

**Finance
Department**

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	(1) 1.0
6,001-10,000	(5) 1.8
10,001-15,000	(9) 1.4
15,001-25,000	(4) 1.5
25,001-50,000	(2) 1.0
50,001-100,000	(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)	(1) 40,800	(0)
6,001-10,000	(3) 31,208	(3) 37,373	(5) 35,612	(1) 500
10,001-15,000	(3) 35,707	(3) 42,307	(9) 46,712	(0)
15,001-25,000	(2) 36,962	(2) 46,296	(4) 40,315	(1) 3,300
25,001-50,000	(0)	(0)	(2) 48,621	(0)
50,001-100,000	(1) 42,840	(1) 77,928	(2) 56,085	(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)	(3) 37,632	(0)
\$5,000,001-\$10,000,000	(7) 34,798	(7) 45,281	(11) 42,012	(1) 500
\$10,000,001-\$20,000,000	(2) 36,962	(2) 46,296	(5) 50,135	(1) 3,300
\$20,000,001-\$40,000,000	(0)	(0)	(1) 46,155	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(2) 51,044	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 48,366	(1) 72,050	(1) 59,161	(0)

Administrative**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	(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

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	(1) 6,000
10,001-15,000	(0)	(0)	(1) 27,040	(0)
15,001-25,000	(0)	(0)	(1) 29,827	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(0)	(0)	(2) 51,166	(1) 1,544

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(2) 28,520	(1) 6,000
\$10,000,001-\$20,000,000	(0)	(0)	(1) 29,827	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(1) 49,195	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 67,500	(0)

**Human
Resources**

HR Generalist

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

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) 1.0
25,001-50,000	(2) 1.0
50,001-100,000	(5) 1.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(3) 50,116	(0)
15,001-25,000	(0)	(0)	(3) 64,667	(1) 450
25,001-50,000	(0)	(0)	(2) 82,653	(0)
50,001-100,000	(1) 56,800	(1) 57,580	(5) 62,456	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(2) 34,450	(1) 450
\$10,000,001-\$20,000,000	(0)	(0)	(1) 77,000	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(1) 56,800	(1) 57,580	(2) 48,595	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Human
Resources**

Payroll Specialist

Responsible for payroll.

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	(1) 1.0
50,001-100,000	(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)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-50,000	(0)	(0)	(1) 36,192	(0)
50,001-100,000	(0)	(0)	(1) 42,952	(1) 3,764

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)	(0)	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(1) 36,192	(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)	(1) 70,000	(0)

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

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	(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) 27,040	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(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	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(1) 27,040	(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)

**Information
Technology**

Information Technology Specialist

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

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) 1.5
50,001-100,000	(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)	(0)	(0)
6,001-10,000	(0)	(0)	(2) 27,353	(0)
10,001-15,000	(0)	(0)	(2) 40,120	(0)
15,001-25,000	(0)	(0)	(2) 43,738	(1) 450
25,001-50,000	(1) 35,000	(1) 35,000	(2) 37,501	(0)
50,001-100,000	(2) 48,005	(2) 74,681	(3) 58,455	(2) 4,125

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)	(4) 33,677	(1) 450
\$10,000,001-\$20,000,000	(1) 35,000	(1) 35,000	(3) 40,905	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(1) 40,001	(0)
\$40,000,001-\$70,000,000	(1) 45,509	(1) 64,362	(2) 53,870	(1) 4,600
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 52,286	(1) 59,204	(1) 55,069	(0)

**Information
Technology**

PC Specialist

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(0)
25,001-50,000	(0)
50,001-100,000	(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	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(1) 44,500	(1) 57,848	(1) 49,372	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(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	(1) 44,500	(1) 57,848	(1) 49,372	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 54,386	(1) 67,595	(1) 59,611	(0)

**Interactive
Media**

Web Developer

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	(0)
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-50,000	(2) 2.5
50,001-100,000	(3) 3.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 31,450	(0)
15,001-25,000	(0)	(0)	(1) 24,000	(1) 250
25,001-50,000	(1) 32,011	(1) 67,001	(2) 36,673	(0)
50,001-100,000	(1) 47,735	(1) 97,725	(3) 59,531	(1) 5,381

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) 47,735	(1) 97,725	(3) 39,248	(1) 250
\$10,000,001-\$20,000,000	(0)	(0)	(1) 30,680	(0)
\$20,000,001-\$40,000,000	(1) 32,011	(1) 67,001	(1) 42,665	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(1) 66,300	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Interactive
Media**

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	(0)
10,001-15,000	(0)
15,001-25,000	(1) 2.0
25,001-50,000	(1) 1.0
50,001-100,000	(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)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(1) 23,000	(1) 23,500	(1) 23,250	(1) 250
25,001-50,000	(0)	(0)	(1) 30,000	(0)
50,001-100,000	(0)	(0)	(1) 45,000	(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) 23,000	(1) 23,500	(1) 23,250	(1) 250
\$10,000,001-\$20,000,000	(0)	(0)	(1) 30,000	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(1) 45,000	(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	(0)
6,001-10,000	(9) 4.8
10,001-15,000	(9) 3.8
15,001-25,000	(7) 9.0
25,001-50,000	(7) 8.3
50,001-100,000	(6) 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	(5) 21,973	(5) 24,259	(9) 23,533	(0)
10,001-15,000	(6) 24,160	(6) 27,152	(9) 25,502	(0)
15,001-25,000	(6) 23,911	(6) 30,943	(7) 24,944	(0)
25,001-50,000	(7) 23,964	(7) 31,441	(7) 26,942	(0)
50,001-100,000	(5) 25,688	(5) 36,099	(6) 29,482	(1) 175

