,000	(1) 151,000	(1) 166,806
50,001-100,000	77,552	145,000	145,000	(3) 131,126	(3) 135,999

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	111,000	111,000	111,000	(1) 111,000	(1) 126,000
\$5,000,001-\$10,000,000	67,585	80,000	80,000	(3) 82,528	(3) 86,498
\$10,000,001-\$20,000,000	124,712	124,712	124,712	(1) 124,712	(1) 156,242
\$20,000,001-\$40,000,000	151,000	151,000	151,000	(1) 151,000	(1) 166,806
\$40,000,001-\$70,000,000	77,552	145,000	111,276	(2) 111,276	(2) 111,276
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## Regional Financial Executive

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	85,850	85,850	85,850	(1) 85,850	(1) 85,850
15,001-25,000	90,675	90,675	90,675	(1) 90,675	(1) 90,675
25,001-50,000				(0)	(0)
50,001-100,000	75,949	175,000	125,475	(2) 125,475	(2) 140,868

### Actual Pay Data by Revenue

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$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)



## Top Financial Executive - Combined

*Primary financial department responsibility for entire operation, 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	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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	55,000	96,000	75,500	(2) 75,500	(2) 75,500
10,001-15,000				(0)	(0)
15,001-25,000	125,000	125,000	125,000	(1) 125,000	(1) 125,000
25,001-50,000				(0)	(0)
50,001-100,000				(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	55,000	55,000	55,000	(1) 55,000	(1) 55,000
\$5,000,001-\$10,000,000	96,000	125,000	110,500	(2) 110,500	(2) 110,500
\$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	325,000	325,000	325,000	(1) 325,000	(1) 584,955

*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	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(3) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(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				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	59,000	59,000	59,000	(1) 59,000	(1) 59,000
15,001-25,000	70,000	77,246	77,246	(3) 79,082	(3) 89,082
25,001-50,000	95,000	130,000	112,500	(2) 112,500	(2) 112,500
50,001-100,000	92,000	150,000	121,000	(2) 121,000	(2) 137,580

**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	59,000	59,000	(1) 59,000	(1) 59,000
\$5,000,001-\$10,000,000	70,000	90,000	90,000	(3) 103,333	(3) 103,333
\$10,000,001-\$20,000,000	77,246	95,000	86,123	(2) 86,123	(2) 101,123
\$20,000,001-\$40,000,000	130,000	130,000	130,000	(1) 130,000	(1) 130,000
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	166,370	166,370	166,370	(1) 166,370	(1) 192,729

# Credit and Collections Manager

*Oversees credit and collections.*

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)
25,001-50,000	(0)
50,001-100,000	(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	35,505	35,505	35,505	(1) 35,505	(1) 38,505
10,001-15,000	38,000	38,000	38,000	(1) 38,000	(1) 38,000
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	36,000	42,000	39,000	(2) 39,000	(2) 45,863

## 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) 38,000
\$5,000,001-\$10,000,000	35,505	35,505	35,505	(1) 35,505	(1) 38,505
\$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) 42,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	96,419	96,419	96,419	(1) 96,419	(1) 96,419

# Business Manager

*Manages all business office operations.*

<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	(7) 1.0
15,001-25,000	(5) 1.0
25,001-50,000	(5) 1.0
50,001-100,000	(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	35,500	35,500	35,500	(1) 35,500	(1) 35,643
6,001-10,000	48,000	59,234	59,234	(3) 77,716	(3) 78,182
10,001-15,000	43,772	62,000	59,030	(7) 68,577	(7) 68,577
15,001-25,000	52,000	132,600	126,400	(5) 113,416	(5) 114,416
25,001-50,000	70,000	130,000	127,500	(5) 117,400	(5) 117,400
50,001-100,000	67,500	175,000	121,250	(2) 121,250	(2) 121,250

## 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	35,500	62,000	48,750	(2) 48,750	(2) 48,822
\$5,000,001-\$10,000,000	48,000	78,450	59,234	(5) 71,976	(5) 72,256
\$10,000,001-\$20,000,000	52,000	121,440	70,000	(5) 87,422	(5) 88,422
\$20,000,001-\$40,000,000	126,400	130,000	128,750	(6) 131,417	(6) 131,417
\$40,000,001-\$70,000,000	67,500	137,500	137,500	(3) 126,667	(3) 126,667
\$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	(2) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(0)
25,001-50,000	(1) 1.0
50,001-100,000	(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	36,055	75,000	55,528	(2) 55,528	(2) 56,778
10,001-15,000	52,000	75,552	63,776	(2) 63,776	(2) 65,911
15,001-25,000				(0)	(0)
25,001-50,000	67,000	67,000	67,000	(1) 67,000	(1) 70,627
50,001-100,000	87,500	90,000	90,000	(3) 122,500	(3) 132,814

### 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	36,055	52,000	52,000	(3) 54,352	(3) 56,608
\$10,000,001-\$20,000,000	75,552	75,552	75,552	(1) 75,552	(1) 75,552
\$20,000,001-\$40,000,000	67,000	67,000	67,000	(1) 67,000	(1) 70,627
\$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)



## 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	(0)
6,001-10,000	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-50,000	(0)
50,001-100,000	(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	57,330	57,330	57,330	(1) 57,330	(1) 57,330
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	84,117	110,000	110,000	(3) 104,706	(3) 111,471

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	57,330	57,330	57,330	(1) 57,330	(1) 57,330
\$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				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Human  
Resources  
Department**

## Top HR Executive - 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	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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	35,000	35,000	35,000	(1) 35,000	(1) 35,000
25,001-50,000				(0)	(0)
50,001-100,000				(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	35,000	35,000	35,000	(1) 35,000	(1) 35,000
\$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	241,000	241,000	241,000	(1) 241,000	(1) 366,816

**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	(0)
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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	75,230	75,230	75,230	(1) 75,230	(1) 83,342
25,001-50,000				(0)	(0)
50,001-100,000	78,030	94,009	86,660	(4) 88,137	(4) 88,137

## 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	79,310	101,200	90,255	(2) 90,255	(2) 90,255
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	123,792	123,792	123,792	(1) 123,792	(1) 133,935

