

2014 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 2014

The 2014 SNPA Survey of Newspaper Salaries includes a separate compilation of salary data for each of eight 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	6	3,817	4,391
6,001-10,000 Circulation	13	8,332	8,500
10,001-15,000 Circulation	11	12,990	12,832
15,001-25,000 Circulation	13	18,585	17,800
25,001-40,000 Circulation	13	31,015	32,000
40,001-60,000 Circulation	11	49,545	50,941
60,001-100,000 Circulation	8	66,783	65,339
100,001-235,000 Circulation	11	127,355	116,983
TOTAL	86		

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 2014 survey took part for the first time, and some 2013 participants did not take part in 2014. Also, every newspaper did not supply information for every position listed in the survey. Exact comparison between the 2013 and 2014 surveys may not be made.

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

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

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

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

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

Questions: Any questions concerning this study should be addressed to Cindy Durham in the SNPA office: 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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FINANCE DEPARTMENT

Controller	8
<i>Responsible for accounting department.</i>	
Credit Manager	9
<i>Sets credit policies and supervises collection of accounts receivable.</i>	
Accounting Supervisor	10
<i>Responsible for overseeing the business office and accounting functions.</i>	

HUMAN RESOURCES DEPARTMENT

Director of Human Resources	11
<i>Responsible for all personnel-related activities. Top position.</i>	

MARKETING DEPARTMENT

Marketing Director/Manager	12
<i>Total marketing responsibility. Top position.</i>	

ADVERTISING DEPARTMENT

Advertising Director	13
<i>Total advertising responsibility. Top position.</i>	
Retail Advertising Manager	14
<i>Supervises retail advertising sales representatives and/or division managers.</i>	
Major Accounts Manager	15
<i>Supervises staff dealing only with key accounts and major advertisers.</i>	

Classified Advertising Manager	16
<i>Manages transient and classified display staff. May handle some display accounts. Manages budget and makes hiring decisions.</i>	

CIRCULATION DEPARTMENT

Circulation Director	17
<i>Overall responsibility for sales and distribution. Supervises carrier advisers, clerks and/or mailroom. Develops and manages budgets. Top circulation position.</i>	
Home Delivery Manager	18
<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>	
Customer Service Manager	19
<i>Supervises circulation office clerks responsible for handling starts, stops and complaints from readers. This position only handles circulation.</i>	
Single Copy Sales Manager	20
<i>Supervises delivery of single-copy newspapers. Supervises drivers. Reports to top circulation position.</i>	
District Manager	21
<i>Responsible for distribution and sales through carrier network. Recruits carriers.</i>	

INFORMATION TECHNOLOGY DEPARTMENT

Information Technology Director	22
<i>Responsible for all activities and services, including systems, programming, telecommunications and computer operations. This position is not responsible for production. Top data services position.</i>	

INTERACTIVE MEDIA

Webmaster	23
<i>Responsible for the technical development of the newspaper's website.</i>	
Online News Editor	24
<i>Responsible for news content of website on a day-to-day basis.</i>	
Web Sales Manager	25
<i>Responsible for overseeing the sale of ads on the website.</i>	

GRAPHIC DESIGN

Composing Services/Creative Services/Art Department Manager	26
<i>Responsible for supervising and managing the composing/creative services department. This position may fall under different departments. At some newspapers, this position may report to the production or advertising department.</i>	

NEWS/EDITORIAL DEPARTMENT

Executive Editor or Editor	27
<i>Top newsroom executive.</i>	
Managing Editor	28
<i>Manages day-to-day newspaper production.</i>	
Assistant Managing Editor	29
<i>Second in command to the managing editor.</i>	
Editorial Page Editor	30
<i>Supervises the content, editing and make-up of editorial and op/ed pages. Makes or recommends hiring decisions and evaluates employee performance.</i>	
City/Metro Editor	31
<i>Supervises coverage of city/local news, makes or recommends hiring decisions, edits copy, assigns stories, determines play of news.</i>	

Sports Editor	32
<i>Responsible for editing, make-up of sports pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Business Editor	33
<i>Responsible for editing, make-up of business pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Lifestyle Editor.....	34
<i>Responsible for editing, make-up of lifestyle pages. Supervises employees. Makes or recommends hiring decisions.</i>	
Assistant Editor	35
<i>Assistant to the editor of a major news sub-department, such as sports, business, etc.</i>	
Copy Desk Chief	36
<i>Supervision of copy editing.</i>	
Design Editor.....	37
<i>Responsible for the overall design of the paper.</i>	
Chief Photographer	38
<i>Responsible for supervising performance of staff photographers. Makes or recommends hiring decisions.</i>	

PRODUCTION AND MAINTENANCE

Production Director/Manager.....	39
<i>Overall responsibility for composing, camera and platemaking, stereo or lithography, mailroom and press. Manages budgets and makes hiring decisions.</i>	
Pressroom Manager/Press Supervisor	40
<i>Supervisory responsibility for press and employees, including shift foreman. Operates press; may be a "working manager." Top pressroom position.</i>	
Mailroom Manager	41
<i>Supervises full-time and/or part-time employees, bundle preparation, inserting and other post-press activities.</i>	
Building/General Maintenance Supervisor.....	42
<i>Responsible for building maintenance, repair and cleaning.</i>	

Salary/Wage Information for Non-Supervisory Employees:

FINANCE DEPARTMENT

Accountant	43
<i>General accounting work. Professional degreed position. Typically has two to three years experience.</i>	
Accounting Clerk, Entry-Level	44
<i>Responsible for accounts payables, receivables, payroll and data input. This is an entry-level position.</i>	
Accounting Clerk, Senior	45
<i>Responsible for accounts payables, receivables, payroll and data input. Has substantial experience and increased abilities.</i>	

ADMINISTRATIVE DEPARTMENT

Executive Assistant to Publisher/GM	46
<i>Works directly with and provides administrative support to Publisher or General Manager, applying independent judgment and initiative.</i>	

ADVERTISING DEPARTMENT

Retail Salesperson/Outside	47
<i>Services existing accounts and develops new business in local area. Salaried position, but may be on part or full commission.</i>	
Classified Salesperson	48
<i>Services existing accounts and sells new advertisements for classified advertising section.</i>	
Classified Telephone Salesperson	49
<i>Handles placement of new classified ads that are received over the telephone.</i>	
Online Sales Representative	50
<i>Responsible for selling advertising on the website and/or mobile.</i>	
Sales Assistant.....	51
<i>Assists sales staff with customer service, ordering and billing of all advertising products for the newspaper including print, preprints, online and niche publications. Also assists with customer inquiries, proposal creation and rate quotes. Works with artists and reps to assure correct publication of advertising.</i>	
Artist/Layout Specialist.....	52
<i>Creates production and speculative layouts, and proofs ads. Produces camera-ready art, hand-lettering, line, wash and color illustrations. This category includes Macintosh operators and creative services.</i>	

NEWS/EDITORIAL DEPARTMENT

Editorial Writer.....	53
<i>Gathers material and writes columns for editorial page.</i>	
Columnist.....	54
<i>Writes signed column. Includes all types of columnists: general assignment, beats, sports, business, lifestyle, etc.</i>	
Copy Editor, Entry-Level	55
<i>Edits and fits local and wire news. Performs layouts and writes headlines. Generally has little or no experience.</i>	
Copy Editor, Experienced.....	56
<i>Edits and fits local and wire news. Performs layouts and writes headlines. Typically has one to four years experience.</i>	
Reporter, Entry-Level	57
<i>Reporter assigned to less complicated stories. Generally has little or no experience; handles routine office assignments under supervision.</i>	
Reporter, Experienced	58
<i>Typically has one to four years experience. Handles beat assignments, including the development of story ideas.</i>	
Reporter, Senior.....	59
<i>Has substantial experience (usually five or more years). Capable of handling all types of stories, including investigative articles and in-depth series that may have regional or national significance. May handle special assignments.</i>	
Sports Reporter, Experienced	60
<i>Gathers and writes local sports stories. Typically has one to four years experience.</i>	
Sports Reporter, Senior.....	61
<i>Gathers and writes local sports stories. Has substantial experience (usually five or more years).</i>	
Photojournalist	62
<i>Takes still or video photographs.</i>	

PRODUCTION/MAINTENANCE/OTHER

Press Operator, Entry-Level	63
<i>Operates and maintains web press. Generally has little or no experience. May be involved in paper handling and/or platemaking. "Journeyman" level.</i>	
Press Operator, Experienced	64
<i>Operates and maintains web press. Typically has one to four years of experience. May be involved in paper handling and/or platemaking. "Journeyman" level.</i>	
Machine Operator	65
<i>Sets up and troubleshoots equipment.</i>	
Insertor	66
<i>Loads inserts onto machine.</i>	
Machinist	67
<i>Performs routine preventive maintenance, including cleaning, lubricating and checking for wear, and making necessary adjustments to equipment. Troubleshoots equipment problems and makes repairs with minimum down time.</i>	
Maintenance Technician	68
<i>Responsible for troubleshooting and repair of all production and building-related electrical or mechanical systems.</i>	

Ownership of Newspaper

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-235	Total
JOA Papers	0	0	0	0	0	0	0	0	0
Corporate Ownership	6	13	8	9	10	9	7	10	72
Independently-Owned	0	0	3	4	3	2	1	1	14

Non-Daily Staff

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

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-235	Total
Yes	1	3	6	2	4	5	4	6	31
No	5	10	5	11	9	6	4	5	55

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

Yes	1	2	4	1	3	2	4	4	21
No	0	1	2	1	1	3	0	2	10

Union Representation

How many unions does your newspaper currently have?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-235	Total
0 Unions	6	13	8	12	12	11	7	8	77
1 Union	0	0	1	0	0	0	1	1	3
2 Unions	0	0	1	1	1	0	0	0	3
3 Unions	0	0	1	0	0	0	0	0	1
4 Unions	0	0	0	0	0	0	0	2	2

What percentage of your total workforce is unionized?

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-235	Total
0%	6	13	8	12	12	11	8	8	78
6%	0	0	0	0	1	0	0	0	1
7%	0	0	1	0	0	0	0	0	1
14%	0	0	0	0	0	0	0	1	1
15%	0	0	0	1	0	0	0	0	1
15.8%	0	0	0	0	0	0	0	1	1
20%	0	0	1	0	0	0	0	0	1
44.8%	0	0	0	0	0	0	0	1	1
60%	0	0	1	0	0	0	0	0	1

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

Circulation Groups (in thousands)

	-6	6-10	10-15	15-25	25-40	40-60	60-100	100-235	Total
Yes	0	1	0	0	0	0	0	0	1
No	6	12	11	13	13	11	8	11	85

Chief executive officer -- responsible for overseeing more than one newspaper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(4) 1.5
60,001-100,000	(3) 1.0
100,001-235,000	(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	84,600	85,000	85,000	(3) 91,533	(3) 103,867
6,001-10,000	110,000	120,000	115,000	(2) 115,000	(2) 150,000
10,001-15,000	116,617	136,250	126,434	(2) 126,434	(2) 149,509
15,001-25,000	125,000	145,000	145,000	(3) 143,333	(3) 158,521
25,001-40,000	170,000	185,000	178,000	(4) 184,000	(4) 195,875
40,001-60,000	64,833	280,000	265,000	(4) 221,583	(4) 257,237
60,001-100,000	275,000	325,000	325,000	(3) 400,000	(3) 416,667
100,001-235,000	280,000	583,000	583,000	(3) 482,000	(3) 799,728

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	84,600	105,000	94,800	(2) 94,800	(2) 113,300
\$2,000,001-\$4,000,000	85,000	110,000	110,000	(3) 105,000	(3) 128,333
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	125,000	145,000	140,625	(6) 142,311	(6) 157,597
\$16,000,001-\$32,000,000	64,833	210,000	185,000	(5) 181,967	(5) 200,989
\$32,000,001-\$64,000,000	250,000	325,000	291,500	(5) 348,300	(5) 377,300
\$64,000,001-\$128,000,000	280,000	583,000	431,500	(2) 431,500	(2) 688,546
\$128,000,001-\$256,000,000	583,000	583,000	583,000	(1) 583,000	(1) 1,022,092

Chief executive officer of newspaper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.1
25,001-40,000	(5) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(3) 1.0
100,001-235,000	(8) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	70,000	70,000	70,000	(1) 70,000	(1) 74,000
6,001-10,000	75,000	120,000	115,000	(7) 107,542	(7) 115,456
10,001-15,000	110,000	125,000	117,500	(4) 127,500	(4) 160,263
15,001-25,000	120,500	204,000	204,000	(7) 194,760	(7) 218,056
25,001-40,000	153,000	286,110	207,030	(5) 226,928	(5) 231,928
40,001-60,000	175,000	210,000	197,500	(6) 220,715	(6) 257,989
60,001-100,000	215,000	285,000	285,000	(3) 263,000	(3) 310,000
100,001-235,000	220,000	362,950	345,200	(8) 311,081	(8) 382,759

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	70,000	70,000	70,000	(1) 70,000	(1) 74,000
\$2,000,001-\$4,000,000	70,000	102,794	88,897	(4) 90,699	(4) 94,547
\$4,000,001-\$8,000,000	110,000	165,000	135,000	(8) 157,977	(8) 177,251
\$8,000,001-\$16,000,000	120,500	200,000	153,000	(7) 164,643	(7) 190,348
\$16,000,001-\$32,000,000	193,500	210,000	208,515	(6) 229,440	(6) 255,971
\$32,000,001-\$64,000,000	169,988	285,000	283,150	(6) 242,215	(6) 280,208
\$64,000,001-\$128,000,000	315,900	360,800	345,200	(6) 333,450	(6) 404,124
\$128,000,001-\$256,000,000	362,950	362,950	362,950	(1) 362,950	(1) 512,334

**General
Executives**

General Manager

Responsible for all business functions, except editorial.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(3) 1.3
40,001-60,000	(2) 1.0
60,001-100,000	(1) 1.0
100,001-235,000	(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	41,600	44,200	42,900	(2) 42,900	(2) 52,972
6,001-10,000	76,200	85,690	80,945	(2) 80,945	(2) 90,055
10,001-15,000	55,000	105,000	102,500	(4) 95,940	(4) 109,979
15,001-25,000	70,720	157,560	142,500	(5) 129,426	(5) 137,566
25,001-40,000	112,000	140,000	140,000	(3) 137,333	(3) 147,000
40,001-60,000	165,500	200,000	182,750	(2) 182,750	(2) 209,719
60,001-100,000	228,318	228,318	228,318	(1) 228,318	(1) 377,620
100,001-235,000	180,000	180,000	180,000	(1) 180,000	(1) 310,825

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	41,600	76,200	60,200	(4) 76,125	(4) 86,862
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	70,720	91,350	88,520	(6) 87,753	(6) 98,300
\$8,000,001-\$16,000,000	105,000	157,560	134,780	(4) 139,890	(4) 152,388
\$16,000,001-\$32,000,000	140,000	160,000	160,000	(3) 166,667	(3) 183,812
\$32,000,001-\$64,000,000	165,500	228,318	196,909	(2) 196,909	(2) 276,810
\$64,000,001-\$128,000,000				(0)	(0)
\$128,000,001-\$256,000,000				(0)	(0)

Vice President/Operations

Responsible for production and systems.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(0)
15,001-25,000	(2) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(3) 1.0
100,001-235,000	(9) 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	66,622	204,000	135,311	(2) 135,311	(2) 174,311
25,001-40,000	70,376	125,000	95,000	(5) 104,696	(5) 109,846
40,001-60,000	102,500	104,308	104,308	(3) 113,936	(3) 121,811
60,001-100,000	92,700	125,000	125,000	(3) 119,233	(3) 129,233
100,001-235,000	130,000	218,600	179,500	(9) 177,399	(9) 219,475

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	204,000	204,000	204,000	(1) 204,000	(1) 280,000
\$8,000,001-\$16,000,000	66,622	66,622	66,622	(1) 66,622	(1) 68,622
\$16,000,001-\$32,000,000	90,000	102,500	98,750	(6) 104,330	(6) 110,009
\$32,000,001-\$64,000,000	92,700	135,000	125,000	(5) 119,402	(5) 128,462
\$64,000,001-\$128,000,000	130,000	185,694	179,500	(7) 171,970	(7) 195,342
\$128,000,001-\$256,000,000	252,800	252,800	252,800	(1) 252,800	(1) 378,808

Top financial officer.