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) 20,367	(4) 23,188	(5) 23,449	(0)
\$5,000,001-\$10,000,000	(7) 24,654	(7) 28,347	(11) 25,108	(0)
\$10,000,001-\$20,000,000	(4) 24,830	(4) 28,711	(6) 23,844	(0)
\$20,000,001-\$40,000,000	(8) 23,952	(8) 33,066	(8) 27,399	(0)
\$40,000,001-\$70,000,000	(3) 27,201	(3) 32,032	(3) 30,099	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Advertising
Department**

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	(0)
10,001-15,000	(3) 1.7
15,001-25,000	(0)
25,001-50,000	(1) 1.0
50,001-100,000	(4) 3.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(1) 15,080	(1) 15,080	(3) 27,844	(2) 11,254
15,001-25,000	(0)	(0)	(0)	(0)
25,001-50,000	(0)	(0)	(1) 28,600	(1) 10,000
50,001-100,000	(2) 45,000	(2) 52,500	(4) 43,601	(4) 17,287

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	(2) 22,266	(1) 5,300
\$5,000,001-\$10,000,000	(0)	(0)	(1) 39,000	(1) 17,208
\$10,000,001-\$20,000,000	(0)	(0)	(1) 28,600	(1) 10,000
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(1) 35,000	(1) 45,000	(2) 35,857	(2) 17,430
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 40,000	(1) 100,000	(1) 60,337	(1) 24,969

**Advertising
Department**

Major Accounts Advertising Sales Rep.

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	(1) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(1) 9.0
50,001-100,000	(3) 3.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 30,000	(1) 36,000
15,001-25,000	(0)	(0)	(2) 51,500	(2) 3,079
25,001-50,000	(1) 30,000	(1) 42,728	(1) 31,818	(1) 30,000
50,001-100,000	(3) 49,883	(3) 68,266	(3) 58,850	(3) 43,315

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) 30,000	(1) 36,000
\$10,000,001-\$20,000,000	(1) 30,000	(1) 42,728	(1) 31,818	(1) 30,000
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(1) 40,000	(1) 45,000	(1) 43,000	(1) 33,174
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Advertising
Department**

Retail Advertising Outside Sales Rep.

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 2.5
6,001-10,000	(15) 3.6
10,001-15,000	(14) 4.4
15,001-25,000	(10) 3.0
25,001-50,000	(6) 6.3
50,001-100,000	(8) 11.0

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) 22,000	(1) 22,000	(3) 22,928	(3) 23,026
6,001-10,000	(12) 24,887	(12) 32,829	(15) 29,515	(6) 20,380
10,001-15,000	(14) 26,909	(13) 38,654	(13) 32,154	(10) 23,535
15,001-25,000	(8) 28,504	(8) 35,320	(10) 31,589	(8) 26,218
25,001-50,000	(6) 33,838	(6) 49,026	(6) 40,291	(3) 23,679
50,001-100,000	(8) 33,153	(8) 55,769	(8) 41,487	(7) 23,471

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	(7) 24,487	(7) 34,508	(11) 28,712	(5) 20,539
\$5,000,001-\$10,000,000	(17) 26,461	(16) 35,308	(17) 30,792	(11) 22,918
\$10,000,001-\$20,000,000	(6) 28,622	(6) 42,931	(7) 32,040	(4) 27,511
\$20,000,001-\$40,000,000	(3) 37,287	(3) 45,203	(3) 40,870	(1) 28,875
\$40,000,001-\$70,000,000	(3) 33,334	(3) 39,291	(3) 35,369	(2) 15,776
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Advertising
Department**

Sales Account Executive/Classified Rep.

Calls on outside accounts to solicit classified advertising.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.0
10,001-15,000	(2) 1.5
15,001-25,000	(2) 1.0
25,001-50,000	(2) 3.5
50,001-100,000	(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)	(2) 25,804	(2) 19,903
10,001-15,000	(1) 22,880	(0)	(1) 52,000	(1) 21,000
15,001-25,000	(0)	(0)	(1) 22,100	(2) 51,699
25,001-50,000	(2) 33,250	(2) 46,987	(2) 40,225	(2) 26,699
50,001-100,000	(0)	(0)	(2) 35,500	(2) 19,875

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) 22,880	(0)	(2) 25,804	(4) 32,301
\$10,000,001-\$20,000,000	(1) 30,000	(1) 33,973	(2) 26,712	(2) 32,500
\$20,000,001-\$40,000,000	(1) 36,500	(1) 60,000	(1) 49,125	(1) 23,398
\$40,000,001-\$70,000,000	(0)	(0)	(1) 36,000	(1) 13,414
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 42,196	(1) 50,000	(1) 45,845	(1) 57,500

**Advertising
Department**

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	(1) 1.0
6,001-10,000	(5) 1.6
10,001-15,000	(8) 1.8
15,001-25,000	(5) 2.8
25,001-50,000	(1) 3.0
50,001-100,000	(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)	(1) 20,654	(1) 18,500
6,001-10,000	(3) 23,252	(3) 26,337	(5) 24,237	(5) 13,967
10,001-15,000	(5) 19,661	(5) 20,634	(8) 19,674	(8) 20,068
15,001-25,000	(4) 22,495	(4) 27,475	(5) 25,740	(5) 19,672
25,001-50,000	(1) 25,000	(1) 45,000	(1) 34,833	(1) 21,556
50,001-100,000	(2) 34,015	(2) 40,450	(4) 32,619	(4) 31,444

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) 22,589	(1) 30,012	(3) 21,254	(3) 18,600
\$5,000,001-\$10,000,000	(6) 20,316	(6) 21,073	(9) 21,030	(9) 19,951
\$10,000,001-\$20,000,000	(3) 21,467	(3) 24,885	(3) 23,015	(3) 16,838
\$20,000,001-\$40,000,000	(1) 25,000	(1) 45,000	(1) 34,833	(1) 21,556
\$40,000,001-\$70,000,000	(1) 35,000	(1) 35,000	(2) 35,500	(2) 29,566
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Advertising
Department**

Classified Voluntary Inside Sales Rep.

