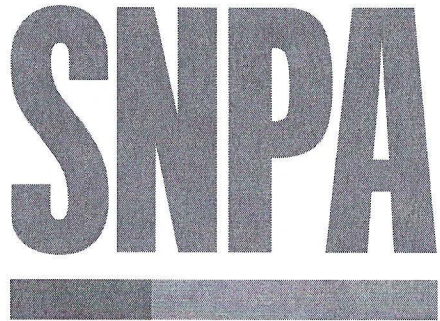


# 2019 SNPA Survey of Newspaper Salaries

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





**CONFIDENTIAL**

SNPA SURVEY OF  
NEWSPAPER SALARIES  
JUNE 2019

The 2019 SNPA Survey of Newspaper Salaries includes a separate compilation of salary data for each of six circulation groups. The distribution of participating newspapers by circulation group and the average and median circulation of participants follows:

	<u>No. of Survey Participants</u>	<u>Average Circulation</u>	<u>Median Circulation</u>
Under 6,000 Circulation	12	4,463	4,512
6,001-10,000 Circulation	18	7,893	7,573
10,001-15,000 Circulation	20	12,849	12,606
15,001-25,000 Circulation	19	18,957	18,366
25,001-50,000 Circulation	11	35,609	34,866
50,001-100,000 Circulation	9	74,641	73,693
<b>TOTAL</b>	<b>89</b>		

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

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

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

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

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



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

**Survey Comparisons:** Some participants in the 2019 survey took part for the first time, and some 2018 participants did not take part in 2019. The circulations of some newspapers that participated both years changed enough from 2018 to move them into different circulation brackets. Also, every newspaper did not supply information for every position listed in the survey. Some newspapers only shared data for a limited number of staff positions. Exact comparison between the 2018 and 2019 surveys may not be made.

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

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

**Additional Copies:** Electronic copies of this survey will be distributed to the corporate offices of participating newspapers upon request.

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

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

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

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### Salary Information for Department Heads and Supervisors:

#### **GENERAL EXECUTIVES**

Publisher .....	5
<i>Oversees news, advertising, circulation, production departments and business office; is responsible for profit/loss.</i>	
Regional Publisher .....	6
<i>Responsible for newspapers within their region or group. Ensures the papers are implementing strategies. Represents the papers in the local community.</i>	
Publisher and Regional Publisher - Combined .....	7
<i>Oversees news, advertising, circulation, production departments and business office; is responsible for profit/loss. Combines the two positions.</i>	
Publisher/Editor .....	8
<i>Responsible for guiding the editorial side and the advertising side of the newspaper, generally with a managing editor in news and ad director in advertising.</i>	
General Manager .....	9
<i>Oversees advertising, circulation, production departments and business office; responsible for profit/loss.</i>	
Director of Audience .....	10
<i>Oversees all aspects of audience engagement, including newsroom and marketing. Responsible for increasing measured size and engagement of the news audience, developing large non-news audiences and developing/implementing news and non-news products.</i>	
Innovation Director .....	11
<i>Identifies, defines and advances new products and programs. Has expertise in design, prototyping and project management. Works with the chief information officer and collaborates with third-party developers to ensure delivery of approved projects.</i>	

#### **FINANCE DEPARTMENT**

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

Business Manager.....	17
<i>Manages all business office operations.</i>	

## HUMAN RESOURCES DEPARTMENT

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

## MARKETING DEPARTMENT

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

## ADVERTISING DEPARTMENT

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



Manager of Events & Promotions .....	33
<i>Designs promotions and events that meet the needs of the community and advertisers. Assists the newspaper in coordinating events and generating revenue by securing sponsors and vendors.</i>	
Special Sections Coordinator .....	34
<i>Coordinates space/layout for special sections, given newshole budget and advertising requirements.</i>	
Ad Creative Services Manager .....	35
<i>Supervises advertising customer service activities; manages staff and is responsible for hiring/termination decisions.</i>	

## **CIRCULATION DEPARTMENT**

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

## **INFORMATION TECHNOLOGY DEPARTMENT**

Top Information Systems Manager .....	44
<i>Directs all computer-related activities, including systems/programming, computer operations, PC hardware and software.</i>	

## **INTERACTIVE MEDIA**

Web Strategist .....	45
<i>Directs all aspects of website development, including business plan, editorial focus, advertising and promotion strategies.</i>	
Online Editor .....	46
<i>Responsible for editorial staff and content on the website, including story placement and assignment, editing, etc. Posts content to social media.</i>	
Digital Marketing Manager .....	47
<i>Responsible for developing, implementing, tracking and optimizing the paper's digital marketing programs across all digital channels.</i>	
Creative Design Director .....	48
<i>Oversees layout, design and other creative elements for the website and other web-related products. Manages design team.</i>	

## NEWS/EDITORIAL DEPARTMENT

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

## **PRODUCTION AND MAINTENANCE**

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

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

## **FINANCE DEPARTMENT**

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

## **ADMINISTRATIVE**

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

## **HUMAN RESOURCES**

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

## **INFORMATION TECHNOLOGY**

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



## INTERACTIVE MEDIA

Web Developer .....	79
<i>Designs applications, develops applications, writes scripts, and focuses on the functionality of all these items. Can program/code/script. Knows or understands web-based databases.</i>	
Interactive Product Designer .....	80
<i>Develops the interactive product design, primarily internet websites for advertising customers. Includes designing ad prototypes, user navigation schemes, audio and video.</i>	