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	(4) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(8) 1.0
60,001-100,000	(3) 1.0
100,001-235,000	(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				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	110,000	110,000	110,000	(1) 110,000	(1) 133,053
15,001-25,000	80,000	113,006	100,287	(4) 98,893	(4) 112,112
25,001-40,000	81,500	112,500	99,128	(4) 98,793	(4) 98,793
40,001-60,000	100,224	126,542	122,500	(8) 115,300	(8) 130,319
60,001-100,000	106,000	127,998	127,998	(3) 140,999	(3) 163,913
100,001-235,000	122,000	170,000	155,000	(7) 154,623	(7) 165,957

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	113,006	113,006	113,006	(1) 113,006	(1) 124,606
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	87,567	110,000	98,784	(2) 98,784	(2) 110,310
\$8,000,001-\$16,000,000	80,000	112,500	112,500	(3) 102,500	(3) 116,258
\$16,000,001-\$32,000,000	81,500	115,416	100,586	(6) 100,154	(6) 112,722
\$32,000,001-\$64,000,000	106,000	135,000	127,998	(7) 131,878	(7) 147,948
\$64,000,001-\$128,000,000	122,000	170,000	155,000	(7) 154,623	(7) 165,957
\$128,000,001-\$256,000,000				(0)	(0)

Responsible for accounting department.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(4) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(8) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(4) 1.0
100,001-235,000	(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	48,000	48,000	48,000	(1) 48,000	(1) 48,000
6,001-10,000	41,000	57,465	53,233	(4) 56,366	(4) 59,366
10,001-15,000	60,000	80,000	72,500	(6) 73,195	(6) 78,684
15,001-25,000	60,008	75,000	71,100	(8) 68,921	(8) 73,452
25,001-40,000	64,967	127,000	90,765	(8) 98,428	(8) 107,116
40,001-60,000	67,500	83,000	75,508	(6) 85,381	(6) 87,549
60,001-100,000	82,000	145,000	132,500	(4) 136,231	(4) 149,231
100,001-235,000	90,000	114,000	99,864	(7) 106,369	(7) 116,809

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	48,000	60,008	54,004	(2) 54,004	(2) 56,504
\$2,000,001-\$4,000,000	49,000	57,465	53,233	(2) 53,233	(2) 56,233
\$4,000,001-\$8,000,000	44,980	65,000	62,500	(6) 63,028	(6) 66,184
\$8,000,001-\$16,000,000	60,000	77,000	73,500	(10) 72,786	(10) 77,911
\$16,000,001-\$32,000,000	65,930	127,000	96,250	(9) 99,825	(9) 107,660
\$32,000,001-\$64,000,000	68,016	137,000	82,500	(8) 106,214	(8) 112,714
\$64,000,001-\$128,000,000	90,000	114,000	106,932	(4) 112,216	(4) 120,581
\$128,000,001-\$256,000,000	123,719	123,719	123,719	(1) 123,719	(1) 150,614

Sets credit policies and supervises collection of accounts receivable.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(3) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(4) 1.0
100,001-235,000	(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	41,880	41,880	41,880	(1) 41,880	(1) 48,380
6,001-10,000	27,602	40,400	34,001	(2) 34,001	(2) 34,001
10,001-15,000	45,000	45,000	45,000	(1) 45,000	(1) 55,000
15,001-25,000	37,814	37,814	37,814	(1) 37,814	(1) 37,814
25,001-40,000	34,821	46,800	46,800	(3) 50,194	(3) 50,194
40,001-60,000	51,730	57,092	57,092	(3) 57,041	(3) 57,041
60,001-100,000	51,300	66,000	61,585	(4) 61,470	(4) 62,620
100,001-235,000	58,653	63,546	63,023	(6) 59,033	(6) 61,357

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	41,880	41,880	41,880	(1) 41,880	(1) 48,380
\$2,000,001-\$4,000,000	40,400	40,400	40,400	(1) 40,400	(1) 40,400
\$4,000,001-\$8,000,000	27,602	37,814	32,708	(2) 32,708	(2) 32,708
\$8,000,001-\$16,000,000	34,821	45,000	39,911	(2) 39,911	(2) 44,911
\$16,000,001-\$32,000,000	46,800	68,962	57,881	(2) 57,881	(2) 57,881
\$32,000,001-\$64,000,000	51,730	65,000	59,735	(8) 60,250	(8) 60,825
\$64,000,001-\$128,000,000	58,653	63,546	63,023	(4) 63,300	(4) 63,392
\$128,000,001-\$256,000,000				(0)	(0)

Accounting Supervisor

Responsible for overseeing the business office and accounting functions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(3) 1.0
25,001-40,000	(5) 1.6
40,001-60,000	(5) 1.2
60,001-100,000	(6) 1.0
100,001-235,000	(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	35,859	38,000	38,000	(4) 39,717	(4) 41,051
10,001-15,000	45,557	58,074	51,816	(2) 51,816	(2) 52,326
15,001-25,000	40,000	50,440	50,440	(3) 48,694	(3) 50,361
25,001-40,000	52,600	60,942	57,076	(5) 60,181	(5) 60,181
40,001-60,000	37,016	46,000	43,500	(5) 44,281	(5) 46,024
60,001-100,000	62,424	67,000	66,000	(6) 66,154	(6) 68,039
100,001-235,000	61,540	82,711	74,581	(6) 77,272	(6) 82,769

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	47,008	47,008	47,008	(1) 47,008	(1) 47,008
\$2,000,001-\$4,000,000	35,859	38,000	38,000	(3) 37,286	(3) 39,066
\$4,000,001-\$8,000,000	45,557	45,557	45,557	(1) 45,557	(1) 46,577
\$8,000,001-\$16,000,000	40,000	55,642	52,600	(5) 51,351	(5) 52,351
\$16,000,001-\$32,000,000	38,080	57,076	55,404	(8) 53,276	(8) 54,365
\$32,000,001-\$64,000,000	56,000	67,000	64,712	(6) 62,571	(6) 64,455
\$64,000,001-\$128,000,000	61,540	82,711	74,581	(4) 74,200	(4) 76,069
\$128,000,001-\$256,000,000	112,079	112,079	112,079	(1) 112,079	(1) 136,444

Director of Human Resources

Responsible for all personnel-related activities. Top position.

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	(4) 1.0
25,001-40,000	(7) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(6) 1.0
100,001-235,000	(9) 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	40,973	40,973	40,973	(1) 40,973	(1) 40,973
10,001-15,000	55,000	55,000	55,000	(1) 55,000	(1) 65,000
15,001-25,000	44,000	67,000	65,426	(4) 63,838	(4) 66,463
25,001-40,000	54,600	86,594	75,539	(7) 78,316	(7) 80,780
40,001-60,000	40,000	80,000	65,000	(6) 68,419	(6) 73,334
60,001-100,000	62,882	101,500	87,250	(6) 88,397	(6) 97,243
100,001-235,000	93,500	138,375	117,875	(9) 121,028	(9) 139,425

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	80,499	80,499	80,499	(1) 80,499	(1) 87,999
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	40,973	40,973	40,973	(1) 40,973	(1) 40,973
\$8,000,001-\$16,000,000	52,000	55,000	54,800	(6) 56,075	(6) 58,242
\$16,000,001-\$32,000,000	40,000	86,594	75,539	(9) 72,068	(9) 74,040
\$32,000,001-\$64,000,000	73,000	120,000	102,250	(8) 96,752	(8) 107,010
\$64,000,001-\$128,000,000	96,000	123,000	120,438	(6) 125,729	(6) 145,453
\$128,000,001-\$256,000,000	138,375	138,375	138,375	(1) 138,375	(1) 181,968

Total marketing responsibility. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(1) 1.0
10,001-15,000	(0)
15,001-25,000	(3) 1.0
25,001-40,000	(9) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(7) 1.0
100,001-235,000	(7) 1.1

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	34,000	34,000	34,000	(1) 34,000	(1) 44,000
6,001-10,000	40,000	40,000	40,000	(1) 40,000	(1) 50,000
10,001-15,000				(0)	(0)
15,001-25,000	31,528	47,070	47,070	(3) 56,390	(3) 58,257
25,001-40,000	42,840	70,013	65,335	(9) 63,201	(9) 64,423
40,001-60,000	67,500	84,050	75,775	(2) 75,775	(2) 81,675
60,001-100,000	75,044	100,000	86,720	(7) 101,557	(7) 115,536
100,001-235,000	80,000	171,500	133,100	(7) 139,379	(7) 160,451

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	34,000	47,070	40,535	(2) 40,535	(2) 47,335
\$2,000,001-\$4,000,000	40,000	40,000	40,000	(1) 40,000	(1) 50,000
\$4,000,001-\$8,000,000	31,528	31,528	31,528	(1) 31,528	(1) 33,528
\$8,000,001-\$16,000,000	36,398	49,300	49,300	(3) 58,757	(3) 61,357
\$16,000,001-\$32,000,000	56,656	70,013	68,750	(8) 68,827	(8) 69,608
\$32,000,001-\$64,000,000	75,044	100,000	85,385	(8) 99,487	(8) 112,813
\$64,000,001-\$128,000,000	80,000	171,500	133,100	(5) 140,980	(5) 156,344
\$128,000,001-\$256,000,000	194,750	194,750	194,750	(1) 194,750	(1) 265,438

Total advertising responsibility. Top position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(9) 1.0
10,001-15,000	(10) 1.0
15,001-25,000	(10) 1.0
25,001-40,000	(9) 1.0
40,001-60,000	(10) 1.1
60,001-100,000	(7) 1.1
100,001-235,000	(11) 1.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	51,000	52,000	51,500	(2) 51,500	(2) 54,500
6,001-10,000	35,000	65,000	53,000	(9) 56,222	(9) 65,265
10,001-15,000	55,000	80,000	62,504	(10) 67,664	(10) 80,286
15,001-25,000	53,300	87,620	81,789	(10) 79,715	(10) 98,860
25,001-40,000	100,000	140,000	123,000	(9) 122,369	(9) 129,644
40,001-60,000	88,750	168,500	115,020	(10) 130,229	(10) 161,283
60,001-100,000	140,000	200,000	179,000	(7) 257,153	(7) 289,979
100,001-235,000	150,000	215,000	178,000	(11) 187,481	(11) 232,156

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	35,000	52,000	51,500	(4) 54,500	(4) 59,266
\$2,000,001-\$4,000,000	35,000	65,000	53,000	(5) 56,600	(5) 67,088
\$4,000,001-\$8,000,000	52,500	80,000	62,000	(11) 66,764	(11) 77,541
\$8,000,001-\$16,000,000	60,000	85,000	82,000	(11) 77,035	(11) 96,581
\$16,000,001-\$32,000,000	100,000	133,301	120,016	(13) 116,928	(13) 131,208
\$32,000,001-\$64,000,000	150,000	200,000	171,750	(12) 218,217	(12) 249,816
\$64,000,001-\$128,000,000	125,000	215,000	182,500	(8) 178,477	(8) 199,973
\$128,000,001-\$256,000,000	324,480	324,480	324,480	(1) 324,480	(1) 488,401

Retail Advertising Manager

Supervises retail advertising sales representatives and/or division managers.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(10) 1.1
40,001-60,000	(10) 1.4
60,001-100,000	(7) 2.4
100,001-235,000	(10) 2.9

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	22,000	22,000	22,000	(1) 22,000	(1) 32,000
6,001-10,000	33,000	65,000	50,412	(5) 52,682	(5) 65,831
10,001-15,000	18,200	55,681	40,341	(4) 44,823	(4) 72,229
15,001-25,000	40,300	60,195	60,000	(7) 55,823	(7) 77,286
25,001-40,000	48,000	75,000	70,000	(10) 69,772	(10) 86,181
40,001-60,000	52,980	70,000	65,500	(10) 67,029	(10) 86,262
60,001-100,000	69,375	90,000	89,002	(7) 86,325	(7) 118,840
100,001-235,000	62,118	103,000	87,000	(10) 87,366	(10) 127,844

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	22,000	60,195	41,098	(2) 41,098	(2) 47,748
\$2,000,001-\$4,000,000	33,000	65,000	55,000	(4) 53,250	(4) 69,685
\$4,000,001-\$8,000,000	25,000	60,000	55,681	(5) 54,300	(5) 71,846
\$8,000,001-\$16,000,000	25,834	62,300	45,170	(8) 49,183	(8) 74,725
\$16,000,001-\$32,000,000	55,016	75,000	70,000	(12) 70,916	(12) 88,630
\$32,000,001-\$64,000,000	65,000	90,000	70,000	(13) 78,727	(13) 108,832
\$64,000,001-\$128,000,000	63,864	103,000	92,750	(8) 90,935	(8) 118,002
\$128,000,001-\$256,000,000				(0)	(0)