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) 2.0
6,001-10,000	(1) 1.0
10,001-15,000	(2) 1.5
15,001-25,000	(3) 1.0
25,001-50,000	(3) 1.7
50,001-100,000	(6) 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	(1) 30,222	(1) 42,473	(1) 36,347	(1) 10,000
6,001-10,000	(0)	(0)	(1) 27,100	(1) 562
10,001-15,000	(1) 32,135	(1) 34,008	(2) 28,236	(1) 12,719
15,001-25,000	(0)	(0)	(3) 30,500	(2) 6,884
25,001-50,000	(1) 20,800	(1) 24,960	(3) 33,845	(3) 12,484
50,001-100,000	(5) 28,924	(5) 32,493	(6) 31,353	(6) 13,209

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) 30,222	(1) 42,473	(3) 28,949	(2) 5,281
\$5,000,001-\$10,000,000	(0)	(0)	(0)	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 20,800	(1) 6,000
\$20,000,001-\$40,000,000	(1) 20,800	(1) 24,960	(1) 22,880	(1) 1,876
\$40,000,001-\$70,000,000	(2) 30,128	(2) 30,937	(2) 30,453	(2) 3,159
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 39,580	(1) 51,885	(1) 43,582	(1) 17,889

**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	(0)
6,001-10,000	(0)
10,001-15,000	(3) 1.7
15,001-25,000	(2) 1.0
25,001-50,000	(2) 6.5
50,001-100,000	(4) 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	(2) 32,360	(2) 35,260	(3) 34,540	(3) 13,544
15,001-25,000	(0)	(0)	(2) 33,500	(2) 10,037
25,001-50,000	(1) 30,000	(1) 40,000	(2) 31,917	(2) 27,831
50,001-100,000	(3) 40,088	(3) 53,593	(4) 42,361	(3) 10,904

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) 36,000	(1) 27,000
\$5,000,001-\$10,000,000	(1) 34,600	(1) 36,000	(2) 33,650	(2) 15,111
\$10,000,001-\$20,000,000	(1) 30,120	(1) 34,520	(3) 32,440	(3) 14,495
\$20,000,001-\$40,000,000	(1) 30,000	(1) 40,000	(1) 33,833	(1) 15,661
\$40,000,001-\$70,000,000	(2) 37,998	(2) 48,635	(2) 42,777	(1) 19,700
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**Advertising
Department**

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	(1) 1.0
6,001-10,000	(3) 1.7
10,001-15,000	(6) 1.3
15,001-25,000	(6) 1.7
25,001-50,000	(3) 6.7
50,001-100,000	(6) 4.5

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)	(1) 21,424	(1) 10,475
6,001-10,000	(2) 25,700	(2) 26,188	(3) 28,736	(2) 2,900
10,001-15,000	(2) 27,600	(2) 29,453	(6) 32,839	(3) 2,930
15,001-25,000	(3) 37,301	(3) 49,333	(6) 36,310	(4) 4,882
25,001-50,000	(3) 29,833	(3) 38,547	(3) 33,313	(3) 6,537
50,001-100,000	(6) 33,894	(6) 45,282	(6) 38,253	(3) 5,927

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) 27,352	(1) 10,475
\$5,000,001-\$10,000,000	(3) 25,133	(3) 25,778	(5) 30,138	(4) 2,420
\$10,000,001-\$20,000,000	(2) 26,000	(2) 31,533	(3) 29,439	(3) 7,370
\$20,000,001-\$40,000,000	(1) 31,200	(1) 40,000	(1) 34,832	(1) 15,081
\$40,000,001-\$70,000,000	(2) 32,146	(2) 37,567	(2) 34,211	(1) 400
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**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	(1) 1.0
6,001-10,000	(5) 3.0
10,001-15,000	(8) 3.2
15,001-25,000	(3) 3.3
25,001-50,000	(2) 5.0
50,001-100,000	(4) 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)	(1) 24,960	(1) 1,054
6,001-10,000	(4) 25,194	(4) 31,033	(5) 27,960	(2) 2,034
10,001-15,000	(6) 25,384	(6) 32,884	(8) 30,490	(0)
15,001-25,000	(2) 28,080	(2) 32,604	(3) 32,098	(1) 882
25,001-50,000	(2) 28,600	(2) 35,932	(2) 30,977	(2) 2,223
50,001-100,000	(2) 36,553	(2) 56,213	(4) 46,876	(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) 23,338	(2) 27,300	(4) 26,361	(1) 1,054
\$5,000,001-\$10,000,000	(8) 25,800	(8) 32,850	(9) 30,074	(3) 1,650
\$10,000,001-\$20,000,000	(3) 26,693	(3) 32,788	(3) 28,879	(1) 4,000
\$20,000,001-\$40,000,000	(1) 33,280	(1) 42,744	(1) 36,785	(1) 445
\$40,000,001-\$70,000,000	(2) 36,553	(2) 56,213	(2) 43,840	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 60,223	(1) 89,320	(1) 70,157	(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	(1) 1.0
15,001-25,000	(0)
25,001-50,000	(0)
50,001-100,000	(3) 2.0

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 44,000	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(2) 50,000	(2) 61,500	(3) 49,389	(1) 50

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) 44,000	(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	(2) 50,000	(2) 61,500	(2) 54,084	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 86,589	(1) 145,000	(1) 122,557	(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	(3) 1.0
15,001-25,000	(2) 1.5
25,001-50,000	(4) 1.8
50,001-100,000	(7) 3.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(3) 50,032	(0)
15,001-25,000	(1) 69,213	(1) 79,322	(2) 73,299	(0)
25,001-50,000	(2) 69,134	(2) 73,630	(4) 65,736	(0)
50,001-100,000	(5) 61,262	(5) 91,761	(7) 78,454	(1) 5,755