## 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	(2) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(5) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(4) 1.2

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	35,000	74,000	54,500	(2) 54,500	(2) 69,765
6,001-10,000	60,000	80,000	75,000	(4) 74,860	(4) 80,445
10,001-15,000	35,000	60,231	56,616	(4) 61,308	(4) 72,225
15,001-25,000	60,600	91,213	90,000	(5) 105,363	(5) 118,036
25,001-50,000	145,000	166,464	155,732	(2) 155,732	(2) 182,757
50,001-100,000	150,000	195,000	190,000	(4) 191,023	(4) 218,469

### 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	60,000	47,500	(4) 51,000	(4) 59,132
\$5,000,001-\$10,000,000	60,231	80,000	75,000	(6) 73,779	(6) 86,113
\$10,000,001-\$20,000,000	60,600	85,000	72,800	(2) 72,800	(2) 92,977
\$20,000,001-\$40,000,000	145,000	145,000	145,000	(1) 145,000	(1) 194,728
\$40,000,001-\$70,000,000	185,000	185,000	185,000	(1) 185,000	(1) 185,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**Advertising  
Department**

## 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	(0)
10,001-15,000	(2) 1.5
15,001-25,000	(1) 2.0
25,001-50,000	(1) 1.0
50,001-100,000	(5) 1.2

### 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	59,000	95,000	77,000	(2) 77,000	(2) 94,794
15,001-25,000	83,669	83,669	83,669	(1) 83,669	(1) 94,144
25,001-50,000	120,000	120,000	120,000	(1) 120,000	(1) 144,854
50,001-100,000	80,000	127,813	120,000	(5) 116,303	(5) 154,212

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	95,000	95,000	95,000	(1) 95,000	(1) 113,600
\$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				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)



# Top 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	(1) 1.0
10,001-15,000	(0)
15,001-25,000	(2) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(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	75,000	75,000	75,000	(1) 75,000	(1) 110,000
10,001-15,000				(0)	(0)
15,001-25,000	65,000	160,250	112,625	(2) 112,625	(2) 122,005
25,001-50,000	151,960	151,960	151,960	(1) 151,960	(1) 201,960
50,001-100,000	159,135	205,000	205,000	(3) 222,878	(3) 256,741

## 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	65,000	75,000	70,000	(2) 70,000	(2) 87,500
\$10,000,001-\$20,000,000	151,960	151,960	151,960	(1) 151,960	(1) 201,960
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	159,135	159,135	159,135	(1) 159,135	(1) 177,415
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	300,000	300,000	300,000	(1) 300,000	(1) 470,000

# 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
25,001-50,000	(0)
50,001-100,000	(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	60,361	60,361	60,361	(1) 60,361	(1) 74,248
25,001-50,000				(0)	(0)
50,001-100,000				(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	60,361	60,361	60,361	(1) 60,361	(1) 74,248
\$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	72,000	72,000	72,000	(1) 72,000	(1) 131,653

## Retail Advertising Manager

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(5) 1.0
25,001-50,000	(2) 1.5
50,001-100,000	(6) 1.7

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	38,000	48,100	43,050	(2) 43,050	(2) 59,050
6,001-10,000	36,000	40,000	40,000	(3) 43,667	(3) 55,333
10,001-15,000	49,998	50,000	50,000	(3) 52,081	(3) 66,756
15,001-25,000	50,000	65,000	55,000	(5) 58,150	(5) 90,075
25,001-50,000	106,575	107,500	107,038	(2) 107,038	(2) 125,900
50,001-100,000	65,000	92,500	84,476	(6) 85,659	(6) 108,914

### 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	48,100	48,100	(3) 47,033	(3) 59,367
\$5,000,001-\$10,000,000	36,000	50,000	49,998	(5) 46,449	(5) 60,139
\$10,000,001-\$20,000,000	50,000	50,000	50,000	(1) 50,000	(1) 74,576
\$20,000,001-\$40,000,000	107,500	107,500	107,500	(1) 107,500	(1) 138,069
\$40,000,001-\$70,000,000	92,500	92,500	92,500	(1) 92,500	(1) 92,500
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	65,000	65,000	65,000	(1) 65,000	(1) 89,462

**Advertising  
Department**

## 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	(1) 2.0
25,001-50,000	(1) 1.0
50,001-100,000	(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	45,000	45,000	45,000	(1) 45,000	(1) 63,000
15,001-25,000	62,637	62,637	62,637	(1) 62,637	(1) 66,062
25,001-50,000	70,000	70,000	70,000	(1) 70,000	(1) 97,596
50,001-100,000	75,000	110,000	92,500	(2) 92,500	(2) 107,159

### 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	70,000	70,000	70,000	(1) 70,000	(1) 97,596
\$40,000,001-\$70,000,000	75,000	110,000	92,500	(2) 92,500	(2) 107,159
\$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.*

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(0)
25,001-50,000	(0)
50,001-100,000	(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				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	44,000	44,000	44,000	(1) 44,000	(1) 53,575

### Actual Pay Data by Revenue

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(0)	(0)
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	44,000	44,000	44,000	(1) 44,000	(1) 53,575
\$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	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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	20,280	26,562	23,421	(2) 23,421	(2) 33,171
10,001-15,000	21,937	36,000	29,950	(4) 30,459	(4) 48,890
15,001-25,000	30,000	30,000	30,000	(1) 30,000	(1) 35,000
25,001-50,000				(0)	(0)
50,001-100,000	55,000	55,000	55,000	(1) 55,000	(1) 73,550

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	20,280	40,000	30,140	(2) 30,140	(2) 40,890
\$5,000,001-\$10,000,000	21,937	26,562	25,231	(4) 25,600	(4) 43,302
\$10,000,001-\$20,000,000	36,000	36,000	36,000	(1) 36,000	(1) 41,914
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	55,000	55,000	55,000	(1) 55,000	(1) 73,550
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	68,000	68,000	68,000	(1) 68,000	(1) 161,128