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	(2) 1.0
10,001-15,000	(1) 1.0
15,001-25,000	(1) 1.0
25,001-40,000	(1) 1.0
40,001-60,000	(5) 1.0
60,001-100,000	(5) 2.2
100,001-235,000	(9) 1.1

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	33,000	39,500	36,250	(2) 36,250	(2) 37,450
10,001-15,000	18,200	18,200	18,200	(1) 18,200	(1) 42,000
15,001-25,000	49,618	49,618	49,618	(1) 49,618	(1) 67,812
25,001-40,000	51,260	51,260	51,260	(1) 51,260	(1) 68,160
40,001-60,000	28,600	56,197	50,000	(5) 48,099	(5) 74,727
60,001-100,000	55,000	77,960	71,000	(5) 71,222	(5) 84,622
100,001-235,000	49,400	95,000	81,100	(9) 86,991	(9) 133,892

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	39,500	39,500	39,500	(1) 39,500	(1) 39,500
\$4,000,001-\$8,000,000	33,000	33,000	33,000	(1) 33,000	(1) 35,400
\$8,000,001-\$16,000,000	18,200	49,618	49,618	(3) 39,693	(3) 59,324
\$16,000,001-\$32,000,000	28,600	56,197	53,099	(4) 51,199	(4) 70,686
\$32,000,001-\$64,000,000	45,159	71,000	66,450	(6) 63,662	(6) 86,063
\$64,000,001-\$128,000,000	80,000	88,002	84,551	(6) 86,393	(6) 132,559
\$128,000,001-\$256,000,000	170,000	170,000	170,000	(1) 170,000	(1) 206,530

Classified Advertising Manager

Manages transient and classified display staff. May handle some display accounts. Manages budget and makes hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(3) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(7) 1.0
40,001-60,000	(7) 1.0
60,001-100,000	(7) 1.7
100,001-235,000	(8) 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	28,560	31,803	31,803	(3) 32,788	(3) 41,422
10,001-15,000	23,400	34,986	30,000	(5) 31,381	(5) 43,821
15,001-25,000	28,769	35,000	33,100	(8) 35,324	(8) 55,930
25,001-40,000	36,100	54,000	50,024	(7) 49,632	(7) 62,716
40,001-60,000	40,000	65,000	62,500	(7) 63,207	(7) 85,361
60,001-100,000	63,734	89,440	70,000	(7) 71,711	(7) 100,595
100,001-235,000	84,387	110,000	104,500	(8) 99,548	(8) 127,839

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	37,003	37,003	37,003	(1) 37,003	(1) 42,628
\$2,000,001-\$4,000,000	31,803	38,000	34,902	(2) 34,902	(2) 41,902
\$4,000,001-\$8,000,000	26,520	28,969	28,765	(6) 29,573	(6) 43,544
\$8,000,001-\$16,000,000	28,769	40,000	35,000	(9) 36,635	(9) 59,267
\$16,000,001-\$32,000,000	40,000	64,153	54,000	(7) 55,216	(7) 62,669
\$32,000,001-\$64,000,000	61,600	89,440	66,500	(11) 71,521	(11) 100,018
\$64,000,001-\$128,000,000	84,387	109,000	104,500	(6) 98,398	(6) 125,726
\$128,000,001-\$256,000,000				(0)	(0)

Circulation Director

Overall responsibility for sales and distribution. Supervises carrier advisers, clerks and/or mailroom. Develops and manages budgets. Top circulation position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(8) 1.0
15,001-25,000	(11) 1.0
25,001-40,000	(11) 1.1
40,001-60,000	(10) 1.0
60,001-100,000	(8) 1.1
100,001-235,000	(11) 1.2

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	23,670	38,500	26,915	(5) 31,611	(5) 33,897
6,001-10,000	35,000	64,000	42,000	(7) 49,570	(7) 54,659
10,001-15,000	54,995	62,000	57,055	(8) 58,918	(8) 70,016
15,001-25,000	50,000	70,200	65,000	(11) 62,002	(11) 68,734
25,001-40,000	68,000	99,195	90,002	(11) 85,315	(11) 89,329
40,001-60,000	70,000	125,000	91,200	(10) 99,408	(10) 113,303
60,001-100,000	90,480	100,000	93,919	(8) 117,249	(8) 127,568
100,001-235,000	91,621	170,000	156,000	(11) 139,837	(11) 159,411

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	23,970	39,000	38,500	(7) 37,294	(7) 39,926
\$2,000,001-\$4,000,000	31,990	42,000	38,500	(4) 44,748	(4) 50,654
\$4,000,001-\$8,000,000	37,000	62,700	57,109	(9) 54,968	(9) 61,288
\$8,000,001-\$16,000,000	55,000	75,000	68,000	(13) 67,958	(13) 77,105
\$16,000,001-\$32,000,000	70,000	100,000	90,000	(13) 88,613	(13) 97,401
\$32,000,001-\$64,000,000	90,480	100,000	92,838	(13) 110,886	(13) 120,760
\$64,000,001-\$128,000,000	82,500	175,000	154,219	(8) 140,784	(8) 158,478
\$128,000,001-\$256,000,000	164,311	164,311	164,311	(1) 164,311	(1) 206,240

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	(4) 1.0
10,001-15,000	(3) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(7) 1.3
40,001-60,000	(8) 1.0
60,001-100,000	(5) 1.6
100,001-235,000	(7) 2.3

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	32,089	37,931	35,966	(4) 37,255	(4) 37,828
10,001-15,000	28,000	30,000	30,000	(3) 31,007	(3) 36,415
15,001-25,000	27,300	35,000	33,650	(4) 36,334	(4) 42,026
25,001-40,000	45,637	58,618	55,000	(7) 56,043	(7) 58,274
40,001-60,000	50,999	63,420	57,511	(8) 57,019	(8) 63,359
60,001-100,000	54,000	76,500	73,487	(5) 71,017	(5) 78,880
100,001-235,000	70,386	76,986	74,550	(7) 77,808	(7) 88,410

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	32,089	37,931	35,010	(2) 35,010	(2) 35,010
\$4,000,001-\$8,000,000	30,000	35,020	34,510	(4) 36,005	(4) 36,734
\$8,000,001-\$16,000,000	28,000	50,737	35,000	(7) 40,994	(7) 47,812
\$16,000,001-\$32,000,000	43,777	63,650	54,287	(9) 56,493	(9) 61,851
\$32,000,001-\$64,000,000	51,243	73,487	60,058	(8) 64,543	(8) 69,801
\$64,000,001-\$128,000,000	72,000	81,841	76,986	(5) 83,515	(5) 89,049
\$128,000,001-\$256,000,000				(0)	(0)

Customer Service Manager

Supervises circulation office clerks responsible for handling starts, stops and complaints from readers. This position only handles circulation.

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	(5) 1.0
25,001-40,000	(6) 1.0
40,001-60,000	(4) 1.0
60,001-100,000	(5) 1.4
100,001-235,000	(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				(0)	(0)
6,001-10,000	22,880	39,000	30,940	(2) 30,940	(2) 34,040
10,001-15,000	34,320	34,320	34,320	(1) 34,320	(1) 34,320
15,001-25,000	26,390	36,500	35,000	(5) 33,534	(5) 38,350
25,001-40,000	34,512	40,165	37,657	(6) 39,438	(6) 43,314
40,001-60,000	40,950	47,715	46,483	(4) 48,479	(4) 53,480
60,001-100,000	34,320	46,657	46,111	(5) 47,706	(5) 52,760
100,001-235,000	45,000	55,700	52,510	(7) 55,364	(7) 58,857

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	22,880	39,000	30,940	(2) 30,940	(2) 34,040
\$4,000,001-\$8,000,000	26,390	38,582	32,486	(2) 32,486	(2) 36,124
\$8,000,001-\$16,000,000	31,200	35,149	35,000	(5) 34,434	(5) 38,954
\$16,000,001-\$32,000,000	34,512	40,950	40,594	(7) 43,204	(7) 46,348
\$32,000,001-\$64,000,000	39,000	46,657	45,704	(6) 47,481	(6) 51,367
\$64,000,001-\$128,000,000	45,000	55,700	52,510	(5) 56,236	(5) 60,836
\$128,000,001-\$256,000,000				(0)	(0)

Single Copy Sales Manager

Supervises delivery of single-copy newspapers. Supervises drivers. Reports to top circulation position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(6) 1.0
15,001-25,000	(5) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(7) 1.0
60,001-100,000	(6) 1.3
100,001-235,000	(8) 2.8

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	26,245	28,600	28,050	(6) 28,973	(6) 31,933
15,001-25,000	27,040	45,917	30,272	(5) 36,374	(5) 38,614
25,001-40,000	33,206	54,707	54,405	(5) 49,205	(5) 49,205
40,001-60,000	37,500	47,402	46,820	(7) 45,621	(7) 53,162
60,001-100,000	50,700	62,451	61,226	(6) 59,148	(6) 66,298
100,001-235,000	46,460	82,418	68,014	(8) 70,090	(8) 77,930

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	28,641	28,641	28,641	(1) 28,641	(1) 34,641
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	23,660	30,272	28,600	(5) 28,573	(5) 29,339
\$8,000,001-\$16,000,000	26,245	45,917	35,000	(5) 36,840	(5) 40,666
\$16,000,001-\$32,000,000	37,500	54,707	47,402	(9) 47,839	(9) 51,581
\$32,000,001-\$64,000,000	42,000	60,000	54,193	(8) 54,151	(8) 60,652
\$64,000,001-\$128,000,000	64,978	82,418	76,734	(6) 77,992	(6) 84,817
\$128,000,001-\$256,000,000				(0)	(0)

Responsible for distribution and sales through carrier network. Recruits carriers.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(8) 1.8
10,001-15,000	(7) 1.7
15,001-25,000	(12) 3.3
25,001-40,000	(13) 4.7
40,001-60,000	(9) 7.1
60,001-100,000	(7) 16.3
100,001-235,000	(8) 21.4

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	23,660	25,000	24,330	(2) 24,330	(2) 24,330
6,001-10,000	23,660	28,000	25,085	(8) 25,668	(8) 26,966
10,001-15,000	24,368	28,995	26,000	(7) 26,129	(7) 29,501
15,001-25,000	26,000	29,185	28,267	(12) 28,271	(12) 30,382
25,001-40,000	28,955	34,139	33,297	(13) 33,179	(13) 38,256
40,001-60,000	28,223	34,208	31,109	(9) 31,660	(9) 37,822
60,001-100,000	34,330	38,000	34,978	(7) 38,573	(7) 42,684
100,001-235,000	29,709	44,567	40,600	(8) 45,426	(8) 50,260

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	23,000	23,660	23,660	(3) 23,443	(3) 24,747
\$2,000,001-\$4,000,000	23,670	28,000	26,500	(7) 26,404	(7) 27,888
\$4,000,001-\$8,000,000	21,840	26,000	26,000	(8) 25,114	(8) 26,638
\$8,000,001-\$16,000,000	26,975	30,156	28,600	(13) 28,927	(13) 31,758
\$16,000,001-\$32,000,000	28,955	34,029	33,297	(15) 32,771	(15) 37,948
\$32,000,001-\$64,000,000	31,109	38,257	34,978	(11) 39,370	(11) 45,220
\$64,000,001-\$128,000,000	29,709	43,000	38,200	(5) 38,531	(5) 41,754
\$128,000,001-\$256,000,000	80,094	80,094	80,094	(1) 80,094	(1) 90,482

Responsible for all activities and services, including systems, programming, telecommunications and computer operations. This position is not responsible for production. Top data services position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(5) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(8) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(6) 1.3
100,001-235,000	(6) 1.3

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	35,000	55,000	44,440	(5) 53,408	(5) 55,448
10,001-15,000	30,000	53,394	48,360	(5) 46,841	(5) 48,513
15,001-25,000	55,120	75,000	72,000	(6) 70,937	(6) 72,937
25,001-40,000	60,840	108,000	78,741	(8) 88,772	(8) 92,835
40,001-60,000	56,500	80,000	80,000	(3) 77,833	(3) 86,796
60,001-100,000	75,000	96,445	95,473	(6) 107,026	(6) 111,326
100,001-235,000	114,187	145,000	137,500	(6) 132,031	(6) 140,626

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	69,000	69,000	69,000	(1) 69,000	(1) 73,000
\$2,000,001-\$4,000,000	35,000	40,600	40,600	(3) 40,013	(3) 43,413
\$4,000,001-\$8,000,000	42,453	60,000	57,500	(6) 59,909	(6) 61,302
\$8,000,001-\$16,000,000	48,360	71,000	56,860	(8) 63,497	(8) 64,997
\$16,000,001-\$32,000,000	72,471	108,000	91,005	(8) 94,697	(8) 101,621
\$32,000,001-\$64,000,000	94,500	108,360	102,403	(6) 119,526	(6) 123,826
\$64,000,001-\$128,000,000	105,000	145,000	129,594	(4) 128,047	(4) 140,189
\$128,000,001-\$256,000,000				(0)	(0)

Responsible for the technical development of the newspaper's website.