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) 38,000	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(1) 80,368	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 72,330	(0)
\$20,000,001-\$40,000,000	(1) 57,356	(1) 64,246	(2) 57,243	(0)
\$40,000,001-\$70,000,000	(3) 70,474	(3) 85,514	(4) 75,755	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 109,253	(1) 136,962	(1) 124,661	(0)

**News/Editorial
Department**

Copy Editor I

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.8
6,001-10,000	(10) 1.9
10,001-15,000	(11) 2.9
15,001-25,000	(5) 2.2
25,001-50,000	(3) 2.0
50,001-100,000	(4) 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	(2) 28,964	(2) 29,806	(4) 33,215	(0)
6,001-10,000	(7) 27,708	(7) 34,259	(10) 31,781	(0)
10,001-15,000	(8) 25,945	(8) 31,242	(11) 35,228	(1) 67
15,001-25,000	(4) 31,194	(4) 39,868	(5) 34,769	(1) 270
25,001-50,000	(1) 27,040	(1) 44,012	(3) 38,490	(0)
50,001-100,000	(3) 37,474	(3) 54,579	(4) 46,473	(1) 446

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	(5) 26,873	(5) 32,036	(7) 28,562	(0)
\$5,000,001-\$10,000,000	(10) 27,421	(10) 31,909	(15) 31,340	(1) 270
\$10,000,001-\$20,000,000	(4) 31,979	(4) 37,005	(6) 43,099	(0)
\$20,000,001-\$40,000,000	(2) 29,878	(2) 46,267	(3) 39,725	(0)
\$40,000,001-\$70,000,000	(2) 40,612	(2) 64,449	(3) 52,474	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 18,720	(1) 29,652	(1) 24,336	(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	(4)	2.2
6,001-10,000	(9)	3.0
10,001-15,000	(9)	2.7
15,001-25,000	(8)	3.5
25,001-50,000	(4)	6.8
50,001-100,000	(4)	9.8

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	(4) 34,871	(4) 45,807	(4) 40,075	(0)
6,001-10,000	(6) 40,446	(6) 55,523	(9) 48,054	(0)
10,001-15,000	(6) 44,501	(6) 66,970	(9) 54,249	(0)
15,001-25,000	(5) 34,585	(5) 63,140	(8) 44,141	(1) 204
25,001-50,000	(2) 44,692	(2) 95,100	(4) 49,777	(0)
50,001-100,000	(4) 46,254	(4) 75,876	(4) 60,502	(1) 492

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	(5) 36,900	(5) 55,583	(8) 53,658	(0)
\$5,000,001-\$10,000,000	(10) 40,177	(10) 61,689	(13) 45,367	(1) 204
\$10,000,001-\$20,000,000	(6) 39,360	(6) 69,101	(9) 47,255	(0)
\$20,000,001-\$40,000,000	(2) 44,716	(2) 74,382	(4) 50,373	(0)
\$40,000,001-\$70,000,000	(2) 44,936	(2) 69,810	(2) 58,341	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 70,768	(1) 82,133	(1) 74,809	(0)

**News/Editorial
Department**

Reporter I

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(11) 3.4
6,001-10,000	(14) 3.1
10,001-15,000	(10) 3.9
15,001-25,000	(10) 3.2
25,001-50,000	(3) 5.7
50,001-100,000	(7) 7.1

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	(8) 25,629	(8) 29,262	(11) 26,630	(1) 1,000
6,001-10,000	(11) 27,686	(11) 31,293	(14) 29,945	(0)
10,001-15,000	(9) 30,387	(9) 35,860	(10) 32,587	(1) 135
15,001-25,000	(10) 32,259	(10) 36,557	(10) 34,346	(1) 325
25,001-50,000	(3) 34,001	(3) 44,345	(3) 39,359	(0)
50,001-100,000	(5) 35,505	(5) 48,912	(7) 40,976	(1) 38

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	(12) 25,279	(12) 29,286	(16) 26,972	(1) 1,000
\$5,000,001-\$10,000,000	(15) 28,536	(15) 32,628	(18) 30,575	(1) 325
\$10,000,001-\$20,000,000	(5) 35,666	(5) 39,001	(5) 37,489	(0)
\$20,000,001-\$40,000,000	(3) 38,036	(3) 41,275	(3) 39,614	(0)
\$40,000,001-\$70,000,000	(3) 35,810	(3) 50,832	(3) 43,231	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 39,000	(1) 72,010	(1) 48,439	(0)

**News/Editorial
Department**

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	(2)	1.0
6,001-10,000	(7)	2.6
10,001-15,000	(12)	2.8
15,001-25,000	(13)	3.0
25,001-50,000	(5)	6.6
50,001-100,000	(5)	9.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 37,534	(0)
6,001-10,000	(4) 36,025	(4) 39,921	(7) 33,420	(0)
10,001-15,000	(7) 31,946	(7) 39,659	(12) 34,729	(0)
15,001-25,000	(9) 36,053	(9) 43,256	(13) 39,866	(1) 390
25,001-50,000	(5) 39,424	(5) 49,925	(5) 43,973	(0)
50,001-100,000	(5) 40,892	(5) 57,753	(5) 47,389	(1) 495

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) 30,056	(3) 30,955	(0)
\$5,000,001-\$10,000,000	(10) 34,355	(10) 41,835	(17) 35,585	(1) 390
\$10,000,001-\$20,000,000	(8) 36,312	(8) 41,458	(10) 38,864	(0)
\$20,000,001-\$40,000,000	(5) 38,866	(5) 43,640	(5) 41,260	(0)
\$40,000,001-\$70,000,000	(1) 39,390	(1) 60,920	(1) 45,272	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 45,989	(1) 76,486	(1) 61,141	(0)