## 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	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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	32,000	32,000	32,000	(1) 32,000	(1) 56,000
15,001-25,000	40,000	40,000	40,000	(1) 40,000	(1) 50,000
25,001-50,000				(0)	(0)
50,001-100,000	50,000	56,000	56,000	(3) 59,833	(3) 95,665

### 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	32,000	40,000	36,000	(2) 36,000	(2) 53,000
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	50,000	50,000	50,000	(1) 50,000	(1) 84,057
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	67,751	67,751	67,751	(1) 67,751	(1) 102,943

# Sales Supervisor

*First-level supervisor of sales staff.*

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	(2) 1.0
25,001-50,000	(1) 2.0
50,001-100,000	(4) 1.5

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	20,280	40,000	30,140	(2) 30,140	(2) 47,390
10,001-15,000				(0)	(0)
15,001-25,000	28,000	50,500	39,250	(2) 39,250	(2) 48,596
25,001-50,000	72,116	72,116	72,116	(1) 72,116	(1) 84,383
50,001-100,000	37,585	65,000	53,750	(4) 54,146	(4) 68,204

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	20,280	20,280	20,280	(1) 20,280	(1) 34,780
\$5,000,001-\$10,000,000	40,000	40,000	40,000	(1) 40,000	(1) 60,000
\$10,000,001-\$20,000,000	28,000	28,000	28,000	(1) 28,000	(1) 36,659
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	42,500	42,500	42,500	(1) 42,500	(1) 69,138
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## 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	(1) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(2) 1.5
50,001-100,000	(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	55,000	55,000	55,000	(1) 55,000	(1) 58,975
10,001-15,000	50,000	65,000	57,500	(2) 57,500	(2) 75,500
15,001-25,000	50,000	90,000	70,000	(2) 70,000	(2) 72,606
25,001-50,000	50,100	70,000	60,050	(2) 60,050	(2) 81,297
50,001-100,000	65,000	82,000	82,000	(3) 85,667	(3) 104,279

### 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	50,000	55,000	52,500	(4) 55,000	(4) 65,106
\$10,000,001-\$20,000,000	70,000	70,000	70,000	(1) 70,000	(1) 70,000
\$20,000,001-\$40,000,000	50,100	50,100	50,100	(1) 50,100	(1) 92,594
\$40,000,001-\$70,000,000	82,000	110,000	96,000	(2) 96,000	(2) 106,292
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	60,000	60,000	60,000	(1) 60,000	(1) 60,000



## 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	(2) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(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	35,000	45,000	40,000	(2) 40,000	(2) 61,188
10,001-15,000	55,000	85,000	70,000	(2) 70,000	(2) 73,147
15,001-25,000	35,000	46,400	40,700	(2) 40,700	(2) 40,700
25,001-50,000	32,995	55,000	43,998	(2) 43,998	(2) 50,398
50,001-100,000	50,000	51,000	51,000	(3) 53,667	(3) 53,667

### 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	35,000	46,400	45,000	(5) 49,280	(5) 58,555
\$10,000,001-\$20,000,000	32,995	55,000	43,998	(2) 43,998	(2) 51,144
\$20,000,001-\$40,000,000	55,000	55,000	55,000	(1) 55,000	(1) 55,800
\$40,000,001-\$70,000,000	51,000	60,000	55,500	(2) 55,500	(2) 55,500
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	90,000	90,000	90,000	(1) 90,000	(1) 92,500



## Special Sections Coordinator

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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				(0)	(0)
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
25,001-50,000				(0)	(0)
50,001-100,000	82,500	82,500	82,500	(1) 82,500	(1) 83,448

### Actual Pay Data by Revenue

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000				(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				(0)	(0)
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## 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	(1) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(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	45,000	45,000	45,000	(1) 45,000	(1) 46,645
10,001-15,000	41,714	42,499	42,107	(2) 42,107	(2) 42,107
15,001-25,000	36,617	51,080	43,849	(2) 43,849	(2) 43,849
25,001-50,000	43,680	43,680	43,680	(1) 43,680	(1) 55,680
50,001-100,000	53,820	53,820	53,820	(1) 53,820	(1) 53,820

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	42,499	42,499	42,499	(1) 42,499	(1) 42,499
\$5,000,001-\$10,000,000	36,617	45,000	43,357	(4) 43,603	(4) 44,014
\$10,000,001-\$20,000,000	43,680	43,680	43,680	(1) 43,680	(1) 55,680
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	53,820	53,820	53,820	(1) 53,820	(1) 53,820
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	77,111	77,111	77,111	(1) 77,111	(1) 77,111

**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	(5) 1.2
6,001-10,000	(13) 1.0
10,001-15,000	(12) 1.7
15,001-25,000	(11) 1.5
25,001-50,000	(9) 2.3
50,001-100,000	(5) 1.4

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	29,949	45,000	35,000	(5) 39,430	(5) 40,055
6,001-10,000	40,000	74,460	52,000	(13) 57,458	(13) 58,304
10,001-15,000	45,750	63,713	60,120	(12) 56,051	(12) 58,889
15,001-25,000	39,000	75,000	52,231	(11) 66,984	(11) 72,168
25,001-50,000	43,049	82,373	59,289	(9) 67,446	(9) 73,538
50,001-100,000	51,119	156,000	117,535	(5) 121,751	(5) 133,987

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	34,200	53,000	43,049	(13) 49,102	(13) 50,091
\$5,000,001-\$10,000,000	47,091	65,000	56,000	(19) 57,018	(19) 59,141
\$10,000,001-\$20,000,000	45,481	59,289	55,760	(6) 57,968	(6) 70,968
\$20,000,001-\$40,000,000	37,136	70,748	53,623	(8) 58,775	(8) 60,186
\$40,000,001-\$70,000,000	51,119	55,632	55,632	(3) 95,084	(3) 95,084
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**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	(2) 2.0
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(3) 2.7

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	26,000	26,653	26,327	(2) 26,327	(2) 29,390
10,001-15,000				(0)	(0)
15,001-25,000	28,275	28,275	28,275	(1) 28,275	(1) 28,275
25,001-50,000	37,700	37,700	37,700	(1) 37,700	(1) 72,700
50,001-100,000	37,714	44,833	44,833	(3) 59,374	(3) 70,261