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	(5) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(3) 1.0
100,001-235,000	(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				(0)	(0)
6,001-10,000	50,000	50,000	50,000	(1) 50,000	(1) 50,000
10,001-15,000	28,184	33,550	33,550	(3) 33,911	(3) 34,222
15,001-25,000	28,000	56,975	50,900	(5) 46,575	(5) 47,235
25,001-40,000	27,000	44,856	43,830	(4) 44,840	(4) 44,840
40,001-60,000	52,000	54,000	54,000	(3) 55,333	(3) 55,333
60,001-100,000	42,000	50,000	50,000	(3) 50,397	(3) 50,397
100,001-235,000	69,576	97,021	91,863	(7) 87,846	(7) 94,173

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	28,000	28,000	28,000	(1) 28,000	(1) 30,500
\$2,000,001-\$4,000,000	50,000	50,000	50,000	(1) 50,000	(1) 50,000
\$4,000,001-\$8,000,000	28,184	50,900	50,900	(3) 46,695	(3) 47,006
\$8,000,001-\$16,000,000	36,000	44,856	42,428	(6) 46,014	(6) 46,147
\$16,000,001-\$32,000,000	27,000	54,000	52,000	(5) 47,161	(5) 47,161
\$32,000,001-\$64,000,000	42,000	59,192	59,192	(3) 57,179	(3) 57,179
\$64,000,001-\$128,000,000	54,995	97,021	83,299	(4) 81,928	(4) 81,928
\$128,000,001-\$256,000,000	91,863	91,863	91,863	(1) 91,863	(1) 100,000

Responsible for news content of website on a day-to-day basis.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(3) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(8) 1.2
40,001-60,000	(8) 1.0
60,001-100,000	(7) 1.0
100,001-235,000	(9) 1.4

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	37,080	37,800	37,800	(3) 38,334	(3) 38,501
10,001-15,000	28,080	35,984	35,022	(4) 37,531	(4) 37,556
15,001-25,000	29,000	45,660	41,080	(7) 42,317	(7) 43,768
25,001-40,000	37,179	64,783	42,829	(8) 49,686	(8) 49,686
40,001-60,000	45,901	72,561	63,990	(8) 64,664	(8) 67,173
60,001-100,000	56,010	73,750	68,000	(7) 68,349	(7) 70,064
100,001-235,000	52,353	115,485	93,590	(9) 90,129	(9) 95,114

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	52,200	52,200	52,200	(1) 52,200	(1) 53,200
\$2,000,001-\$4,000,000	37,080	37,800	37,440	(2) 37,440	(2) 37,690
\$4,000,001-\$8,000,000	35,984	40,123	40,123	(3) 47,129	(3) 47,129
\$8,000,001-\$16,000,000	28,080	41,080	36,000	(9) 36,673	(9) 37,701
\$16,000,001-\$32,000,000	36,000	65,000	44,685	(9) 52,096	(9) 52,096
\$32,000,001-\$64,000,000	53,999	75,000	65,490	(12) 67,448	(12) 70,121
\$64,000,001-\$128,000,000	53,283	108,663	93,590	(7) 91,480	(7) 94,308
\$128,000,001-\$256,000,000	118,450	118,450	118,450	(1) 118,450	(1) 143,523

Responsible for overseeing the sale of ads on the website.

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
25,001-40,000	(5) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(8) 1.0
100,001-235,000	(8) 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	38,000	55,000	46,500	(2) 46,500	(2) 70,925
10,001-15,000	26,042	35,000	35,000	(4) 34,511	(4) 49,659
15,001-25,000	72,100	72,100	72,100	(1) 72,100	(1) 89,600
25,001-40,000	40,000	70,000	70,000	(5) 59,034	(5) 72,288
40,001-60,000	50,000	50,000	50,000	(6) 69,000	(6) 97,533
60,001-100,000	45,000	92,000	84,720	(8) 77,393	(8) 95,587
100,001-235,000	57,918	87,500	79,750	(8) 90,951	(8) 109,274

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000	38,000	38,000	38,000	(1) 38,000	(1) 50,000
\$4,000,001-\$8,000,000	55,000	55,000	55,000	(1) 55,000	(1) 91,850
\$8,000,001-\$16,000,000	35,000	40,170	40,000	(7) 41,473	(7) 60,371
\$16,000,001-\$32,000,000	45,000	70,000	70,000	(5) 62,000	(5) 73,672
\$32,000,001-\$64,000,000	57,176	92,000	80,000	(11) 82,301	(11) 106,959
\$64,000,001-\$128,000,000	70,000	84,000	79,750	(6) 91,903	(6) 102,339
\$128,000,001-\$256,000,000	119,013	119,013	119,013	(1) 119,013	(1) 169,240

Composing Services/Creative Services/Art Dept. Mgr.

Responsible for supervising and managing the composing/creative services department. This position may fall under different departments. At some newspapers, this position may report to the production or advertising department.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(8) 1.0
25,001-40,000	(6) 1.3
40,001-60,000	(5) 1.0
60,001-100,000	(7) 1.0
100,001-235,000	(9) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	40,300	40,300	40,300	(1) 40,300	(1) 40,300
6,001-10,000	31,075	38,500	38,500	(3) 41,525	(3) 41,525
10,001-15,000	32,760	39,458	37,229	(6) 37,407	(6) 37,607
15,001-25,000	35,000	42,203	40,906	(8) 40,044	(8) 41,664
25,001-40,000	45,300	47,789	47,461	(6) 46,186	(6) 46,353
40,001-60,000	39,501	52,601	47,940	(5) 48,438	(5) 51,829
60,001-100,000	48,000	69,700	51,297	(7) 65,515	(7) 65,515
100,001-235,000	66,000	97,064	80,000	(9) 86,411	(9) 93,451

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	40,300	42,203	41,252	(2) 41,252	(2) 41,252
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	30,771	38,500	32,760	(7) 37,619	(7) 37,619
\$8,000,001-\$16,000,000	38,500	45,002	41,172	(11) 41,538	(11) 42,917
\$16,000,001-\$32,000,000	39,501	47,790	47,133	(7) 45,509	(7) 47,931
\$32,000,001-\$64,000,000	47,940	69,700	58,649	(8) 65,305	(8) 65,305
\$64,000,001-\$128,000,000	71,000	97,064	88,532	(6) 91,761	(6) 97,503
\$128,000,001-\$256,000,000	86,132	86,132	86,132	(1) 86,132	(1) 97,839

Executive Editor or Editor

Top newsroom executive.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(8) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(11) 1.0
25,001-40,000	(11) 1.0
40,001-60,000	(8) 1.4
60,001-100,000	(8) 1.0
100,001-235,000	(10) 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	60,000	75,168	68,191	(8) 69,173	(8) 72,581
10,001-15,000	66,000	71,763	69,038	(6) 68,179	(6) 77,793
15,001-25,000	75,000	93,289	87,290	(11) 86,245	(11) 91,563
25,001-40,000	107,800	150,000	115,786	(11) 126,601	(11) 141,734
40,001-60,000	78,321	137,000	115,000	(8) 123,326	(8) 137,673
60,001-100,000	125,000	198,000	152,500	(8) 203,054	(8) 216,648
100,001-235,000	100,000	220,000	193,931	(10) 182,943	(10) 223,429

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	99,611	99,611	99,611	(1) 99,611	(1) 104,611
\$2,000,001-\$4,000,000	51,230	68,382	68,000	(5) 64,556	(5) 66,756
\$4,000,001-\$8,000,000	71,763	81,600	78,526	(8) 79,927	(8) 86,155
\$8,000,001-\$16,000,000	66,000	91,000	76,500	(12) 79,762	(12) 86,231
\$16,000,001-\$32,000,000	78,321	150,000	115,000	(13) 118,549	(13) 132,819
\$32,000,001-\$64,000,000	115,000	198,000	137,000	(13) 179,210	(13) 194,265
\$64,000,001-\$128,000,000	130,000	210,564	198,000	(7) 191,704	(7) 222,273
\$128,000,001-\$256,000,000	291,500	291,500	291,500	(1) 291,500	(1) 437,120

Manages day-to-day newspaper production.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.0
6,001-10,000	(7) 1.0
10,001-15,000	(6) 1.0
15,001-25,000	(9) 1.0
25,001-40,000	(5) 1.2
40,001-60,000	(7) 2.4
60,001-100,000	(6) 1.0
100,001-235,000	(8) 1.4

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	25,290	43,016	40,000	(5) 36,361	(5) 37,961
6,001-10,000	41,995	49,920	48,700	(7) 46,796	(7) 47,876
10,001-15,000	45,000	60,000	57,500	(6) 61,552	(6) 64,079
15,001-25,000	60,000	66,385	62,400	(9) 63,186	(9) 63,354
25,001-40,000	60,000	75,400	75,005	(5) 77,671	(5) 80,761
40,001-60,000	75,000	100,186	80,017	(7) 83,344	(7) 86,374
60,001-100,000	87,237	112,000	101,250	(6) 108,824	(6) 112,491
100,001-235,000	106,304	137,726	131,505	(8) 124,585	(8) 134,086

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	28,500	43,016	41,508	(6) 37,551	(6) 38,884
\$2,000,001-\$4,000,000	24,960	48,700	45,348	(4) 45,039	(4) 46,428
\$4,000,001-\$8,000,000	54,000	70,500	63,668	(7) 66,057	(7) 66,850
\$8,000,001-\$16,000,000	56,000	60,320	60,000	(11) 58,137	(11) 59,330
\$16,000,001-\$32,000,000	72,892	75,400	75,005	(7) 77,798	(7) 80,178
\$32,000,001-\$64,000,000	80,017	112,000	106,304	(9) 107,132	(9) 111,799
\$64,000,001-\$128,000,000	110,000	135,510	131,505	(6) 125,347	(6) 132,362
\$128,000,001-\$256,000,000	138,297	138,297	138,297	(1) 138,297	(1) 172,207

Second in command to the managing editor.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(5) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(2) 1.5
40,001-60,000	(3) 1.7
60,001-100,000	(4) 2.8
100,001-235,000	(5) 2.6

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	27,030	45,000	36,015	(2) 36,015	(2) 36,015
6,001-10,000	35,200	37,600	37,600	(3) 37,859	(3) 38,026
10,001-15,000	27,248	49,660	38,000	(5) 41,765	(5) 42,062
15,001-25,000	48,000	56,250	52,125	(2) 52,125	(2) 52,125
25,001-40,000	68,296	93,380	80,838	(2) 80,838	(2) 82,101
40,001-60,000	68,358	71,852	71,852	(3) 75,046	(3) 75,548
60,001-100,000	68,729	85,700	85,594	(4) 91,464	(4) 92,880
100,001-235,000	81,576	115,000	90,650	(5) 97,407	(5) 104,500

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	27,030	45,000	36,015	(2) 36,015	(2) 36,015
\$2,000,001-\$4,000,000	35,200	40,777	37,989	(2) 37,989	(2) 38,239
\$4,000,001-\$8,000,000	37,600	49,660	48,000	(7) 45,811	(7) 46,023
\$8,000,001-\$16,000,000	30,000	30,000	30,000	(1) 30,000	(1) 30,000
\$16,000,001-\$32,000,000	68,296	93,380	80,838	(2) 80,838	(2) 82,101
\$32,000,001-\$64,000,000	71,852	85,700	85,487	(7) 91,038	(7) 92,062
\$64,000,001-\$128,000,000	81,576	90,650	86,113	(2) 86,113	(2) 91,113
\$128,000,001-\$256,000,000	116,340	116,340	116,340	(1) 116,340	(1) 138,674

Editorial Page Editor

Supervises the content, editing and make-up of editorial and op/ed pages. Makes or recommends hiring decisions and evaluates employee performance.

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	(4) 1.0
25,001-40,000	(11) 1.0
40,001-60,000	(7) 1.0
60,001-100,000	(6) 1.3
100,001-235,000	(10) 2.5

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000				(0)	(0)
10,001-15,000	80,000	80,000	80,000	(1) 80,000	(1) 80,100
15,001-25,000	40,000	52,000	46,426	(4) 47,976	(4) 47,976
25,001-40,000	53,697	59,734	56,406	(11) 60,664	(11) 60,664
40,001-60,000	56,000	85,000	83,911	(7) 76,037	(7) 76,705
60,001-100,000	72,000	87,500	83,300	(6) 85,507	(6) 85,507
100,001-235,000	82,548	115,000	98,894	(10) 102,036	(10) 105,113

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	40,851	40,851	40,851	(1) 40,851	(1) 40,851
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000				(0)	(0)
\$8,000,001-\$16,000,000	48,308	52,000	50,650	(6) 54,777	(6) 54,794
\$16,000,001-\$32,000,000	54,643	67,350	58,472	(12) 64,102	(12) 64,198
\$32,000,001-\$64,000,000	57,665	95,918	83,911	(9) 81,615	(9) 82,006
\$64,000,001-\$128,000,000	92,174	113,680	99,000	(7) 102,700	(7) 104,470
\$128,000,001-\$256,000,000	98,788	98,788	98,788	(1) 98,788	(1) 111,689

Supervises coverage of city/local news, makes or recommends hiring decisions, edits copy, assigns stories, determines play of news.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(6) 1.0
10,001-15,000	(4) 1.8
15,001-25,000	(9) 1.0
25,001-40,000	(12) 1.6
40,001-60,000	(6) 1.5
60,001-100,000	(6) 2.2
100,001-235,000	(9) 1.7

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	26,000	26,000	26,000	(1) 26,000	(1) 26,000
6,001-10,000	33,000	40,841	37,175	(6) 39,172	(6) 39,411
10,001-15,000	37,654	53,908	47,854	(4) 47,381	(4) 47,387
15,001-25,000	42,000	56,432	44,131	(9) 47,143	(9) 47,143
25,001-40,000	49,360	58,327	54,390	(12) 53,287	(12) 53,498
40,001-60,000	60,000	73,944	71,972	(6) 65,746	(6) 65,771
60,001-100,000	62,065	73,975	68,708	(6) 70,810	(6) 70,810
100,001-235,000	59,000	88,300	75,000	(9) 74,476	(9) 74,829

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	30,900	31,324	31,112	(2) 31,112	(2) 31,112
\$2,000,001-\$4,000,000	26,000	44,000	33,509	(5) 37,774	(5) 38,060
\$4,000,001-\$8,000,000	40,841	53,908	43,500	(5) 47,616	(5) 47,616
\$8,000,001-\$16,000,000	42,000	56,160	46,309	(10) 47,874	(10) 47,876
\$16,000,001-\$32,000,000	51,000	59,114	54,901	(12) 53,999	(12) 54,222
\$32,000,001-\$64,000,000	62,065	74,663	73,975	(9) 71,720	(9) 71,720
\$64,000,001-\$128,000,000	74,000	88,300	76,663	(7) 78,729	(7) 78,996
\$128,000,001-\$256,000,000				(0)	(0)

Responsible for editing, make-up of sports pages. Supervises employees. Makes or recommends hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.0
6,001-10,000	(10) 1.0
10,001-15,000	(9) 1.0
15,001-25,000	(10) 1.0
25,001-40,000	(10) 1.0
40,001-60,000	(11) 1.0
60,001-100,000	(7) 1.0
100,001-235,000	(9) 1.1

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	25,875	32,094	30,147	(4) 32,792	(4) 32,792
6,001-10,000	29,553	34,000	32,281	(10) 34,431	(10) 34,809
10,001-15,000	32,370	38,000	36,830	(9) 36,654	(9) 36,803
15,001-25,000	37,915	49,121	43,617	(10) 44,409	(10) 44,570
25,001-40,000	47,236	66,747	57,022	(10) 57,475	(10) 57,475
40,001-60,000	55,000	71,728	66,197	(11) 65,415	(11) 65,830
60,001-100,000	65,000	70,518	69,992	(7) 70,584	(7) 70,584
100,001-235,000	61,150	98,000	85,572	(9) 85,526	(9) 86,675

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	25,875	42,307	32,094	(5) 34,959	(5) 35,129
\$2,000,001-\$4,000,000	29,553	34,000	31,658	(8) 34,630	(8) 35,103
\$4,000,001-\$8,000,000	32,800	38,000	35,919	(8) 36,027	(8) 36,182
\$8,000,001-\$16,000,000	36,652	45,011	42,397	(14) 42,270	(14) 42,332
\$16,000,001-\$32,000,000	55,141	66,747	62,021	(12) 61,084	(12) 61,464
\$32,000,001-\$64,000,000	57,356	79,117	69,000	(13) 68,649	(13) 68,649
\$64,000,001-\$128,000,000	69,700	91,106	85,572	(7) 86,553	(7) 87,233
\$128,000,001-\$256,000,000				(0)	(0)

Responsible for editing, make-up of business pages. Supervises employees. Makes or recommends hiring decisions.