**News/Editorial
Department**

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	(0)
6,001-10,000	(7) 1.6
10,001-15,000	(8) 2.8
15,001-25,000	(9) 2.3
25,001-50,000	(6) 14.3
50,001-100,000	(8) 14.9

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) 27,400	(2) 31,655	(7) 34,815	(0)
10,001-15,000	(5) 37,860	(5) 43,078	(8) 40,263	(0)
15,001-25,000	(6) 41,955	(6) 54,008	(9) 49,235	(0)
25,001-50,000	(5) 42,026	(5) 61,174	(6) 50,287	(0)
50,001-100,000	(8) 49,220	(8) 85,570	(8) 65,769	(1) 410

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) 36,705	(3) 43,462	(5) 35,612	(0)
\$5,000,001-\$10,000,000	(3) 32,209	(3) 58,490	(8) 42,439	(0)
\$10,000,001-\$20,000,000	(4) 29,562	(4) 45,702	(8) 43,626	(0)
\$20,000,001-\$40,000,000	(5) 51,597	(5) 62,115	(6) 55,557	(0)
\$40,000,001-\$70,000,000	(3) 50,543	(3) 72,785	(3) 61,889	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 61,208	(1) 80,037	(1) 72,984	(0)

**News/Editorial
Department**

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	(1) 1.0
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(4) 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)	(1) 32,760	(0)
10,001-15,000	(0)	(0)	(1) 32,000	(0)
15,001-25,000	(0)	(0)	(1) 43,000	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(2) 42,019	(2) 65,872	(4) 70,712	(1) 681

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) 32,000	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(1) 32,760	(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	(1) 42,021	(1) 71,736	(2) 63,899	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 52,295	(1) 110,332	(1) 83,323	(0)

**News/Editorial
Department**

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	(1) 1.0
6,001-10,000	(6) 1.2
10,001-15,000	(7) 1.6
15,001-25,000	(2) 1.0
25,001-50,000	(2) 3.5
50,001-100,000	(5) 2.6

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) 30,908	(0)
6,001-10,000	(1) 24,960	(1) 24,960	(6) 28,689	(0)
10,001-15,000	(3) 26,774	(3) 31,139	(7) 29,045	(0)
15,001-25,000	(0)	(0)	(2) 28,996	(1) 270
25,001-50,000	(1) 39,000	(1) 57,200	(2) 46,146	(0)
50,001-100,000	(4) 38,735	(4) 52,404	(5) 42,787	(1) 1,550

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) 32,027	(0)
\$5,000,001-\$10,000,000	(4) 26,321	(4) 29,595	(9) 27,618	(1) 270
\$10,000,001-\$20,000,000	(0)	(0)	(2) 28,517	(0)
\$20,000,001-\$40,000,000	(1) 39,000	(1) 57,200	(1) 46,422	(0)
\$40,000,001-\$70,000,000	(2) 38,698	(2) 63,406	(2) 51,279	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 40,000	(1) 75,000	(1) 52,750	(0)

**News/Editorial
Department**

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	(1) 1.0
6,001-10,000	(3) 1.3
10,001-15,000	(7) 1.4
15,001-25,000	(2) 2.0
25,001-50,000	(0)
50,001-100,000	(6) 3.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 42,723	(0)
6,001-10,000	(1) 29,000	(1) 35,000	(3) 33,023	(0)
10,001-15,000	(3) 38,027	(3) 40,355	(7) 36,162	(0)
15,001-25,000	(1) 32,656	(1) 42,910	(2) 37,259	(1) 450
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(4) 49,804	(4) 75,101	(6) 59,701	(1) 287

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) 40,352	(1) 42,598	(3) 40,733	(0)
\$5,000,001-\$10,000,000	(4) 33,846	(4) 39,095	(7) 33,905	(1) 450
\$10,000,001-\$20,000,000	(0)	(0)	(2) 34,802	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(1) 63,983	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**News/Editorial
Department**

Photographer/Videographer I

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.5
6,001-10,000	(5) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(2) 1.0
25,001-50,000	(1) 4.0
50,001-100,000	(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	(1) 21,424	(1) 30,388	(2) 26,453	(0)
6,001-10,000	(0)	(0)	(5) 28,386	(0)
10,001-15,000	(0)	(0)	(3) 27,614	(1) 60
15,001-25,000	(0)	(0)	(2) 33,888	(0)
25,001-50,000	(1) 32,011	(1) 43,493	(1) 35,635	(0)
50,001-100,000	(1) 56,645	(1) 72,268	(2) 51,353	(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) 21,424	(1) 30,388	(3) 28,302	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(6) 27,641	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 31,200	(0)
\$20,000,001-\$40,000,000	(1) 32,011	(1) 43,493	(1) 35,635	(0)
\$40,000,001-\$70,000,000	(1) 56,645	(1) 72,268	(2) 51,353	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 40,094	(1) 44,094	(1) 42,030	(0)

**News/Editorial
Department**

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	(3) 1.0
10,001-15,000	(6) 1.3
15,001-25,000	(4) 1.0
25,001-50,000	(3) 3.0
50,001-100,000	(4) 3.8

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(3) 30,663	(0)
10,001-15,000	(2) 30,243	(2) 31,065	(6) 32,770	(0)
15,001-25,000	(0)	(0)	(4) 36,126	(0)
25,001-50,000	(2) 35,423	(2) 49,795	(3) 37,837	(0)
50,001-100,000	(4) 37,637	(4) 50,591	(4) 44,063	(1) 667