## CIRCULATION

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

## ADVERTISING DEPARTMENT

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

## NEWS/EDITORIAL DEPARTMENT

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

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

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



## Ownership of Newspaper

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-50	50-100	Total
National Corporate Ownership	10	13	13	15	9	7	67
Independently- Owned Paper (Stand-Alone)	1	0	2	1	0	1	5
Part of Small Group of Independently- Owned Papers	1	5	5	3	2	1	17

## Non-Daily Staff

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

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-50	50-100	Total
Yes	0	2	5	1	1	2	11
No	2	3	5	7	3	5	25
No Response	10	13	10	11	7	2	53

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

Yes	0	0	3	1	0	1	5
No	0	2	1	0	1	1	5
No Response	0	0	1	0	0	0	1

## Advertising Sales

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

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-50	50-100	Total
Up to 10%	0	5	3	2	1	1	12
11-15%	3	2	3	1	1	1	11
26-30%	0	0	0	1	0	0	1
No Response	9	11	14	15	9	7	65

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

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-50	50-100	Total
Yes	0	2	4	2	2	3	13
No	3	5	6	7	2	4	27
No Response	9	11	10	10	7	2	49

## Health Coverage

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

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-50	50-100	Total
Yes	3	7	10	9	4	7	40
No Response	9	11	10	10	7	2	49

If yes, what percentage is paid by the newspaper?

### Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-50	50-100	Total
1-10%	0	0	0	0	0	0	0
21-25%	0	1	0	0	0	0	1
26-30%	0	0	2	0	0	0	2
31-35%	0	0	0	1	0	0	1
36-40%	0	1	0	0	0	0	1
46-50%	0	3	0	0	0	0	3
51-55%	0	0	1	1	1	0	3
56-60%	0	0	0	0	0	0	0
61-65%	0	1	0	1	0	1	3
66-70%	2	0	0	1	0	1	4
71-75%	0	0	1	0	0	0	1
76-80%	0	1	2	5	2	4	14
81-85%	0	0	2	0	0	0	2
100%	0	0	1	0	0	0	1
No Response	1	0	1	0	1	1	4



## **Union Representation**

How many unions does your newspaper currently have?

### **Circulation Groups (in thousands)**

	<b>-6</b>	<b>6-10</b>	<b>10-15</b>	<b>15-25</b>	<b>25-50</b>	<b>50-100</b>	<b>Total</b>
0 Unions	12	15	16	14	4	7	68
1 Union	0	2	3	5	7	2	19
2 Unions	0	1	1	0	0	0	2

What percentage of your total workforce is unionized?

### **Circulation Groups (in thousands)**

	<b>-6</b>	<b>6-10</b>	<b>10-15</b>	<b>15-25</b>	<b>25-50</b>	<b>50-100</b>	<b>Total</b>
0%	12	15	16	14	4	7	68
5%	0	0	2	0	0	0	2
7%	0	0	1	0	0	0	1
16%	0	0	0	0	0	1	1
25%	0	1	0	0	0	0	1
No Response	0	2	1	5	7	1	16

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

### **Circulation Groups (in thousands)**

	<b>-6</b>	<b>6-10</b>	<b>10-15</b>	<b>15-25</b>	<b>25-50</b>	<b>50-100</b>	<b>Total</b>
No	6	8	12	5	2	4	37
No Response	6	10	8	14	9	5	52

**General  
Executives**

**Publisher**

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

<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	(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**

<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	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**

<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	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.*

<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	(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

<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	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

<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	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.*

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	(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	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

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)

## 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)

**Human  
Resources  
Department**

## Regional HR Executive

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(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

## 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

## Advertising Department

# Manager of Events & Promotions

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(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.*

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	(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	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

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	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.*

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

<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	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

<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	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

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(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**

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

<b>Revenue</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>Median Salary</b>	<b>Average Salary</b>	<b>Avg. Earnings with Bonuses</b>
\$5,000,000 or less				(0)	(0)
\$5,000,001-\$10,000,000	42,673	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

## 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

**News/Editorial  
Department**

## Layout Specialist/Coordinator

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(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.*

<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	36,036	36,036	36,036	(1) 36,036	(1) 36,036

### 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	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)

**Production and  
Maintenance**

# 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



**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.*

<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	(1) 1.0
25,001-50,000	(0)
50,001-100,000	(2) 1.0

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(0)	(0)	(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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(2) 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)

# Payroll Specialist

*Responsible for payroll.*

<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	(1) 1.0
50,001-100,000	(1) 1.0

## Actual Pay Data by Circulation

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(0)	(0)	(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

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(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.*

<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	(0)
25,001-50,000	(0)
50,001-100,000	(0)

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(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)

*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)

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

<b>Circulation</b>	<b>Avg. # Employees Holding Position</b>
6,000 or less	(0)
6,001-10,000	(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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(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)

## 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 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)

# 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

## 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.*

<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	(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**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(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

## 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)

*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)

## 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)

## 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.*

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

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(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)

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

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

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(3) 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)

## 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)

## 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)



## 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)

## 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)

## 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)

## 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.*

<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) 2.0

**Actual Pay Data by Circulation**

<b>Circulation</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
6,000 or less	(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**

<b>Revenue</b>	<b>Avg. Lowest Annual Wage</b>	<b>Avg. Highest Annual Wage</b>	<b>Avg. Annual Wage</b>	<b>Avg. Annual Bonuses/Comm.</b>
\$5,000,000 or less	(0)	(0)	(0)	(0)
\$5,000,001-\$10,000,000	(0)	(0)	(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)

# 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)	

## 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)	

## Press Operator III

*More than 5 years expereince. 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)	



*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)

*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)

## 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)

## 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)



## Inserters (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)

## 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 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)