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	(2) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(3) 1.0
60,001-100,000	(5) 1.0
100,001-235,000	(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	48,700	48,700	48,700	(1) 48,700	(1) 48,700
10,001-15,000	48,000	48,000	48,000	(1) 48,000	(1) 48,000
15,001-25,000	34,883	35,880	35,382	(2) 35,382	(2) 35,774
25,001-40,000	30,900	52,832	52,273	(5) 49,138	(5) 49,138
40,001-60,000	44,397	45,434	45,434	(3) 50,537	(3) 50,543
60,001-100,000	57,500	67,015	65,138	(5) 65,081	(5) 65,081
100,001-235,000	74,500	82,024	79,512	(6) 82,577	(6) 83,932

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	48,700	48,700	48,700	(1) 48,700	(1) 48,700
\$8,000,001-\$16,000,000	30,900	35,880	35,382	(4) 37,416	(4) 37,612
\$16,000,001-\$32,000,000	44,397	52,832	52,273	(5) 51,838	(5) 51,838
\$32,000,001-\$64,000,000	53,504	65,138	61,779	(7) 60,591	(7) 60,594
\$64,000,001-\$128,000,000	74,500	97,820	89,922	(4) 91,239	(4) 93,011
\$128,000,001-\$256,000,000				(0)	(0)

Responsible for editing, make-up of lifestyle pages. Supervises employees. Makes or recommends hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(9) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(8) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(5) 1.4
100,001-235,000	(8) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	28,620	28,620	28,620	(1) 28,620	(1) 28,620
6,001-10,000	29,000	35,400	33,300	(9) 33,618	(9) 33,943
10,001-15,000	28,000	39,000	38,750	(4) 37,139	(4) 37,139
15,001-25,000	39,966	41,000	40,500	(6) 41,792	(6) 41,924
25,001-40,000	48,801	56,557	54,260	(8) 52,202	(8) 52,208
40,001-60,000	60,600	66,080	65,040	(6) 62,818	(6) 63,563
60,001-100,000	52,536	61,210	58,282	(5) 60,960	(5) 60,960
100,001-235,000	69,511	85,989	82,580	(8) 81,542	(8) 81,958

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	29,494	41,000	35,247	(2) 35,247	(2) 35,642
\$2,000,001-\$4,000,000	28,620	33,300	32,989	(7) 33,092	(7) 33,510
\$4,000,001-\$8,000,000	34,544	38,500	37,549	(6) 37,525	(6) 37,525
\$8,000,001-\$16,000,000	30,700	40,000	39,983	(6) 38,985	(6) 38,985
\$16,000,001-\$32,000,000	51,250	57,000	56,130	(8) 56,364	(8) 56,489
\$32,000,001-\$64,000,000	52,536	67,320	59,441	(10) 60,840	(10) 61,192
\$64,000,001-\$128,000,000	80,500	85,989	85,325	(6) 87,677	(6) 87,970
\$128,000,001-\$256,000,000				(0)	(0)

Assistant Editor

Assistant to the editor of a major news sub-department, such as sports, business, etc.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(2) 2.0
15,001-25,000	(5) 1.0
25,001-40,000	(2) 2.0
40,001-60,000	(5) 3.6
60,001-100,000	(5) 6.4
100,001-235,000	(5) 10.4

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	31,790	37,500	34,645	(2) 34,645	(2) 34,645
15,001-25,000	26,100	47,444	47,444	(5) 41,622	(5) 41,622
25,001-40,000	40,562	54,454	47,508	(2) 47,508	(2) 47,508
40,001-60,000	35,553	49,194	47,942	(5) 46,657	(5) 47,344
60,001-100,000	48,562	54,352	54,278	(5) 52,245	(5) 52,345
100,001-235,000	8,035	60,407	50,701	(5) 51,542	(5) 53,127

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	29,120	29,120	29,120	(1) 29,120	(1) 29,120
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	26,100	31,790	31,790	(3) 35,111	(3) 35,111
\$8,000,001-\$16,000,000	37,500	47,444	47,444	(3) 47,648	(3) 47,648
\$16,000,001-\$32,000,000	35,553	40,976	40,769	(4) 42,886	(4) 43,745
\$32,000,001-\$64,000,000	48,562	54,352	54,278	(7) 52,867	(7) 52,938
\$64,000,001-\$128,000,000	8,035	60,407	34,221	(2) 34,221	(2) 34,416
\$128,000,001-\$256,000,000	88,454	88,454	88,454	(1) 88,454	(1) 93,591

Copy Desk Chief

Supervision of copy editing.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(1) 1.0
10,001-15,000	(2) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(5) 1.0
40,001-60,000	(6) 1.0
60,001-100,000	(5) 1.0
100,001-235,000	(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				(0)	(0)
6,001-10,000	42,000	42,000	42,000	(1) 42,000	(1) 48,000
10,001-15,000	39,900	43,723	41,812	(2) 41,812	(2) 41,812
15,001-25,000	45,000	47,800	46,400	(2) 46,400	(2) 46,400
25,001-40,000	34,000	48,500	42,400	(5) 43,620	(5) 43,620
40,001-60,000	52,000	56,534	56,281	(6) 55,127	(6) 55,677
60,001-100,000	59,450	70,391	60,630	(5) 66,254	(5) 66,254
100,001-235,000	60,896	84,178	80,000	(7) 76,566	(7) 79,885

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less				(0)	(0)
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	39,900	42,000	42,000	(3) 43,233	(3) 45,233
\$8,000,001-\$16,000,000	42,400	43,723	43,723	(3) 43,708	(3) 43,708
\$16,000,001-\$32,000,000	36,000	48,500	42,970	(6) 44,190	(6) 44,740
\$32,000,001-\$64,000,000	56,534	70,391	62,320	(8) 65,980	(8) 65,980
\$64,000,001-\$128,000,000	58,393	84,178	73,554	(4) 73,375	(4) 74,168
\$128,000,001-\$256,000,000	101,563	101,563	101,563	(1) 101,563	(1) 120,390

Responsible for the overall design of the paper.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(3) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(2) 1.0
25,001-40,000	(4) 1.0
40,001-60,000	(2) 1.0
60,001-100,000	(5) 1.4
100,001-235,000	(5) 1.0

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less				(0)	(0)
6,001-10,000	29,536	32,800	32,800	(3) 34,779	(3) 34,779
10,001-15,000	27,500	30,056	30,025	(4) 35,663	(4) 35,971
15,001-25,000	42,000	60,000	51,000	(2) 51,000	(2) 51,430
25,001-40,000	48,000	75,167	67,588	(4) 68,744	(4) 72,119
40,001-60,000	51,239	66,040	58,640	(2) 58,640	(2) 58,640
60,001-100,000	43,000	61,210	55,689	(5) 56,475	(5) 56,475
100,001-235,000	52,353	100,284	74,853	(5) 78,946	(5) 79,567

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	29,536	42,000	35,768	(2) 35,768	(2) 36,198
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	27,500	32,800	31,397	(4) 33,074	(4) 33,357
\$8,000,001-\$16,000,000	30,056	55,100	51,550	(4) 48,289	(4) 48,314
\$16,000,001-\$32,000,000	51,239	75,167	67,588	(4) 69,554	(4) 72,929
\$32,000,001-\$64,000,000	48,380	61,210	55,689	(7) 57,252	(7) 57,252
\$64,000,001-\$128,000,000	58,000	100,284	100,284	(3) 89,175	(3) 89,209
\$128,000,001-\$256,000,000				(0)	(0)

Chief Photographer

Responsible for supervising performance of staff photographers. Makes or recommends hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(4) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(6) 1.0
25,001-40,000	(7) 1.0
40,001-60,000	(7) 1.0
60,001-100,000	(6) 1.0
100,001-235,000	(9) 1.1

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	40,200	38,082	(4) 36,498	(4) 36,498
10,001-15,000	28,529	32,000	31,995	(4) 32,256	(4) 32,566
15,001-25,000	34,320	40,300	39,255	(6) 41,354	(6) 41,454
25,001-40,000	42,862	53,204	46,000	(7) 49,060	(7) 49,071
40,001-60,000	47,569	63,845	57,110	(7) 56,257	(7) 56,888
60,001-100,000	58,000	66,154	63,817	(6) 63,729	(6) 63,729
100,001-235,000	54,022	91,900	84,385	(9) 77,375	(9) 79,535

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	34,320	34,320	34,320	(1) 34,320	(1) 34,920
\$2,000,001-\$4,000,000	26,000	40,200	38,082	(4) 36,498	(4) 36,498
\$4,000,001-\$8,000,000	28,529	36,504	34,515	(4) 36,340	(4) 36,370
\$8,000,001-\$16,000,000	32,000	38,210	38,005	(6) 39,211	(6) 39,398
\$16,000,001-\$32,000,000	42,862	59,981	47,569	(9) 50,782	(9) 51,281
\$32,000,001-\$64,000,000	54,022	64,002	58,000	(9) 60,798	(9) 60,798
\$64,000,001-\$128,000,000	75,614	85,279	84,832	(6) 83,272	(6) 84,331
\$128,000,001-\$256,000,000	93,462	93,462	93,462	(1) 93,462	(1) 105,591

Production and Maintenance

Production Director/Manager

Overall responsibility for composing, camera and platemaking, stereo or lithography, mailroom and press. Manages budgets and makes hiring decisions.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(5) 1.0
10,001-15,000	(4) 1.0
15,001-25,000	(7) 1.0
25,001-40,000	(7) 1.0
40,001-60,000	(6) 1.2
60,001-100,000	(4) 1.0
100,001-235,000	(9) 1.1

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	23,660	23,660	23,660	(1) 23,660	(1) 24,660
6,001-10,000	46,114	55,000	52,000	(5) 51,623	(5) 58,643
10,001-15,000	55,162	65,356	62,678	(4) 63,880	(4) 65,640
15,001-25,000	65,000	85,000	75,000	(7) 76,357	(7) 86,714
25,001-40,000	72,800	97,344	93,816	(7) 91,370	(7) 95,827
40,001-60,000	73,753	92,000	83,425	(6) 89,548	(6) 95,857
60,001-100,000	75,910	147,910	119,988	(4) 125,915	(4) 132,856
100,001-235,000	95,000	144,089	124,500	(9) 122,509	(9) 137,994

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	23,660	46,114	46,114	(3) 47,268	(3) 49,468
\$2,000,001-\$4,000,000	50,000	52,000	52,000	(3) 52,333	(3) 58,033
\$4,000,001-\$8,000,000	55,000	59,728	59,728	(3) 60,028	(3) 72,441
\$8,000,001-\$16,000,000	60,000	88,740	75,000	(10) 76,864	(10) 82,334
\$16,000,001-\$32,000,000	70,000	97,344	92,420	(8) 89,838	(8) 96,883
\$32,000,001-\$64,000,000	75,910	116,688	106,344	(6) 116,339	(6) 122,372
\$64,000,001-\$128,000,000	103,340	139,000	131,750	(6) 127,915	(6) 136,039
\$128,000,001-\$256,000,000	144,089	144,089	144,089	(1) 144,089	(1) 174,639

Pressroom Manager/Press Supervisor

Supervisory responsibility for press and employees, including shift foreman. Operates press; may be a "working manager." Top pressroom position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.3
10,001-15,000	(8) 1.0
15,001-25,000	(10) 1.0
25,001-40,000	(11) 1.1
40,001-60,000	(10) 1.8
60,001-100,000	(8) 1.1
100,001-235,000	(11) 1.1

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) 42,000
6,001-10,000	33,696	52,000	52,000	(3) 50,232	(3) 50,432
10,001-15,000	41,340	49,920	44,860	(8) 47,588	(8) 51,280
15,001-25,000	46,261	60,845	55,550	(10) 56,452	(10) 59,175
25,001-40,000	54,288	74,908	60,000	(11) 65,908	(11) 66,133
40,001-60,000	46,034	61,200	56,865	(10) 57,626	(10) 58,842
60,001-100,000	70,000	79,484	74,500	(8) 87,317	(8) 89,891
100,001-235,000	73,200	85,000	78,050	(11) 80,122	(11) 83,489

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	33,696	42,000	42,000	(3) 43,932	(3) 45,032
\$2,000,001-\$4,000,000	52,000	52,000	52,000	(1) 52,000	(1) 52,600
\$4,000,001-\$8,000,000	42,715	65,000	53,503	(7) 54,833	(7) 57,209
\$8,000,001-\$16,000,000	44,720	55,000	49,920	(13) 51,615	(13) 54,448
\$16,000,001-\$32,000,000	51,068	74,908	60,000	(13) 64,267	(13) 65,393
\$32,000,001-\$64,000,000	60,000	79,484	70,668	(13) 78,025	(13) 79,608
\$64,000,001-\$128,000,000	76,500	85,000	79,420	(8) 83,736	(8) 85,272
\$128,000,001-\$256,000,000	87,208	87,208	87,208	(1) 87,208	(1) 98,128

Mailroom 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	(7) 1.3
10,001-15,000	(8) 1.1
15,001-25,000	(9) 1.2
25,001-40,000	(9) 1.2
40,001-60,000	(8) 1.1
60,001-100,000	(7) 1.6
100,001-235,000	(9) 1.8

Actual Pay Data by Circulation

Circulation	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
6,000 or less	29,000	29,000	29,000	(1) 29,000	(1) 29,000
6,001-10,000	21,424	38,000	33,200	(7) 32,192	(7) 32,523
10,001-15,000	27,144	35,000	32,428	(8) 32,031	(8) 32,320
15,001-25,000	39,330	46,782	46,193	(9) 44,672	(9) 47,609
25,001-40,000	37,400	60,008	49,260	(9) 53,439	(9) 55,479
40,001-60,000	41,819	69,616	51,520	(8) 55,907	(8) 57,718
60,001-100,000	46,822	59,000	53,000	(7) 58,773	(7) 59,432
100,001-235,000	54,776	83,776	79,764	(9) 77,759	(9) 84,064