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) 26,000	(1) 26,000	(6) 28,636	(0)
\$10,000,001-\$20,000,000	(2) 32,240	(2) 44,679	(4) 34,676	(0)
\$20,000,001-\$40,000,000	(0)	(0)	(0)	(0)
\$40,000,001-\$70,000,000	(1) 40,938	(1) 51,820	(1) 46,439	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 56,656	(1) 58,714	(1) 57,685	(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	(3)	1.0
6,001-10,000	(5)	1.8
10,001-15,000	(7)	1.0
15,001-25,000	(10)	1.7
25,001-50,000	(4)	3.2
50,001-100,000	(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)	(3) 34,001	(0)
6,001-10,000	(4) 41,813	(4) 44,038	(5) 39,774	(0)
10,001-15,000	(0)	(0)	(7) 35,758	(0)
15,001-25,000	(4) 34,394	(4) 43,698	(10) 40,665	(1) 450
25,001-50,000	(4) 49,622	(4) 58,841	(4) 53,536	(0)
50,001-100,000	(3) 46,939	(3) 82,556	(4) 61,689	(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) 48,964	(1) 48,964	(4) 38,616	(0)
\$5,000,001-\$10,000,000	(5) 39,274	(5) 41,630	(12) 36,394	(1) 450
\$10,000,001-\$20,000,000	(2) 28,950	(2) 38,383	(6) 38,976	(0)
\$20,000,001-\$40,000,000	(3) 49,881	(3) 58,135	(4) 49,563	(0)
\$40,000,001-\$70,000,000	(2) 36,919	(2) 79,782	(3) 58,851	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 88,972	(1) 106,573	(1) 97,773	(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	(1) 1.0
10,001-15,000	(1) 6.0
15,001-25,000	(0)
25,001-50,000	(2) 6.0
50,001-100,000	(4) 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) 28,700	(0)
10,001-15,000	(0)	(1) 29,757	(1) 22,086	(1) 229
15,001-25,000	(0)	(0)	(0)	(0)
25,001-50,000	(2) 30,004	(2) 39,791	(2) 34,931	(0)
50,001-100,000	(2) 45,695	(2) 70,811	(4) 48,312	(1) 3,531

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) 28,700	(0)
\$10,000,001-\$20,000,000	(1) 26,000	(1) 37,565	(1) 31,845	(0)
\$20,000,001-\$40,000,000	(1) 34,008	(1) 42,016	(1) 38,017	(0)
\$40,000,001-\$70,000,000	(1) 35,521	(1) 66,534	(2) 45,021	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 67,308	(0)

**News/Editorial
Department**

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	(2) 1.5
6,001-10,000	(2) 1.0
10,001-15,000	(2) 3.5
15,001-25,000	(4) 1.8
25,001-50,000	(3) 1.0
50,001-100,000	(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) 23,088	(1) 23,088	(2) 23,764	(0)
6,001-10,000	(0)	(0)	(2) 26,208	(0)
10,001-15,000	(2) 25,605	(2) 36,181	(2) 30,130	(0)
15,001-25,000	(1) 39,992	(1) 42,432	(4) 34,575	(0)
25,001-50,000	(0)	(0)	(3) 49,055	(0)
50,001-100,000	(1) 43,558	(1) 66,231	(2) 50,854	(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) 23,088	(1) 23,088	(4) 30,488	(0)
\$5,000,001-\$10,000,000	(2) 34,454	(2) 51,689	(3) 37,791	(0)
\$10,000,001-\$20,000,000	(1) 25,859	(1) 35,214	(4) 32,058	(0)
\$20,000,001-\$40,000,000	(1) 39,992	(1) 42,432	(2) 45,615	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(2) 46,293	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(0)

**News/Editorial
Department**

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	(2) 2.0
6,001-10,000	(3) 2.0
10,001-15,000	(2) 1.5
15,001-25,000	(2) 2.5
25,001-50,000	(3) 2.7
50,001-100,000	(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	(1) 23,088	(1) 25,709	(2) 27,020	(0)
6,001-10,000	(2) 27,040	(2) 28,340	(3) 27,560	(0)
10,001-15,000	(1) 46,315	(1) 47,587	(2) 42,976	(0)
15,001-25,000	(1) 25,865	(1) 30,664	(2) 26,581	(0)
25,001-50,000	(3) 37,287	(3) 54,309	(3) 44,397	(0)
50,001-100,000	(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	(3) 29,832	(3) 34,784	(4) 31,642	(0)
\$5,000,001-\$10,000,000	(3) 34,460	(3) 36,484	(5) 34,531	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(1) 24,960	(0)
\$20,000,001-\$40,000,000	(2) 34,167	(2) 54,882	(2) 42,422	(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**

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	(1) 6.0
25,001-50,000	(1) 1.0
50,001-100,000	(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)	(1) 36,000	(0)
15,001-25,000	(1) 24,960	(1) 29,848	(1) 28,011	(1) 1,286
25,001-50,000	(0)	(0)	(1) 33,280	(0)
50,001-100,000	(1) 41,000	(1) 98,450	(1) 69,725	(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	(2) 32,980	(2) 64,149	(3) 44,579	(1) 1,286
\$10,000,001-\$20,000,000	(0)	(0)	(1) 33,280	(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)

**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	(0)
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(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)	(0)	(0)
15,001-25,000	(0)	(0)	(1) 26,686	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(1) 20,800	(1) 37,440	(1) 29,120	(1) 175

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)	(0)	(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)	(0)	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 40,598	(1) 41,200	(1) 40,899	(0)

**Production/Main
tenance/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	(3)	1.7
6,001-10,000	(6)	5.8
10,001-15,000	(7)	2.9
15,001-25,000	(6)	9.3
25,001-50,000	(3)	2.3
50,001-100,000	(6)	6.0