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	26,000	26,000	26,000	(1) 26,000	(1) 26,000
\$5,000,001-\$10,000,000	26,653	28,275	27,464	(2) 27,464	(2) 30,528
\$10,000,001-\$20,000,000	37,700	37,700	37,700	(1) 37,700	(1) 72,700
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	44,833	95,574	70,204	(2) 70,204	(2) 70,254
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)



## 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	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(7) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(7) 1.6

### 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	23,400	42,500	32,950	(2) 32,950	(2) 35,887
10,001-15,000	42,000	50,000	50,000	(3) 49,250	(3) 50,115
15,001-25,000	39,000	56,130	48,331	(7) 48,513	(7) 51,583
25,001-50,000	48,160	60,000	54,080	(2) 54,080	(2) 59,032
50,001-100,000	68,173	93,524	87,569	(7) 82,105	(7) 90,609

### 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	18,525	23,400	23,400	(3) 28,142	(3) 30,099
\$10,000,001-\$20,000,000	39,000	50,000	44,500	(2) 44,500	(2) 50,285
\$20,000,001-\$40,000,000	48,160	48,160	48,160	(1) 48,160	(1) 57,738
\$40,000,001-\$70,000,000	50,000	100,000	75,000	(2) 75,000	(2) 75,695
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	100,292	100,292	100,292	(1) 100,292	(1) 106,431



**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	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(4) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(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	21,840	35,360	28,600	(2) 28,600	(2) 30,100
10,001-15,000	21,900	35,255	29,640	(5) 31,550	(5) 34,448
15,001-25,000	19,500	35,880	31,190	(4) 38,570	(4) 41,120
25,001-50,000	35,800	61,000	48,400	(2) 48,400	(2) 60,400
50,001-100,000	40,595	61,620	60,937	(4) 62,880	(4) 65,861

### 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	21,840	21,840	(1) 21,840	(1) 24,840
\$5,000,001-\$10,000,000	26,500	35,255	29,640	(7) 31,030	(7) 33,164
\$10,000,001-\$20,000,000	35,800	35,880	35,880	(3) 48,027	(3) 59,277
\$20,000,001-\$40,000,000	61,000	61,000	61,000	(1) 61,000	(1) 61,000
\$40,000,001-\$70,000,000	40,595	40,595	40,595	(1) 40,595	(1) 40,595
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	80,963	80,963	80,963	(1) 80,963	(1) 80,963

# 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	(1) 1.0
15,001-25,000	(4) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(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	23,400	26,772	26,772	(3) 29,224	(3) 31,554
10,001-15,000	33,930	33,930	33,930	(1) 33,930	(1) 33,930
15,001-25,000	33,206	42,000	42,000	(4) 43,713	(4) 43,982
25,001-50,000	56,100	61,016	58,558	(2) 58,558	(2) 65,443
50,001-100,000	40,000	56,840	55,246	(4) 54,106	(4) 64,696

## 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	23,400	33,930	33,206	(5) 30,962	(5) 32,450
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	61,016	61,016	61,016	(1) 61,016	(1) 74,786
\$40,000,001-\$70,000,000	56,100	56,100	56,100	(1) 56,100	(1) 56,100
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	111,100	111,100	111,100	(1) 111,100	(1) 118,262

**Circulation  
Department**

# District Sales Manager

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 2.5
10,001-15,000	(9) 3.0
15,001-25,000	(5) 2.4
25,001-50,000	(2) 7.0
50,001-100,000	(3) 9.3

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	26,950	26,950	26,950	(1) 26,950	(1) 27,100
6,001-10,000	21,240	25,000	23,120	(2) 23,120	(2) 26,820
10,001-15,000	24,960	32,886	29,620	(9) 30,871	(9) 33,986
15,001-25,000	17,550	34,840	31,866	(5) 30,466	(5) 32,025
25,001-50,000	48,100	62,950	55,525	(2) 55,525	(2) 59,187
50,001-100,000	27,504	41,625	41,625	(3) 36,951	(3) 42,514

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	21,240	24,960	24,960	(3) 24,383	(3) 25,233
\$5,000,001-\$10,000,000	25,000	31,866	29,620	(7) 28,917	(7) 32,103
\$10,000,001-\$20,000,000	29,925	34,840	32,420	(4) 35,716	(4) 37,416
\$20,000,001-\$40,000,000	62,950	62,950	62,950	(1) 62,950	(1) 68,273
\$40,000,001-\$70,000,000				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

# Circulation Sales Manager

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

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
25,001-50,000	(2) 1.0
50,001-100,000	(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				(0)	(0)
15,001-25,000	27,060	27,060	27,060	(1) 27,060	(1) 28,185
25,001-50,000	44,200	55,825	50,013	(2) 50,013	(2) 58,547
50,001-100,000	56,888	57,500	57,500	(3) 68,222	(3) 79,130

## 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	27,060	27,060	27,060	(1) 27,060	(1) 28,185
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	44,200	44,200	44,200	(1) 44,200	(1) 58,719
\$40,000,001-\$70,000,000	57,500	57,500	57,500	(1) 57,500	(1) 57,500
\$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)
25,001-50,000	(0)
50,001-100,000	(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)
25,001-50,000				(0)	(0)
50,001-100,000	28,782	60,678	44,730	(2) 44,730	(2) 52,945

## 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				(0)	(0)
\$40,000,001-\$70,000,000	60,678	60,678	60,678	(1) 60,678	(1) 60,678
\$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	(0)
6,001-10,000	(3) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(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	46,695	56,116	56,116	(3) 58,771	(3) 59,771
10,001-15,000	32,068	45,100	45,100	(3) 45,723	(3) 45,723
15,001-25,000	60,000	68,500	64,250	(2) 64,250	(2) 67,375
25,001-50,000	60,000	67,001	63,501	(2) 63,501	(2) 63,575
50,001-100,000	84,240	126,875	112,625	(4) 109,872	(4) 114,388