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	18,720	29,000	29,000	(3) 29,996	(3) 30,857
\$2,000,001-\$4,000,000	21,424	33,200	33,200	(3) 30,875	(3) 31,302
\$4,000,001-\$8,000,000	26,850	39,330	31,200	(9) 34,352	(9) 34,793
\$8,000,001-\$16,000,000	35,000	46,280	41,198	(12) 41,166	(12) 43,102
\$16,000,001-\$32,000,000	46,000	60,008	51,520	(10) 55,375	(10) 58,476
\$32,000,001-\$64,000,000	41,819	72,726	59,000	(11) 60,820	(11) 61,406
\$64,000,001-\$128,000,000	54,776	81,600	80,682	(6) 76,682	(6) 80,024
\$128,000,001-\$256,000,000	87,519	87,519	87,519	(1) 87,519	(1) 96,587

Building/General Maintenance Supervisor

Responsible for 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	(6) 1.0
25,001-40,000	(10) 1.0
40,001-60,000	(6) 1.3
60,001-100,000	(7) 1.4
100,001-235,000	(10) 1.1

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	27,950	27,950	27,950	(1) 27,950	(1) 27,950
10,001-15,000	24,063	31,200	31,200	(3) 31,754	(3) 32,088
15,001-25,000	31,200	51,500	46,250	(6) 46,175	(6) 47,092
25,001-40,000	48,294	66,810	55,368	(10) 57,954	(10) 58,504
40,001-60,000	50,773	52,825	52,569	(6) 54,337	(6) 54,530
60,001-100,000	56,000	73,241	68,380	(7) 69,796	(7) 71,309
100,001-235,000	58,611	88,810	73,350	(10) 77,003	(10) 79,137

Actual Pay Data by Revenue

Revenue	25th Percentile	75th Percentile	Median Salary	Average Salary	Avg. Earnings with Bonuses
\$2,000,000 or less	31,200	31,200	31,200	(1) 31,200	(1) 31,700
\$2,000,001-\$4,000,000				(0)	(0)
\$4,000,001-\$8,000,000	24,063	27,950	26,455	(4) 29,243	(4) 29,493
\$8,000,001-\$16,000,000	41,000	51,500	46,250	(6) 48,848	(6) 49,682
\$16,000,001-\$32,000,000	48,672	65,000	53,089	(12) 57,301	(12) 57,855
\$32,000,001-\$64,000,000	56,000	77,000	67,824	(10) 70,232	(10) 71,291
\$64,000,001-\$128,000,000	68,340	88,810	78,182	(7) 82,233	(7) 84,801
\$128,000,001-\$256,000,000	62,400	62,400	62,400	(1) 62,400	(1) 64,776

General accounting work. Professional degreed position. Typically has two to three years experience.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(3) 1.0
10,001-15,000	(1) 3.0
15,001-25,000	(4) 1.2
25,001-40,000	(5) 1.4
40,001-60,000	(6) 1.8
60,001-100,000	(5) 1.4
100,001-235,000	(6) 1.7

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)	(1) 28,000	(0)
6,001-10,000	(0)	(0)	(3) 38,612	(1) 500
10,001-15,000	(1) 27,040	(1) 38,064	(1) 33,110	(0)
15,001-25,000	(1) 29,474	(1) 33,883	(4) 41,123	(0)
25,001-40,000	(1) 33,368	(1) 53,000	(5) 38,806	(0)
40,001-60,000	(2) 32,785	(2) 46,432	(6) 42,689	(1) 393
60,001-100,000	(2) 47,676	(2) 49,413	(5) 46,020	(0)
100,001-235,000	(4) 42,065	(4) 49,120	(6) 50,523	(1) 781

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(2) 34,010	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(2) 32,918	(1) 500
\$4,000,001-\$8,000,000	(0)	(0)	(2) 50,360	(0)
\$8,000,001-\$16,000,000	(2) 28,257	(2) 35,974	(4) 35,241	(0)
\$16,000,001-\$32,000,000	(2) 28,969	(2) 40,911	(6) 37,644	(1) 393
\$32,000,001-\$64,000,000	(3) 45,450	(3) 54,290	(9) 50,459	(0)
\$64,000,001-\$128,000,000	(4) 42,065	(4) 49,120	(5) 46,062	(1) 781
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Accounting Clerk, Entry-Level

Responsible for accounts payables, receivables, payroll and data input. This is an entry-level position.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.0
6,001-10,000	(6) 1.3
10,001-15,000	(4) 1.2
15,001-25,000	(6) 2.8
25,001-40,000	(3) 1.7
40,001-60,000	(4) 2.2
60,001-100,000	(3) 3.0
100,001-235,000	(4) 5.5

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)	(5) 23,136	(0)
6,001-10,000	(1) 27,040	(1) 31,200	(6) 23,353	(1) 1,200
10,001-15,000	(1) 22,000	(1) 30,000	(4) 24,653	(2) 618
15,001-25,000	(4) 22,108	(4) 25,600	(6) 25,273	(2) 3,278
25,001-40,000	(2) 27,695	(2) 28,610	(3) 25,702	(0)
40,001-60,000	(3) 23,866	(3) 26,466	(4) 26,096	(0)
60,001-100,000	(2) 27,105	(2) 33,245	(3) 32,297	(0)
100,001-235,000	(3) 29,400	(3) 39,864	(4) 28,745	(3) 599

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(5) 22,304	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(5) 23,170	(1) 1,200
\$4,000,001-\$8,000,000	(2) 23,395	(2) 29,120	(5) 25,528	(2) 3,018
\$8,000,001-\$16,000,000	(5) 23,286	(5) 26,238	(7) 25,262	(2) 878
\$16,000,001-\$32,000,000	(3) 23,747	(3) 26,929	(4) 24,182	(0)
\$32,000,001-\$64,000,000	(3) 28,070	(3) 32,163	(5) 28,477	(0)
\$64,000,001-\$128,000,000	(2) 32,140	(2) 42,781	(2) 35,986	(2) 609
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Accounting Clerk, Senior

Responsible for accounts payables, receivables, payroll and data input. Has substantial experience and increased abilities.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(6) 1.5
10,001-15,000	(5) 2.2
15,001-25,000	(8) 2.4
25,001-40,000	(6) 3.3
40,001-60,000	(7) 2.1
60,001-100,000	(5) 2.8
100,001-235,000	(4) 6.8

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)	(1) 29,800	(0)
6,001-10,000	(3) 24,294	(3) 27,375	(6) 28,046	(1) 90
10,001-15,000	(2) 24,075	(2) 27,731	(5) 27,546	(1) 360
15,001-25,000	(5) 26,696	(5) 32,282	(8) 32,902	(2) 1,513
25,001-40,000	(5) 32,014	(5) 40,601	(6) 37,919	(0)
40,001-60,000	(5) 29,477	(5) 39,580	(7) 34,550	(3) 1,631
60,001-100,000	(4) 28,626	(4) 35,932	(5) 31,833	(0)
100,001-235,000	(4) 32,033	(4) 41,662	(4) 36,642	(1) 893

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 23,931	(2) 29,754	(3) 27,295	(0)
\$2,000,001-\$4,000,000	(1) 30,222	(1) 34,403	(2) 27,907	(1) 90
\$4,000,001-\$8,000,000	(3) 21,147	(3) 24,144	(8) 30,166	(1) 360
\$8,000,001-\$16,000,000	(5) 27,885	(5) 32,733	(9) 32,877	(2) 1,513
\$16,000,001-\$32,000,000	(8) 31,251	(8) 40,411	(8) 35,263	(3) 1,631
\$32,000,001-\$64,000,000	(5) 30,809	(5) 38,200	(7) 33,267	(0)
\$64,000,001-\$128,000,000	(2) 33,885	(2) 42,765	(2) 37,946	(0)
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Executive Assistant to Publisher/GM

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(0)
10,001-15,000	(3) 1.0
15,001-25,000	(4) 1.0
25,001-40,000	(5) 1.2
40,001-60,000	(5) 1.0
60,001-100,000	(7) 1.4
100,001-235,000	(8) 1.5

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)	(0)	(0)
10,001-15,000	(0)	(0)	(3) 28,273	(1) 6,156
15,001-25,000	(0)	(0)	(4) 32,465	(0)
25,001-40,000	(1) 50,750	(1) 54,560	(5) 40,770	(0)
40,001-60,000	(0)	(0)	(5) 46,222	(0)
60,001-100,000	(1) 45,940	(1) 60,320	(7) 50,076	(3) 10,103
100,001-235,000	(2) 43,879	(2) 60,199	(8) 54,840	(4) 1,706

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(1) 37,654	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(2) 29,268	(1) 6,156
\$8,000,001-\$16,000,000	(0)	(0)	(5) 29,264	(0)
\$16,000,001-\$32,000,000	(1) 50,750	(1) 54,560	(5) 43,012	(0)
\$32,000,001-\$64,000,000	(1) 45,940	(1) 60,320	(10) 53,602	(3) 10,103
\$64,000,001-\$128,000,000	(1) 32,757	(1) 57,150	(5) 56,316	(2) 2,067
\$128,000,001-\$256,000,000	(1) 55,000	(1) 63,247	(1) 59,124	(1) 2,013

Retail Salesperson/Outside

Services existing accounts and develops new business in local area. Salaried position, but may be on part or full commission.

Circulation	Avg. # Employees Holding Position
6,000 or less	(6) 2.2
6,001-10,000	(13) 3.6
10,001-15,000	(11) 5.7
15,001-25,000	(13) 9.6
25,001-40,000	(13) 5.8
40,001-60,000	(11) 9.1
60,001-100,000	(8) 19.0
100,001-235,000	(11) 22.1

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(4) 19,760	(4) 22,694	(5) 20,936	(6) 15,169	(4) 47%
6,001-10,000	(10) 21,989	(10) 26,475	(11) 23,622	(13) 20,752	(6) 61%
10,001-15,000	(9) 22,422	(9) 32,641	(10) 24,556	(11) 21,842	(7) 52%
15,001-25,000	(12) 20,491	(12) 29,929	(12) 23,943	(13) 20,002	(7) 56%
25,001-40,000	(12) 28,508	(12) 36,055	(12) 31,601	(12) 24,192	(2) 76%
40,001-60,000	(10) 26,409	(10) 46,362	(10) 33,362	(11) 23,014	(5) 54%
60,001-100,000	(7) 29,868	(7) 52,738	(7) 37,385	(8) 26,018	(5) 50%
100,001-235,000	(11) 28,873	(11) 51,237	(11) 37,538	(11) 26,476	(4) 59%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(6) 18,186	(6) 21,220	(7) 19,604	(7) 11,776	(3) 46%
\$2,000,001-\$4,000,000	(6) 22,888	(6) 26,593	(6) 25,263	(9) 26,237	(5) 66%
\$4,000,001-\$8,000,000	(11) 21,171	(11) 30,592	(13) 23,810	(13) 17,966	(6) 42%
\$8,000,001-\$16,000,000	(13) 22,869	(13) 32,324	(13) 25,454	(16) 23,693	(11) 62%
\$16,000,001-\$32,000,000	(14) 27,279	(14) 39,630	(14) 31,277	(14) 23,883	(3) 64%
\$32,000,001-\$64,000,000	(14) 28,625	(14) 47,496	(14) 35,765	(14) 23,220	(6) 40%
\$64,000,001-\$128,000,000	(8) 29,277	(8) 54,197	(8) 39,407	(8) 26,581	(3) 63%
\$128,000,001-\$256,000,000	(1) 43,000	(1) 61,200	(1) 49,303	(1) 11,794	(1) 46%

Classified Salesperson

Services existing accounts and sells new advertisements for classified advertising section.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.5
6,001-10,000	(6) 2.0
10,001-15,000	(10) 1.8
15,001-25,000	(9) 2.3
25,001-40,000	(11) 2.6
40,001-60,000	(6) 2.3
60,001-100,000	(7) 4.7
100,001-235,000	(8) 5.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(2) 20,000	(2) 21,000	(4) 18,470	(4) 8,850	(3) 29%
6,001-10,000	(3) 20,748	(2) 25,160	(5) 25,161	(5) 8,026	(2) 30%
10,001-15,000	(5) 21,079	(5) 24,070	(10) 22,475	(10) 14,733	(7) 45%
15,001-25,000	(5) 20,219	(5) 26,729	(8) 26,946	(9) 20,126	(5) 44%
25,001-40,000	(8) 30,097	(8) 34,842	(11) 32,557	(11) 19,917	(1) 79%
40,001-60,000	(4) 29,211	(4) 31,327	(6) 28,163	(6) 20,988	(2) 44%
60,001-100,000	(5) 30,812	(5) 47,333	(5) 37,662	(7) 20,292	(5) 53%
100,001-235,000	(8) 37,691	(8) 47,059	(8) 40,461	(8) 33,594	(2) 51%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(2) 20,000	(2) 21,000	(4) 18,470	(4) 8,850	(3) 29%
\$2,000,001-\$4,000,000	(2) 18,122	(1) 21,320	(2) 22,293	(2) 9,500	(1) 24%
\$4,000,001-\$8,000,000	(3) 20,322	(3) 23,816	(9) 24,718	(9) 12,691	(4) 38%
\$8,000,001-\$16,000,000	(10) 22,041	(10) 26,363	(14) 24,966	(15) 18,776	(9) 46%
\$16,000,001-\$32,000,000	(7) 29,938	(7) 35,522	(11) 31,676	(11) 19,556	(1) 79%
\$32,000,001-\$64,000,000	(8) 31,784	(8) 42,127	(9) 35,066	(10) 21,462	(5) 41%
\$64,000,001-\$128,000,000	(6) 42,935	(6) 52,833	(6) 45,892	(6) 31,818	(2) 51%
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)	(0)

Classified Telephone Salesperson

Handles placement of new classified ads that are received over the telephone.