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	(2) 10.5000	(2) 11.3949	(3) 10.2983	(1) 108
6,001-10,000	(3) 11.6667	(3) 14.8467	(6) 14.2696	(0)
10,001-15,000	(5) 12.8660	(5) 15.8649	(7) 13.7571	(0)
15,001-25,000	(6) 11.9527	(6) 16.2697	(6) 13.7861	(0)
25,001-50,000	(1) 14.0399	(1) 15.5000	(3) 18.1239	(0)
50,001-100,000	(6) 13.4900	(6) 16.2650	(6) 14.6895	(1) 353

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) 10.5000	(2) 11.3949	(5) 11.1790	(1) 108
\$5,000,001-\$10,000,000	(8) 12.9162	(8) 16.1562	(11) 14.6599	(0)
\$10,000,001-\$20,000,000	(4) 11.3750	(4) 14.8275	(5) 12.2778	(0)
\$20,000,001-\$40,000,000	(4) 13.8140	(4) 17.7308	(5) 18.3965	(0)
\$40,000,001-\$70,000,000	(1) 12.0000	(1) 12.5000	(1) 12.2500	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 16.0000	(1) 16.0000	(1) 16.0000	(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)	2.6
10,001-15,000	(5)	2.0
15,001-25,000	(5)	1.8
25,001-50,000	(1)	3.0
50,001-100,000	(5)	7.8

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	(2) 14.9300	(2) 17.0287	(5) 15.8085	(0)
10,001-15,000	(4) 17.0249	(4) 18.4400	(4) 17.8874	(0)
15,001-25,000	(3) 17.8493	(3) 18.4976	(5) 18.6630	(0)
25,001-50,000	(1) 13.0000	(1) 15.0000	(1) 14.0000	(0)
50,001-100,000	(5) 17.6680	(5) 22.2060	(5) 19.8320	(1) 424

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) 12.7500	(1) 13.5000	(3) 12.0333	(1) 120
\$5,000,001-\$10,000,000	(4) 17.7174	(4) 19.8294	(5) 17.8334	(0)
\$10,000,001-\$20,000,000	(4) 15.1475	(4) 16.1202	(5) 16.2660	(0)
\$20,000,001-\$40,000,000	(1) 20.2980	(1) 21.0120	(3) 20.4367	(0)
\$40,000,001-\$70,000,000	(1) 21.0100	(1) 27.2700	(1) 24.1400	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 18.2400	(1) 34.4600	(1) 26.9300	(0)

**Production/Main
tenance/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	(1) 1.0
6,001-10,000	(5) 3.2
10,001-15,000	(6) 2.8
15,001-25,000	(5) 5.2
25,001-50,000	(4) 9.0
50,001-100,000	(7) 11.1

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) 18.0000	(1) 216
6,001-10,000	(4) 20.2250	(4) 21.6000	(5) 18.6860	(0)
10,001-15,000	(3) 18.1550	(3) 19.2117	(6) 20.8975	(0)
15,001-25,000	(5) 19.8976	(5) 23.8881	(5) 21.8260	(0)
25,001-50,000	(4) 20.3750	(4) 24.4115	(4) 21.3792	(0)
50,001-100,000	(7) 20.3014	(7) 28.2514	(7) 23.8126	(1) 8,278

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) 24.3412	(1) 25.3412	(3) 17.4637	(1) 216
\$5,000,001-\$10,000,000	(8) 19.5969	(8) 22.3656	(11) 21.4607	(0)
\$10,000,001-\$20,000,000	(4) 18.2950	(4) 20.9650	(4) 19.4656	(0)
\$20,000,001-\$40,000,000	(3) 22.0760	(3) 23.9533	(3) 22.8791	(0)
\$40,000,001-\$70,000,000	(2) 18.4345	(2) 29.8526	(2) 22.6428	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(0)	(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)	3.0
6,001-10,000	(1)	1.0
10,001-15,000	(2)	5.0
15,001-25,000	(3)	1.7
25,001-50,000	(0)	
50,001-100,000	(1)	11.0

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	(1) 14.1100	(1) 16.4800	(1) 15.3000	(0)
6,001-10,000	(0)	(0)	(1) 19.3000	(1) 468
10,001-15,000	(2) 12.2500	(2) 16.2925	(2) 13.4850	(0)
15,001-25,000	(2) 12.7900	(2) 16.2600	(3) 14.9100	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(1) 12.0000	(1) 20.2100	(1) 16.7591	(1) 2,505

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) 14.1100	(1) 16.4800	(1) 15.3000	(0)
\$5,000,001-\$10,000,000	(1) 12.0800	(1) 16.7700	(2) 16.8650	(1) 468
\$10,000,001-\$20,000,000	(2) 13.2500	(2) 16.2300	(3) 14.8467	(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/Main
tenance/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	(4)	1.5
6,001-10,000	(5)	1.6
10,001-15,000	(5)	1.4
15,001-25,000	(3)	2.0
25,001-50,000	(2)	2.0
50,001-100,000	(2)	5.0

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	(1) 13.2500	(1) 17.1731	(4) 12.6183	(0)
6,001-10,000	(2) 12.2500	(2) 13.0750	(5) 13.9020	(0)
10,001-15,000	(2) 15.7895	(2) 21.2312	(5) 15.0420	(0)
15,001-25,000	(1) 12.0000	(1) 13.3900	(3) 17.2826	(0)
25,001-50,000	(2) 17.4262	(2) 21.2004	(2) 19.3133	(0)
50,001-100,000	(1) 17.2500	(1) 20.7800	(2) 25.0451	(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) 13.2500	(1) 17.1731	(5) 12.3947	(0)
\$5,000,001-\$10,000,000	(3) 13.1442	(3) 15.7274	(8) 15.6341	(0)
\$10,000,001-\$20,000,000	(1) 12.0000	(1) 13.3900	(3) 14.4881	(0)
\$20,000,001-\$40,000,000	(2) 15.8355	(2) 19.3664	(3) 19.0915	(0)
\$40,000,001-\$70,000,000	(2) 18.5389	(2) 22.9391	(2) 23.9865	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 26.3300	(1) 28.7200	(1) 27.1800	(0)