## 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	32,068	60,000	56,116	(5) 53,676	(5) 54,276
\$10,000,001-\$20,000,000	60,000	60,000	60,000	(3) 62,833	(3) 64,917
\$20,000,001-\$40,000,000	67,001	67,001	67,001	(1) 67,001	(1) 67,149
\$40,000,001-\$70,000,000	84,240	98,374	91,307	(2) 91,307	(2) 95,307
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

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

<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)
25,001-50,000	(0)
50,001-100,000	(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				(0)	(0)
6,001-10,000	51,563	51,563	51,563	(1) 51,563	(1) 51,563
10,001-15,000	51,918	51,918	51,918	(1) 51,918	(1) 51,918
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	67,328	67,328	67,328	(1) 67,328	(1) 72,061

### Actual Pay Data by Revenue

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	51,563	51,563	51,563	(1) 51,563	(1) 51,563
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	67,328	67,328	67,328	(1) 67,328	(1) 72,061
\$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	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(0)
50,001-100,000	(3) 2.0

**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	29,835	29,835	29,835	(1) 29,835	(1) 29,835
10,001-15,000	34,060	54,314	54,314	(3) 57,791	(3) 57,805
15,001-25,000	35,004	37,000	36,002	(2) 36,002	(2) 36,002
25,001-50,000				(0)	(0)
50,001-100,000	51,220	71,284	71,284	(3) 65,835	(3) 65,975

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	29,835	35,004	34,532	(4) 45,975	(4) 45,985
\$10,000,001-\$20,000,000	37,000	54,314	45,657	(2) 45,657	(2) 45,657
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	75,000	75,000	75,000	(1) 75,000	(1) 75,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## 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	(1) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(2) 1.5
50,001-100,000	(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	55,000	55,000	55,000	(1) 55,000	(1) 58,975
10,001-15,000	50,000	65,000	57,500	(2) 57,500	(2) 75,500
15,001-25,000	50,000	90,000	70,000	(2) 70,000	(2) 72,606
25,001-50,000	50,100	70,000	60,050	(2) 60,050	(2) 81,297
50,001-100,000	65,000	82,000	82,000	(3) 85,667	(3) 104,279

### 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	50,000	55,000	52,500	(4) 55,000	(4) 65,106
\$10,000,001-\$20,000,000	70,000	70,000	70,000	(1) 70,000	(1) 70,000
\$20,000,001-\$40,000,000	50,100	50,100	50,100	(1) 50,100	(1) 92,594
\$40,000,001-\$70,000,000	82,000	110,000	96,000	(2) 96,000	(2) 106,292
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	60,000	60,000	60,000	(1) 60,000	(1) 60,000

## 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)
25,001-50,000	(0)
50,001-100,000	(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				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	51,000	75,000	63,000	(2) 63,000	(2) 63,000

### 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				(0)	(0)
\$40,000,001-\$70,000,000	51,000	75,000	63,000	(2) 63,000	(2) 63,000
\$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	(1) 1.0
6,001-10,000	(6) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(7) 1.1
25,001-50,000	(5) 1.0
50,001-100,000	(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	83,280	83,280	83,280	(1) 83,280	(1) 93,280
6,001-10,000	48,000	66,500	65,000	(6) 60,440	(6) 61,023
10,001-15,000	73,000	102,750	91,514	(6) 88,984	(6) 89,706
15,001-25,000	80,000	127,594	120,240	(7) 120,448	(7) 127,105
25,001-50,000	58,983	140,000	96,425	(5) 109,078	(5) 121,752
50,001-100,000	87,322	137,644	136,322	(4) 142,791	(4) 156,225

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	66,500	83,280	74,890	(2) 74,890	(2) 79,890
\$5,000,001-\$10,000,000	48,000	80,277	68,820	(10) 69,799	(10) 70,276
\$10,000,001-\$20,000,000	52,090	104,440	80,000	(5) 86,351	(5) 93,351
\$20,000,001-\$40,000,000	140,000	140,000	140,000	(1) 140,000	(1) 151,200
\$40,000,001-\$70,000,000	58,983	135,000	135,000	(3) 110,542	(3) 117,209
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	325,000	325,000	325,000	(1) 325,000	(1) 469,504

## Managing Editor

*Manages day-to-day newspaper operation.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(8) 1.2
15,001-25,000	(4) 1.0
25,001-50,000	(2) 3.5
50,001-100,000	(5) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	42,000	42,000	42,000	(1) 42,000	(1) 45,000
6,001-10,000	35,000	46,000	45,000	(5) 43,765	(5) 43,765
10,001-15,000	55,000	60,312	59,829	(8) 61,123	(8) 61,264
15,001-25,000	48,500	63,494	61,919	(4) 61,834	(4) 63,084
25,001-50,000	35,113	63,440	49,277	(2) 49,277	(2) 50,777
50,001-100,000	83,000	143,291	100,000	(5) 122,458	(5) 139,461

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	42,000	55,000	52,500	(4) 51,750	(4) 52,500
\$5,000,001-\$10,000,000	42,827	50,363	47,250	(8) 48,918	(8) 48,918
\$10,000,001-\$20,000,000	35,113	60,343	60,000	(4) 54,652	(4) 56,652
\$20,000,001-\$40,000,000	63,440	63,440	63,440	(1) 63,440	(1) 63,440
\$40,000,001-\$70,000,000	83,000	100,000	91,500	(2) 91,500	(2) 93,167
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	190,000	190,000	190,000	(1) 190,000	(1) 222,542

## Assistant Managing Editor

*Responsible for one or more newsroom functions.*

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.3
6,001-10,000	(5) 1.4
10,001-15,000	(6) 1.0
15,001-25,000	(4) 1.5
25,001-50,000	(4) 2.2
50,001-100,000	(4) 6.5

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	39,349	51,633	51,633	(3) 48,906	(3) 48,906
6,001-10,000	38,000	66,400	52,188	(5) 55,618	(5) 55,618
10,001-15,000	50,318	51,248	51,124	(6) 59,923	(6) 59,923
15,001-25,000	40,400	54,042	52,521	(4) 53,861	(4) 53,861
25,001-50,000	66,300	74,255	73,536	(4) 79,688	(4) 79,688
50,001-100,000	59,090	80,127	76,488	(4) 76,590	(4) 77,194