Circulation	Avg. # Employees Holding Position
6,000 or less	(3) 1.0
6,001-10,000	(6) 1.3
10,001-15,000	(4) 2.0
15,001-25,000	(9) 3.4
25,001-40,000	(6) 3.3
40,001-60,000	(7) 2.9
60,001-100,000	(5) 7.0
100,001-235,000	(8) 7.2

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(3) 20,401	(3) 5,428	(1) 10%
6,001-10,000	(2) 17,840	(2) 17,840	(5) 21,390	(6) 11,712	(4) 54%
10,001-15,000	(2) 18,200	(2) 22,131	(4) 21,647	(4) 12,229	(2) 29%
15,001-25,000	(8) 18,628	(8) 22,835	(9) 20,383	(9) 12,929	(5) 37%
25,001-40,000	(6) 23,785	(6) 28,021	(5) 26,769	(4) 13,909	(1) 40%
40,001-60,000	(5) 23,644	(5) 28,885	(7) 23,737	(7) 16,554	(3) 41%
60,001-100,000	(5) 23,084	(5) 40,624	(5) 28,123	(5) 8,814	(2) 9%
100,001-235,000	(8) 24,640	(8) 34,795	(8) 28,652	(8) 13,185	(3) 61%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(1) 17,680	(1) 17,680	(3) 18,044	(3) 3,522	(1) 10%
\$2,000,001-\$4,000,000	(1) 18,000	(1) 18,000	(3) 19,797	(4) 16,268	(3) 62%
\$4,000,001-\$8,000,000	(4) 17,489	(4) 21,583	(8) 22,205	(8) 7,575	(4) 33%
\$8,000,001-\$16,000,000	(7) 19,170	(7) 23,187	(7) 21,004	(8) 15,337	(4) 34%
\$16,000,001-\$32,000,000	(6) 24,132	(6) 29,258	(8) 24,240	(6) 16,037	(1) 40%
\$32,000,001-\$64,000,000	(8) 23,446	(8) 35,788	(8) 27,248	(8) 14,382	(4) 30%
\$64,000,001-\$128,000,000	(6) 26,968	(6) 36,908	(6) 31,011	(6) 12,956	(3) 61%
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)	(0)

Responsible for selling advertising on the website and/or mobile.

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 3.5
10,001-15,000	(1) 1.0
15,001-25,000	(5) 1.2
25,001-40,000	(7) 2.0
40,001-60,000	(9) 2.2
60,001-100,000	(6) 4.0
100,001-235,000	(8) 6.6

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(0)	(0)	(0)
6,001-10,000	(1) 15,000	(1) 38,000	(2) 21,117	(2) 31,385	(1) 47%
10,001-15,000	(0)	(0)	(1) 25,000	(1) 7,722	(1) 24%
15,001-25,000	(1) 25,000	(1) 25,750	(5) 30,419	(5) 11,304	(2) 19%
25,001-40,000	(4) 32,406	(4) 42,250	(7) 35,759	(7) 15,002	(0)
40,001-60,000	(5) 38,600	(5) 42,600	(9) 36,348	(9) 16,481	(4) 37%
60,001-100,000	(5) 33,637	(5) 47,120	(5) 40,611	(6) 24,749	(3) 50%
100,001-235,000	(7) 37,189	(7) 51,915	(8) 40,452	(8) 27,739	(2) 36%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(1) 15,000	(1) 38,000	(3) 24,078	(3) 21,444	(2) 26%
\$8,000,001-\$16,000,000	(1) 25,000	(1) 25,750	(6) 29,516	(6) 13,138	(2) 29%
\$16,000,001-\$32,000,000	(6) 32,604	(6) 40,000	(9) 34,220	(9) 14,188	(1) 40%
\$32,000,001-\$64,000,000	(9) 35,324	(9) 45,195	(11) 39,712	(11) 21,945	(4) 34%
\$64,000,001-\$128,000,000	(5) 37,519	(5) 51,452	(5) 42,491	(5) 30,550	(2) 36%
\$128,000,001-\$256,000,000	(1) 50,000	(1) 76,986	(1) 59,846	(1) 33,640	(0)

Sales Assistant

Assists sales staff with customer service, ordering and billing of all ad products, including: print, preprints, online & niche. Assists with customer inquiries, proposal creation & rate quotes. Helps artists and reps ensure correct ad publication.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(7) 1.1
10,001-15,000	(7) 1.4
15,001-25,000	(8) 1.9
25,001-40,000	(11) 3.6
40,001-60,000	(10) 3.1
60,001-100,000	(7) 8.3
100,001-235,000	(11) 7.5

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(0)	(0)	(2) 26,113	(1) 4,200	(1) 15%
6,001-10,000	(1) 26,790	(1) 28,600	(7) 25,392	(3) 3,422	(2) 15%
10,001-15,000	(2) 24,480	(2) 32,540	(7) 27,408	(5) 5,530	(2) 31%
15,001-25,000	(4) 21,190	(4) 24,144	(8) 24,634	(5) 3,258	(0)
25,001-40,000	(10) 27,448	(10) 32,463	(11) 29,999	(6) 4,869	(0)
40,001-60,000	(8) 25,784	(8) 31,936	(10) 28,767	(7) 12,290	(0)
60,001-100,000	(7) 28,330	(7) 37,394	(7) 32,136	(6) 3,799	(2) 9%
100,001-235,000	(11) 29,820	(11) 40,574	(11) 34,238	(9) 3,982	(3) 13%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(1) 21,320	(1) 21,528	(4) 24,133	(3) 2,058	(1) 15%
\$2,000,001-\$4,000,000	(1) 26,790	(1) 28,600	(5) 25,993	(1) 6,000	(1) 19%
\$4,000,001-\$8,000,000	(0)	(0)	(6) 26,343	(4) 4,003	(1) 12%
\$8,000,001-\$16,000,000	(6) 23,233	(6) 28,221	(10) 26,208	(6) 5,036	(2) 31%
\$16,000,001-\$32,000,000	(12) 26,727	(12) 32,054	(13) 29,273	(9) 4,633	(0)
\$32,000,001-\$64,000,000	(11) 28,779	(11) 35,488	(13) 31,312	(9) 10,649	(2) 9%
\$64,000,001-\$128,000,000	(8) 30,501	(8) 42,407	(8) 35,472	(7) 3,040	(2) 14%
\$128,000,001-\$256,000,000	(1) 33,126	(1) 39,806	(1) 36,410	(1) 2,293	(1) 13%

Artist/Layout Specialist

Creates production and speculative layouts, and proofs ads. Produces camera-ready art, hand-lettering, line, wash and color illustrations. This category includes Macintosh operators and creative services.

Circulation	Avg. # Employees Holding Position
6,000 or less	(4) 1.2
6,001-10,000	(9) 2.2
10,001-15,000	(7) 3.6
15,001-25,000	(8) 4.8
25,001-40,000	(7) 5.0
40,001-60,000	(8) 3.9
60,001-100,000	(8) 8.4
100,001-235,000	(8) 14.4

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
6,000 or less	(1) 17,160	(1) 19,240	(4) 19,938	(2) 120	(0)
6,001-10,000	(6) 22,921	(6) 26,735	(9) 25,919	(3) 2,324	(0)
10,001-15,000	(5) 23,711	(5) 30,575	(7) 28,467	(2) 4,611	(1) 15%
15,001-25,000	(7) 23,283	(7) 30,265	(8) 27,314	(2) 1,535	(1) 10%
25,001-40,000	(5) 29,245	(5) 39,451	(7) 33,483	(1) 4,345	(1) 15%
40,001-60,000	(6) 29,200	(6) 37,883	(8) 35,690	(2) 1,997	(0)
60,001-100,000	(8) 33,459	(8) 51,776	(8) 41,070	(0)	(0)
100,001-235,000	(7) 32,533	(7) 50,932	(8) 44,994	(4) 2,177	(1) 2%

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.	Avg. % on Comm.
\$2,000,000 or less	(3) 18,373	(3) 24,301	(6) 20,606	(2) 120	(0)
\$2,000,001-\$4,000,000	(3) 23,643	(3) 27,830	(4) 27,762	(1) 1,212	(0)
\$4,000,001-\$8,000,000	(6) 24,751	(6) 29,096	(10) 27,675	(3) 3,421	(0)
\$8,000,001-\$16,000,000	(8) 23,272	(8) 30,802	(10) 27,808	(3) 2,596	(2) 13%
\$16,000,001-\$32,000,000	(7) 29,635	(7) 36,848	(8) 33,204	(3) 2,780	(1) 15%
\$32,000,001-\$64,000,000	(10) 33,487	(10) 51,131	(12) 41,378	(0)	(0)
\$64,000,001-\$128,000,000	(5) 34,071	(5) 54,428	(6) 47,845	(3) 1,709	(1) 2%
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)	(0)

Gathers material and writes columns for editorial page.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(0)
10,001-15,000	(2) 1.0
15,001-25,000	(1) 2.0
25,001-40,000	(3) 1.0
40,001-60,000	(7) 1.1
60,001-100,000	(4) 2.8
100,001-235,000	(6) 2.3

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) 25,168	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(0)	(0)	(2) 27,222	(1) 8,400
15,001-25,000	(1) 16,889	(1) 39,520	(1) 28,204	(0)
25,001-40,000	(0)	(0)	(3) 56,929	(0)
40,001-60,000	(1) 64,993	(1) 68,578	(7) 55,823	(1) 3,300
60,001-100,000	(3) 62,364	(3) 90,649	(4) 76,854	(0)
100,001-235,000	(4) 62,551	(4) 90,811	(6) 69,719	(1) 1,270

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 25,168	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 25,376	(1) 8,400
\$8,000,001-\$16,000,000	(1) 16,889	(1) 39,520	(3) 30,421	(0)
\$16,000,001-\$32,000,000	(0)	(0)	(5) 57,815	(1) 3,300
\$32,000,001-\$64,000,000	(3) 72,362	(3) 93,508	(7) 69,476	(0)
\$64,000,001-\$128,000,000	(4) 62,551	(4) 90,811	(4) 76,546	(0)
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

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	(1) 1.0
10,001-15,000	(0)
15,001-25,000	(1) 1.0
25,001-40,000	(4) 2.2
40,001-60,000	(8) 1.5
60,001-100,000	(7) 2.4
100,001-235,000	(10) 4.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(0)	(0)
6,001-10,000	(0)	(0)	(1) 32,155	(0)
10,001-15,000	(0)	(0)	(0)	(0)
15,001-25,000	(0)	(0)	(1) 41,600	(0)
25,001-40,000	(1) 29,349	(1) 49,814	(4) 52,212	(0)
40,001-60,000	(2) 47,944	(2) 59,968	(8) 56,282	(2) 459
60,001-100,000	(5) 60,325	(5) 75,568	(7) 68,179	(0)
100,001-235,000	(10) 61,706	(10) 92,906	(10) 76,794	(3) 6,163

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(1) 41,600	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 32,155	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(0)	(0)
\$8,000,001-\$16,000,000	(0)	(0)	(0)	(0)
\$16,000,001-\$32,000,000	(1) 29,349	(1) 49,814	(7) 49,488	(1) 857
\$32,000,001-\$64,000,000	(7) 55,372	(7) 70,593	(11) 65,461	(1) 60
\$64,000,001-\$128,000,000	(7) 67,026	(7) 98,824	(7) 82,159	(1) 5,294
\$128,000,001-\$256,000,000	(1) 63,516	(1) 114,660	(1) 89,170	(1) 5,099

Copy Editor, Entry-Level

Edits and fits local and wire news. Performs layouts and writes headlines. Generally has little or no experience.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(1) 2.0
10,001-15,000	(6) 1.5
15,001-25,000	(4) 9.0
25,001-40,000	(3) 2.0
40,001-60,000	(7) 2.9
60,001-100,000	(4) 6.0
100,001-235,000	(5) 7.4

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) 21,000	(0)
6,001-10,000	(0)	(0)	(1) 26,000	(0)
10,001-15,000	(2) 23,173	(2) 23,880	(6) 26,971	(1) 675
15,001-25,000	(2) 21,770	(2) 29,786	(4) 27,441	(1) 478
25,001-40,000	(1) 28,828	(1) 31,000	(3) 31,519	(0)
40,001-60,000	(5) 31,010	(5) 39,518	(7) 33,357	(0)
60,001-100,000	(4) 33,884	(4) 39,296	(4) 36,090	(0)
100,001-235,000	(3) 31,491	(3) 55,608	(5) 35,802	(1) 627

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(2) 24,280	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(1) 21,385	(1) 22,800	(6) 27,145	(1) 675
\$8,000,001-\$16,000,000	(4) 24,332	(4) 28,883	(5) 27,373	(1) 478
\$16,000,001-\$32,000,000	(2) 26,780	(2) 26,780	(5) 29,682	(0)
\$32,000,001-\$64,000,000	(5) 32,966	(5) 39,270	(7) 32,908	(0)
\$64,000,001-\$128,000,000	(2) 31,897	(2) 66,252	(3) 43,610	(0)
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Copy Editor, Experienced

Edits and fits local and wire news. Performs layouts and writes headlines. Typically has one to four years experience.

Circulation	Avg. # Employees Holding Position
6,000 or less	(1) 1.0
6,001-10,000	(5) 1.8
10,001-15,000	(6) 2.8
15,001-25,000	(9) 3.8
25,001-40,000	(7) 3.6
40,001-60,000	(10) 4.6
60,001-100,000	(8) 8.1
100,001-235,000	(9) 12.1

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(1) 23,500	(0)
6,001-10,000	(3) 30,005	(3) 31,077	(5) 29,642	(0)
10,001-15,000	(4) 24,512	(4) 32,242	(6) 28,289	(1) 1,630
15,001-25,000	(8) 30,515	(8) 35,725	(9) 32,928	(1) 802
25,001-40,000	(5) 33,781	(5) 48,227	(7) 40,304	(0)
40,001-60,000	(8) 35,564	(8) 46,238	(10) 40,802	(1) 460
60,001-100,000	(8) 41,118	(8) 59,438	(8) 49,115	(0)
100,001-235,000	(8) 47,680	(8) 74,154	(9) 59,364	(4) 1,982

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(1) 35,526	(1) 43,763	(2) 31,153	(0)
\$2,000,001-\$4,000,000	(2) 30,000	(2) 30,755	(3) 28,231	(0)
\$4,000,001-\$8,000,000	(5) 27,721	(5) 33,314	(8) 30,463	(1) 1,630
\$8,000,001-\$16,000,000	(7) 28,293	(7) 33,737	(9) 31,344	(1) 802
\$16,000,001-\$32,000,000	(8) 32,474	(8) 44,564	(9) 38,651	(0)
\$32,000,001-\$64,000,000	(12) 40,225	(12) 55,953	(14) 46,697	(1) 460
\$64,000,001-\$128,000,000	(5) 48,904	(5) 79,177	(6) 61,291	(2) 785
\$128,000,001-\$256,000,000	(1) 67,864	(1) 99,580	(1) 84,024	(1) 5,092

Reporter, Entry-Level

Reporter assigned to less complicated stories. Generally has little or no experience; handles routine office assignments under supervision.