Production/Maintaince/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	(1) 1.0
10,001-15,000	(1) 3.0
15,001-25,000	(0)
25,001-50,000	(1) 2.0
50,001-100,000	(3) 1.7

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	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 10.8300	(0)
10,001-15,000	(1) 15.0000	(1) 20.0000	(1) 16.6600	(0)
15,001-25,000	(0)	(0)	(0)	(0)
25,001-50,000	(1) 14.1399	(1) 18.8798	(1) 16.5096	(0)
50,001-100,000	(1) 25.8400	(1) 27.9500	(3) 19.4833	(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)	(0)	(0)
\$5,000,001-\$10,000,000	(1) 15.0000	(1) 20.0000	(2) 13.7450	(0)
\$10,000,001-\$20,000,000	(0)	(0)	(0)	(0)
\$20,000,001-\$40,000,000	(1) 14.1399	(1) 18.8798	(1) 16.5096	(0)
\$40,000,001-\$70,000,000	(0)	(0)	(1) 19.5500	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(0)	(0)	(1) 19.9800	(0)

**Production/Main
tenance/Other**

Machine Operator

Sets up and troubleshoots equipment.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 2.0
10,001-15,000	(2) 2.0
15,001-25,000	(1) 3.0
25,001-50,000	(2) 6.5
50,001-100,000	(7) 7.0

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	(2) 10.1650	(2) 14.6150	(2) 12.3900	(0)
10,001-15,000	(2) 12.0000	(2) 12.8200	(2) 12.4100	(0)
15,001-25,000	(1) 10.0000	(1) 14.6400	(1) 12.2100	(0)
25,001-50,000	(2) 12.0000	(2) 15.1500	(2) 12.9315	(0)
50,001-100,000	(7) 15.2400	(7) 23.3243	(7) 19.3900	(1) 2,105

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	(4) 11.0825	(4) 14.7175	(4) 12.8725	(0)
\$10,000,001-\$20,000,000	(2) 10.0000	(2) 12.9700	(2) 10.9250	(0)
\$20,000,001-\$40,000,000	(1) 14.0000	(1) 15.0000	(1) 14.3331	(0)
\$40,000,001-\$70,000,000	(2) 11.8600	(2) 21.0750	(2) 16.4150	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 21.5600	(1) 31.3500	(1) 26.6200	(0)

**Production/Main
tenance/Other**

Inserter (Union)

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.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 8.0
10,001-15,000	(0)
15,001-25,000	(1) 57.0
25,001-50,000	(0)
50,001-100,000	(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	(1) 13.0000	(1) 14.0000	(1) 13.5000	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(1) 7.6000	(1) 10.4243	(1) 8.1837	(0)
25,001-50,000	(0)	(0)	(0)	(0)
50,001-100,000	(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)	(0)	(0)
\$5,000,001-\$10,000,000	(1) 13.0000	(1) 14.0000	(1) 13.5000	(0)
\$10,000,001-\$20,000,000	(1) 7.6000	(1) 10.4243	(1) 8.1837	(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

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	(2)	4.0
6,001-10,000	(6)	9.8
10,001-15,000	(8)	12.2
15,001-25,000	(8)	16.4
25,001-50,000	(5)	38.8
50,001-100,000	(7)	61.1

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) 7.3750	(2) 8.5250	(2) 7.8583	(1) 81
6,001-10,000	(5) 9.4000	(5) 10.9320	(6) 9.9121	(0)
10,001-15,000	(7) 8.4214	(7) 12.0971	(7) 9.6586	(0)
15,001-25,000	(7) 9.1214	(7) 12.8683	(8) 10.1456	(0)
25,001-50,000	(5) 8.6525	(5) 13.9510	(5) 9.8562	(0)
50,001-100,000	(7) 9.0988	(7) 16.7743	(7) 10.9073	(1) 197

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	(4) 7.8656	(4) 10.1709	(5) 9.1969	(1) 81
\$5,000,001-\$10,000,000	(13) 8.9232	(13) 13.1546	(13) 10.1927	(0)
\$10,000,001-\$20,000,000	(5) 9.1500	(5) 10.8660	(5) 9.7300	(0)
\$20,000,001-\$40,000,000	(4) 9.0875	(4) 13.0437	(4) 9.7090	(0)
\$40,000,001-\$70,000,000	(3) 8.5167	(3) 14.6382	(3) 10.5895	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 15.0000	(1) 26.3400	(1) 19.4600	(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	(1) 1.0
15,001-25,000	(2) 2.0
25,001-50,000	(3) 2.0
50,001-100,000	(6) 4.3

Actual Pay Data by Circulation

Circulation	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(1) 18.6500	(1) 35
15,001-25,000	(1) 16.2821	(1) 25.9753	(2) 22.1409	(0)
25,001-50,000	(2) 12.2500	(2) 23.0000	(3) 20.0050	(0)
50,001-100,000	(6) 16.9800	(6) 27.1217	(6) 22.1333	(1) 1,367

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)	(0)	(0)
\$10,000,001-\$20,000,000	(1) 10.0000	(1) 27.0000	(2) 19.5754	(0)
\$20,000,001-\$40,000,000	(2) 15.3910	(2) 22.4876	(3) 21.7154	(0)
\$40,000,001-\$70,000,000	(2) 19.5500	(2) 27.8650	(2) 23.7550	(0)
\$70,000,001-\$100,000,000	(0)	(0)	(0)	(0)
Over \$100,000,000	(1) 24.8800	(1) 32.9900	(1) 29.5300	(0)