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	39,349	51,633	49,817	(4) 48,680	(4) 48,680
\$5,000,001-\$10,000,000	45,800	66,400	52,188	(7) 60,071	(7) 60,071
\$10,000,001-\$20,000,000	51,000	54,042	52,521	(6) 61,407	(6) 61,407
\$20,000,001-\$40,000,000	51,248	66,300	66,300	(3) 63,934	(3) 63,934
\$40,000,001-\$70,000,000	59,090	72,848	72,833	(4) 77,534	(4) 77,534
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	127,500	127,500	127,500	(1) 127,500	(1) 146,625

## 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	(0)
15,001-25,000	(0)
25,001-50,000	(2) 1.0
50,001-100,000	(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)
25,001-50,000	60,229	61,412	60,821	(2) 60,821	(2) 60,821
50,001-100,000	72,675	72,675	72,675	(1) 72,675	(1) 72,675

### 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	61,412	61,412	61,412	(1) 61,412	(1) 61,412
\$20,000,001-\$40,000,000	60,229	60,229	60,229	(1) 60,229	(1) 60,229
\$40,000,001-\$70,000,000	72,675	72,675	72,675	(1) 72,675	(1) 72,675
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	105,000	105,000	105,000	(1) 105,000	(1) 105,000



**News/Editorial  
Department**

## 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	(2) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(0)
25,001-50,000	(0)
50,001-100,000	(2) 3.5

### 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	31,824	43,302	37,563	(2) 37,563	(2) 37,563
10,001-15,000	38,480	38,480	38,480	(1) 38,480	(1) 38,480
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	37,750	40,623	39,187	(2) 39,187	(2) 73,675

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	38,480	38,480	38,480	(1) 38,480	(1) 38,480
\$5,000,001-\$10,000,000	31,824	43,302	37,563	(2) 37,563	(2) 37,563
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	37,750	40,623	39,187	(2) 39,187	(2) 73,675
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)



## Editorial Page Editor

*Top person supervising editorial page.*

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	(1) 1.0
25,001-50,000	(3) 1.3
50,001-100,000	(6) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	36,000	36,000	36,000	(1) 36,000	(1) 36,000
10,001-15,000	41,163	48,308	44,736	(2) 44,736	(2) 44,736
15,001-25,000	80,987	80,987	80,987	(1) 80,987	(1) 80,987
25,001-50,000	60,996	61,000	61,000	(3) 79,884	(3) 81,764
50,001-100,000	92,000	105,000	100,000	(6) 108,365	(6) 114,178

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	36,000	48,308	42,154	(2) 42,154	(2) 42,154
\$5,000,001-\$10,000,000	41,163	41,163	41,163	(1) 41,163	(1) 41,163
\$10,000,001-\$20,000,000	60,996	60,996	60,996	(1) 60,996	(1) 63,996
\$20,000,001-\$40,000,000	61,000	61,000	61,000	(1) 61,000	(1) 61,000
\$40,000,001-\$70,000,000	92,000	105,000	98,500	(2) 98,500	(2) 98,500
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	185,000	185,000	185,000	(1) 185,000	(1) 261,250

## 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)
25,001-50,000	(0)
50,001-100,000	(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	64,947	64,947	64,947	(1) 64,947	(1) 64,947
15,001-25,000				(0)	(0)
25,001-50,000				(0)	(0)
50,001-100,000	67,000	86,700	85,350	(4) 93,238	(4) 93,685

### 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	67,000	86,700	76,850	(2) 76,850	(2) 76,850
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	125,000	125,000	125,000	(1) 125,000	(1) 143,435

## 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	(2) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(4) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(7) 1.7

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	32,050	40,150	36,100	(2) 36,100	(2) 36,615
6,001-10,000	29,800	35,500	33,250	(4) 33,622	(4) 33,622
10,001-15,000	40,948	42,120	42,115	(7) 42,129	(7) 42,137
15,001-25,000	35,547	48,188	45,906	(4) 46,768	(4) 46,881
25,001-50,000	62,500	84,681	73,591	(2) 73,591	(2) 73,591
50,001-100,000	60,000	84,320	72,822	(7) 77,214	(7) 77,280

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	29,800	40,150	36,100	(4) 36,000	(4) 36,257
\$5,000,001-\$10,000,000	35,500	42,115	39,569	(8) 40,964	(8) 41,020
\$10,000,001-\$20,000,000	35,547	43,624	43,624	(3) 42,216	(3) 42,216
\$20,000,001-\$40,000,000	62,500	62,500	62,500	(1) 62,500	(1) 62,500
\$40,000,001-\$70,000,000	60,000	84,320	72,160	(2) 72,160	(2) 72,160
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	142,100	142,100	142,100	(1) 142,100	(1) 164,300

## 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	(1) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(5) 1.0

### Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	42,673	42,673	42,673	(1) 42,673	(1) 42,673
15,001-25,000	51,153	55,890	53,522	(2) 53,522	(2) 53,747
25,001-50,000	65,138	65,138	65,138	(1) 65,138	(1) 65,138
50,001-100,000	59,476	101,772	76,000	(5) 83,093	(5) 83,191

### 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	51,153	46,913	(2) 46,913	(2) 47,138
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	65,138	65,138	65,138	(1) 65,138	(1) 65,138
\$40,000,001-\$70,000,000	68,350	76,000	72,175	(2) 72,175	(2) 72,175
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	127,188	127,188	127,188	(1) 127,188	(1) 145,242



**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	(2) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(3) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(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	39,275	34,638	(2) 34,638	(2) 36,047
6,001-10,000	30,250	53,000	41,625	(2) 41,625	(2) 41,625
10,001-15,000	35,000	38,135	38,135	(3) 39,378	(3) 39,378
15,001-25,000	33,280	36,000	36,000	(3) 39,767	(3) 39,917
25,001-50,000	46,982	52,520	49,751	(2) 49,751	(2) 49,751
50,001-100,000	57,500	63,750	60,625	(2) 60,625	(2) 60,625

### 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	39,275	35,000	(5) 37,505	(5) 38,069
\$5,000,001-\$10,000,000	38,135	50,020	44,078	(2) 44,078	(2) 44,303
\$10,000,001-\$20,000,000	33,280	45,000	40,500	(4) 40,316	(4) 40,316
\$20,000,001-\$40,000,000	52,520	52,520	52,520	(1) 52,520	(1) 52,520
\$40,000,001-\$70,000,000	57,500	63,750	60,625	(2) 60,625	(2) 60,625
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	131,950	131,950	131,950	(1) 131,950	(1) 148,483



**News/Editorial  
Department**

**Sections Editor**

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(1) 3.0
15,001-25,000	(6) 3.8
25,001-50,000	(4) 3.8
50,001-100,000	(6) 8.8

**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	40,000	40,000	40,000	(1) 40,000	(1) 40,000
10,001-15,000	52,709	52,709	52,709	(1) 52,709	(1) 52,709
15,001-25,000	44,307	58,922	58,505	(6) 56,748	(6) 56,823
25,001-50,000	50,652	55,016	53,944	(4) 58,817	(4) 58,817
50,001-100,000	55,796	69,868	69,723	(6) 68,938	(6) 69,972

**Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	40,000	44,307	42,154	(2) 42,154	(2) 42,379
\$10,000,001-\$20,000,000	50,652	50,652	50,652	(1) 50,652	(1) 50,652
\$20,000,001-\$40,000,000	55,016	55,016	55,016	(1) 55,016	(1) 55,016
\$40,000,001-\$70,000,000	55,796	55,796	55,796	(1) 55,796	(1) 55,796
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

**News/Editorial  
Department**

## Assistant Editor

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(2) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(3) 3.7
50,001-100,000	(3) 4.3

### 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	28,000	42,435	35,218	(2) 35,218	(2) 35,218
6,001-10,000	28,800	43,000	41,500	(4) 42,271	(4) 42,271
10,001-15,000	40,500	45,000	44,500	(6) 43,503	(6) 43,503
15,001-25,000	47,980	51,000	49,490	(2) 49,490	(2) 49,490
25,001-50,000	38,922	47,489	47,489	(3) 54,548	(3) 54,548
50,001-100,000	50,253	66,000	66,000	(3) 68,245	(3) 68,401

### 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	28,000	40,000	38,000	(5) 35,447	(5) 35,447
\$5,000,001-\$10,000,000	40,500	45,123	44,000	(5) 45,981	(5) 45,981
\$10,000,001-\$20,000,000	38,922	45,000	45,000	(3) 43,967	(3) 43,967
\$20,000,001-\$40,000,000	47,489	47,489	47,489	(1) 47,489	(1) 47,489
\$40,000,001-\$70,000,000	66,000	66,000	66,000	(1) 66,000	(1) 66,000
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000				(0)	(0)

## 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	(1) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(3) 1.0
25,001-50,000	(0)
50,001-100,000	(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	34,500	38,842	36,671	(2) 36,671	(2) 37,428
6,001-10,000	33,500	33,500	33,500	(1) 33,500	(1) 33,500
10,001-15,000	40,491	40,491	40,491	(1) 40,491	(1) 40,491
15,001-25,000	47,476	47,476	47,476	(3) 50,651	(3) 50,801
25,001-50,000				(0)	(0)
50,001-100,000	56,650	64,260	64,260	(3) 63,735	(3) 63,939

### Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	33,500	34,500	34,500	(3) 35,614	(3) 36,118
\$5,000,001-\$10,000,000	40,491	57,000	48,746	(2) 48,746	(2) 48,971
\$10,000,001-\$20,000,000	47,476	47,476	47,476	(2) 47,476	(2) 47,476
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	64,260	70,294	67,277	(2) 67,277	(2) 67,277
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	120,524	120,524	120,524	(1) 120,524	(1) 130,693

**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	(3) 1.0
15,001-25,000	(0)
25,001-50,000	(1) 1.0
50,001-100,000	(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	34,320	34,320	34,320	(1) 34,320	(1) 34,320
10,001-15,000	32,656	37,500	37,500	(3) 39,211	(3) 39,211
15,001-25,000				(0)	(0)
25,001-50,000	70,012	70,012	70,012	(1) 70,012	(1) 70,012
50,001-100,000	74,853	74,853	74,853	(1) 74,853	(1) 76,798

### 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	32,656	34,320	34,320	(3) 34,825	(3) 34,825
\$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				(0)	(0)
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	131,950	131,950	131,950	(1) 131,950	(1) 147,703



## 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	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(1) 2.0
50,001-100,000	(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	29,348	29,348	29,348	(1) 29,348	(1) 29,348
10,001-15,000				(0)	(0)
15,001-25,000	27,040	27,040	27,040	(1) 27,040	(1) 28,372
25,001-50,000	49,256	49,256	49,256	(1) 49,256	(1) 49,256
50,001-100,000	59,677	59,677	59,677	(1) 59,677	(1) 59,677

### 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	27,040	29,348	28,194	(2) 28,194	(2) 28,860
\$10,000,001-\$20,000,000				(0)	(0)
\$20,000,001-\$40,000,000	49,256	49,256	49,256	(1) 49,256	(1) 49,256
\$40,000,001-\$70,000,000	59,677	59,677	59,677	(1) 59,677	(1) 59,677
\$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	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(4) 1.2

### 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	44,304	44,304	44,304	(1) 44,304	(1) 44,304
15,001-25,000	44,148	44,148	44,148	(1) 44,148	(1) 44,598
25,001-50,000	47,554	51,000	49,277	(2) 49,277	(2) 49,277
50,001-100,000	49,262	89,517	73,759	(4) 72,170	(4) 72,287

### 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	44,148	44,304	44,226	(2) 44,226	(2) 44,451
\$10,000,001-\$20,000,000	47,554	47,554	47,554	(1) 47,554	(1) 47,554
\$20,000,001-\$40,000,000	51,000	51,000	51,000	(1) 51,000	(1) 51,000
\$40,000,001-\$70,000,000	58,000	91,900	74,950	(2) 74,950	(2) 74,950
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	90,742	90,742	90,742	(1) 90,742	(1) 90,742

## 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)
25,001-50,000	(0)
50,001-100,000	(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)
25,001-50,000				(0)	(0)
50,001-100,000	36,036	36,036	36,036	(1) 36,036	(1) 36,036

### 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	36,036	36,036	36,036	(1) 36,036	(1) 36,036
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	80,000	80,000	80,000	(1) 80,000	(1) 80,000

**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	(1) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(0)
50,001-100,000	(7) 1.0

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	55,000	55,000	55,000	(1) 55,000	(1) 60,745
6,001-10,000	75,000	94,394	84,697	(2) 84,697	(2) 85,447
10,001-15,000	69,391	90,000	90,000	(3) 89,856	(3) 97,189
15,001-25,000	52,000	61,000	56,500	(2) 56,500	(2) 57,488
25,001-50,000				(0)	(0)
50,001-100,000	95,000	106,575	105,000	(7) 106,145	(7) 119,171

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	55,000	55,000	55,000	(1) 55,000	(1) 60,745
\$5,000,001-\$10,000,000	61,000	90,000	75,000	(5) 77,957	(5) 80,657
\$10,000,001-\$20,000,000	110,177	110,177	110,177	(1) 110,177	(1) 120,177
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	105,000	123,000	114,000	(2) 114,000	(2) 118,535
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	109,767	109,767	109,767	(1) 109,767	(1) 167,670

**Production and  
Maintenance**

# 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	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(7) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(6) 1.2

## Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	45,399	47,000	46,500	(4) 47,329	(4) 47,329
10,001-15,000	53,560	55,271	55,225	(7) 52,133	(7) 52,319
15,001-25,000	55,000	87,246	71,123	(2) 71,123	(2) 76,348
25,001-50,000	69,992	80,000	74,996	(2) 74,996	(2) 88,796
50,001-100,000	71,983	76,990	76,193	(6) 75,510	(6) 79,266

## Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$5,000,000 or less	29,120	46,000	37,560	(2) 37,560	(2) 37,560
\$5,000,001-\$10,000,000	47,000	55,271	54,956	(8) 53,168	(8) 53,354
\$10,000,001-\$20,000,000	55,225	69,992	69,992	(3) 70,821	(3) 82,154
\$20,000,001-\$40,000,000	80,000	80,000	80,000	(1) 80,000	(1) 83,600
\$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	93,801	93,801	93,801	(1) 93,801	(1) 93,801



# 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	(2) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(0)
50,001-100,000	(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	31,200	70,000	50,600	(2) 50,600	(2) 53,000
10,001-15,000	37,040	39,980	39,980	(3) 46,648	(3) 50,915
15,001-25,000	41,600	64,672	53,136	(2) 53,136	(2) 53,136
25,001-50,000				(0)	(0)
50,001-100,000	75,000	75,000	75,000	(1) 75,000	(1) 87,013

## 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	39,980	38,510	(2) 38,510	(2) 38,510
\$5,000,001-\$10,000,000	31,200	62,924	62,924	(3) 54,708	(3) 60,575
\$10,000,001-\$20,000,000	41,600	41,600	41,600	(1) 41,600	(1) 41,600
\$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)



**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	(3) 1.0
10,001-15,000	(5) 1.2
15,001-25,000	(2) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(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	21,840	21,840	21,840	(1) 21,840	(1) 21,966
6,001-10,000	35,100	40,000	40,000	(3) 42,713	(3) 43,047
10,001-15,000	27,114	41,435	35,810	(5) 36,932	(5) 37,392
15,001-25,000	49,400	60,000	54,700	(2) 54,700	(2) 60,450
25,001-50,000	61,000	61,000	61,000	(1) 61,000	(1) 62,622
50,001-100,000	50,796	79,500	76,000	(4) 71,438	(4) 78,879

### 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	40,000	30,920	(2) 30,920	(2) 30,983
\$5,000,001-\$10,000,000	28,600	41,435	35,810	(7) 40,157	(7) 40,628
\$10,000,001-\$20,000,000	49,400	51,703	50,552	(2) 50,552	(2) 56,302
\$20,000,001-\$40,000,000	61,000	61,000	61,000	(1) 61,000	(1) 62,622
\$40,000,001-\$70,000,000	50,796	82,955	66,876	(2) 66,876	(2) 66,876
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	96,755	96,755	96,755	(1) 96,755	(1) 96,755

# **Transportation Manager**

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(1) 1.0
50,001-100,000	(5) 1.0

## **Actual Pay Data by Circulation**

<b>Circulation</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000				(0)	(0)
15,001-25,000	35,000	35,000	35,000	(1) 35,000	(1) 35,250
25,001-50,000	28,600	28,600	28,600	(1) 28,600	(1) 28,600
50,001-100,000	55,825	67,267	61,172	(5) 65,455	(5) 65,455

## **Actual Pay Data by Revenue**

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	35,000	35,000	35,000	(1) 35,000	(1) 35,250
\$10,000,001-\$20,000,000	28,600	28,600	28,600	(1) 28,600	(1) 28,600
\$20,000,001-\$40,000,000				(0)	(0)
\$40,000,001-\$70,000,000	61,172	82,110	71,641	(2) 71,641	(2) 71,641
\$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	(1) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(4) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(5) 1.2

## 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	25,056	26,291	26,291	(3) 33,074	(3) 33,074
15,001-25,000	38,126	51,245	47,265	(4) 47,039	(4) 47,151
25,001-50,000	64,706	74,000	69,353	(2) 69,353	(2) 69,427
50,001-100,000	57,500	71,050	70,000	(5) 76,153	(5) 76,247

## 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	25,056	26,291	26,291	(3) 34,197	(3) 34,347
\$10,000,001-\$20,000,000	38,126	43,285	43,285	(3) 43,095	(3) 43,095
\$20,000,001-\$40,000,000	74,000	74,000	74,000	(1) 74,000	(1) 74,148
\$40,000,001-\$70,000,000	68,855	68,855	68,855	(1) 68,855	(1) 68,855
\$70,000,001-\$100,000,000				(0)	(0)
Over \$100,000,000	87,985	87,985	87,985	(1) 87,985	(1) 87,985