Circulation	Avg. # Employees Holding Position
6,000 or less	(5) 1.8
6,001-10,000	(8) 2.1
10,001-15,000	(8) 3.6
15,001-25,000	(12) 2.3
25,001-40,000	(7) 4.7
40,001-60,000	(8) 3.1
60,001-100,000	(5) 14.4
100,001-235,000	(9) 7.1

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(2) 26,400	(2) 32,900	(5) 24,092	(0)
6,001-10,000	(5) 23,757	(5) 24,888	(8) 25,505	(0)
10,001-15,000	(7) 23,756	(7) 27,693	(8) 25,774	(1) 877
15,001-25,000	(8) 26,209	(8) 27,797	(12) 27,558	(1) 247
25,001-40,000	(7) 29,998	(7) 37,259	(7) 32,864	(1) 250
40,001-60,000	(8) 30,070	(8) 34,892	(8) 32,540	(1) 220
60,001-100,000	(5) 32,431	(5) 43,416	(5) 38,006	(0)
100,001-235,000	(8) 32,475	(8) 43,477	(9) 36,506	(4) 776

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(3) 25,920	(3) 30,947	(6) 24,930	(0)
\$2,000,001-\$4,000,000	(3) 23,613	(3) 23,613	(6) 25,213	(0)
\$4,000,001-\$8,000,000	(7) 24,871	(7) 28,041	(8) 26,627	(1) 877
\$8,000,001-\$16,000,000	(9) 24,984	(9) 27,389	(13) 26,731	(1) 247
\$16,000,001-\$32,000,000	(11) 28,848	(11) 34,967	(11) 31,395	(1) 250
\$32,000,001-\$64,000,000	(7) 32,906	(7) 43,198	(8) 36,978	(1) 220
\$64,000,001-\$128,000,000	(6) 32,031	(6) 45,898	(6) 38,208	(2) 918
\$128,000,001-\$256,000,000	(1) 37,451	(1) 41,230	(1) 39,341	(1) 750

Reporter, Experienced

Typically has one to four years experience. Handles beat assignments, including the development of story ideas.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(12) 3.0
10,001-15,000	(9) 2.8
15,001-25,000	(11) 3.7
25,001-40,000	(13) 4.2
40,001-60,000	(11) 7.7
60,001-100,000	(8) 12.2
100,001-235,000	(10) 19.7

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 23,765	(0)
6,001-10,000	(10) 29,157	(10) 33,702	(11) 30,479	(1) 1,100
10,001-15,000	(7) 25,771	(7) 30,762	(9) 28,124	(2) 596
15,001-25,000	(9) 28,260	(9) 35,305	(11) 31,513	(1) 77
25,001-40,000	(9) 32,421	(9) 40,728	(13) 36,631	(1) 570
40,001-60,000	(11) 33,061	(11) 45,470	(11) 39,479	(2) 722
60,001-100,000	(8) 38,679	(8) 51,525	(8) 44,992	(0)
100,001-235,000	(10) 38,210	(10) 60,753	(10) 49,128	(4) 1,974

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 27,560	(2) 27,955	(4) 25,685	(0)
\$2,000,001-\$4,000,000	(5) 29,937	(5) 31,891	(6) 30,049	(1) 1,100
\$4,000,001-\$8,000,000	(10) 26,963	(10) 34,240	(11) 29,907	(2) 596
\$8,000,001-\$16,000,000	(11) 27,774	(11) 34,274	(14) 30,790	(1) 77
\$16,000,001-\$32,000,000	(11) 32,132	(11) 42,177	(15) 36,763	(2) 758
\$32,000,001-\$64,000,000	(14) 36,628	(14) 48,889	(14) 42,918	(1) 498
\$64,000,001-\$128,000,000	(7) 38,450	(7) 59,711	(7) 49,956	(2) 1,307
\$128,000,001-\$256,000,000	(1) 52,853	(1) 94,245	(1) 70,385	(1) 3,921

Reporter, Senior

Has substantial experience (usually five or more years). Capable of handling all types of stories, including investigative articles and in-depth series that may have regional or national significance. May handle special assignments.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(2) 1.0
10,001-15,000	(8) 2.1
15,001-25,000	(9) 2.0
25,001-40,000	(13) 4.4
40,001-60,000	(10) 6.9
60,001-100,000	(8) 7.1
100,001-235,000	(10) 17.1

Actual Pay Data by Circulation

Circulation	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
6,000 or less	(0)	(0)	(2) 34,500	(0)
6,001-10,000	(0)	(0)	(2) 37,836	(0)
10,001-15,000	(3) 28,527	(3) 40,205	(8) 33,332	(2) 654
15,001-25,000	(6) 40,685	(6) 48,597	(9) 42,727	(2) 910
25,001-40,000	(11) 43,149	(11) 54,020	(13) 47,484	(1) 44
40,001-60,000	(9) 46,649	(9) 62,306	(10) 52,999	(3) 329
60,001-100,000	(8) 50,322	(8) 65,709	(8) 57,455	(0)
100,001-235,000	(10) 51,456	(10) 82,034	(10) 64,139	(5) 1,878

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(3) 35,092	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 42,994	(0)
\$4,000,001-\$8,000,000	(3) 35,284	(3) 40,569	(7) 35,338	(2) 654
\$8,000,001-\$16,000,000	(8) 36,870	(8) 45,840	(12) 39,465	(2) 910
\$16,000,001-\$32,000,000	(11) 43,667	(11) 56,828	(14) 48,585	(2) 443
\$32,000,001-\$64,000,000	(14) 49,545	(14) 66,316	(14) 56,768	(2) 73
\$64,000,001-\$128,000,000	(7) 52,125	(7) 81,494	(7) 65,541	(3) 1,398
\$128,000,001-\$256,000,000	(1) 60,729	(1) 117,520	(1) 81,033	(1) 3,990

Sports Reporter, Experienced

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

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(5) 1.4
10,001-15,000	(8) 1.8
15,001-25,000	(9) 2.2
25,001-40,000	(7) 2.4
40,001-60,000	(7) 1.6
60,001-100,000	(5) 4.8
100,001-235,000	(3) 2.3

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)	(2) 24,265	(0)
6,001-10,000	(2) 23,140	(2) 24,960	(5) 28,424	(0)
10,001-15,000	(4) 23,102	(4) 25,977	(8) 26,139	(1) 235
15,001-25,000	(8) 26,904	(8) 34,339	(9) 29,912	(0)
25,001-40,000	(4) 34,848	(4) 45,094	(7) 35,910	(0)
40,001-60,000	(3) 32,397	(3) 34,611	(7) 33,380	(0)
60,001-100,000	(5) 37,240	(5) 46,556	(5) 41,822	(0)
100,001-235,000	(2) 41,215	(2) 49,737	(3) 44,243	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 24,700	(2) 29,328	(4) 25,783	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(2) 27,000	(0)
\$4,000,001-\$8,000,000	(4) 26,087	(4) 29,193	(9) 28,195	(1) 235
\$8,000,001-\$16,000,000	(8) 25,021	(8) 31,639	(11) 28,759	(0)
\$16,000,001-\$32,000,000	(5) 33,494	(5) 41,795	(8) 34,956	(0)
\$32,000,001-\$64,000,000	(6) 37,179	(6) 44,712	(7) 41,177	(0)
\$64,000,001-\$128,000,000	(2) 41,215	(2) 49,737	(3) 44,243	(0)
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Sports Reporter, Senior

Gathers and writes local sports stories. Has substantial experience (usually five or more years).

Circulation	Avg. # Employees Holding Position
6,000 or less	(0)
6,001-10,000	(2) 1.5
10,001-15,000	(4) 1.5
15,001-25,000	(4) 1.0
25,001-40,000	(7) 1.9
40,001-60,000	(8) 2.4
60,001-100,000	(4) 1.8
100,001-235,000	(5) 5.2

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	(1) 29,812	(1) 31,096	(2) 27,070	(0)
10,001-15,000	(2) 27,144	(2) 30,721	(4) 32,790	(0)
15,001-25,000	(0)	(0)	(4) 44,539	(0)
25,001-40,000	(5) 44,031	(5) 49,181	(7) 45,800	(0)
40,001-60,000	(7) 44,058	(7) 53,262	(8) 46,629	(1) 952
60,001-100,000	(2) 36,621	(2) 54,036	(4) 51,908	(0)
100,001-235,000	(5) 52,250	(5) 73,391	(5) 62,205	(0)

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(0)	(0)
\$2,000,001-\$4,000,000	(1) 29,812	(1) 31,096	(2) 27,070	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(2) 35,151	(0)
\$8,000,001-\$16,000,000	(3) 29,161	(3) 31,837	(8) 38,772	(0)
\$16,000,001-\$32,000,000	(7) 43,972	(7) 50,678	(9) 45,786	(1) 952
\$32,000,001-\$64,000,000	(6) 42,884	(6) 56,925	(8) 51,620	(0)
\$64,000,001-\$128,000,000	(4) 54,669	(4) 76,739	(4) 66,209	(0)
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Takes still or video photographs.

Circulation	Avg. # Employees Holding Position
6,000 or less	(2) 1.0
6,001-10,000	(6) 1.5
10,001-15,000	(7) 1.6
15,001-25,000	(12) 2.0
25,001-40,000	(12) 2.7
40,001-60,000	(10) 4.8
60,001-100,000	(8) 6.2
100,001-235,000	(11) 8.5

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)	(2) 19,860	(0)
6,001-10,000	(3) 29,744	(3) 32,185	(6) 29,013	(1) 2,496
10,001-15,000	(4) 31,796	(4) 33,887	(7) 32,017	(2) 735
15,001-25,000	(10) 28,343	(10) 34,833	(12) 31,501	(0)
25,001-40,000	(10) 34,640	(10) 47,660	(12) 39,269	(1) 25
40,001-60,000	(10) 33,297	(10) 53,584	(10) 42,364	(3) 277
60,001-100,000	(8) 37,140	(8) 58,588	(8) 47,790	(0)
100,001-235,000	(11) 43,033	(11) 70,986	(11) 56,983	(4) 1,891

Actual Pay Data By Revenue

Revenue	Avg. Lowest Annual Wage	Avg. Highest Annual Wage	Avg. Annual Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(2) 25,605	(2) 27,040	(4) 23,147	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(2) 29,099	(0)
\$4,000,001-\$8,000,000	(6) 28,900	(6) 33,245	(11) 30,164	(3) 1,322
\$8,000,001-\$16,000,000	(11) 30,701	(11) 37,195	(12) 33,809	(0)
\$16,000,001-\$32,000,000	(11) 33,294	(11) 49,213	(13) 38,800	(2) 340
\$32,000,001-\$64,000,000	(14) 36,129	(14) 56,228	(14) 45,445	(2) 88
\$64,000,001-\$128,000,000	(8) 43,207	(8) 74,425	(8) 59,215	(2) 990
\$128,000,001-\$256,000,000	(1) 55,365	(1) 84,718	(1) 70,505	(1) 4,704

Press Operator, Entry-Level

Operates and maintains web press. Generally has little or no experience. May be involved in paper handling and/or platemaking. "Journeyman" level.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(1)	4.0
6,001-10,000	(5)	2.4
10,001-15,000	(6)	2.3
15,001-25,000	(6)	2.8
25,001-40,000	(4)	2.0
40,001-60,000	(7)	3.1
60,001-100,000	(4)	4.5
100,001-235,000	(8)	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	(1) 12.0000	(1) 13.0000	(1) 12.5000	(0)
6,001-10,000	(5) 9.6000	(5) 10.7760	(5) 10.2700	(2) 1,034
10,001-15,000	(4) 10.7900	(4) 14.2200	(6) 11.6755	(1) 862
15,001-25,000	(6) 10.4783	(6) 11.6817	(6) 11.0433	(1) 351
25,001-40,000	(3) 12.8433	(3) 13.9100	(4) 12.7408	(0)
40,001-60,000	(5) 11.1640	(5) 13.8960	(7) 12.2814	(2) 495
60,001-100,000	(3) 14.6367	(3) 17.5400	(4) 18.0740	(0)
100,001-235,000	(7) 14.8814	(7) 17.9243	(8) 16.8098	(2) 532

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(3) 9.4167	(3) 10.7100	(3) 9.9567	(0)
\$2,000,001-\$4,000,000	(3) 9.3333	(3) 11.1667	(3) 10.4167	(2) 1,034
\$4,000,001-\$8,000,000	(3) 11.5533	(3) 13.0567	(5) 11.3840	(1) 862
\$8,000,001-\$16,000,000	(8) 10.7063	(8) 12.4725	(8) 11.5941	(1) 351
\$16,000,001-\$32,000,000	(4) 11.3750	(4) 12.8375	(6) 11.7522	(2) 495
\$32,000,001-\$64,000,000	(6) 13.8750	(6) 16.6250	(7) 15.0143	(0)
\$64,000,001-\$128,000,000	(5) 16.1640	(5) 18.5560	(6) 17.9830	(1) 419
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Press Operator, Experienced

Operates and maintains web press. Typically has one to four years of experience. May be involved in paper handling and/or platemaking. "Journeyman" level.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(1)	2.0
6,001-10,000	(5)	2.6
10,001-15,000	(8)	3.4
15,001-25,000	(10)	6.1
25,001-40,000	(11)	6.2
40,001-60,000	(10)	10.7
60,001-100,000	(8)	9.6
100,001-235,000	(11)	25.3

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	(1) 14.0000	(1) 16.0000	(1) 15.0000	(0)
6,001-10,000	(5) 13.1500	(5) 14.4200	(5) 13.7850	(1) 95
10,001-15,000	(6) 17.1933	(6) 20.8483	(8) 18.1262	(2) 2,243
15,001-25,000	(10) 13.7840	(10) 19.9640	(10) 16.7576	(2) 1,521
25,001-40,000	(10) 16.5600	(10) 22.7330	(11) 19.3890	(0)
40,001-60,000	(10) 15.1220	(10) 22.5430	(10) 19.1757	(3) 1,666
60,001-100,000	(8) 20.2063	(8) 25.0375	(8) 22.8460	(0)
100,001-235,000	(11) 18.5074	(11) 26.2391	(11) 21.8877	(2) 2,970

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(3) 11.7667	(3) 16.4200	(3) 14.1433	(0)
\$2,000,001-\$4,000,000	(2) 13.2500	(2) 13.6750	(2) 13.4625	(1) 95
\$4,000,001-\$8,000,000	(6) 16.1817	(6) 20.1700	(8) 17.5287	(1) 933
\$8,000,001-\$16,000,000	(13) 14.6046	(13) 19.1915	(13) 16.8058	(3) 2,198
\$16,000,001-\$32,000,000	(12) 15.8067	(12) 22.7308	(13) 19.2115	(3) 1,666
\$32,000,001-\$64,000,000	(13) 18.4092	(13) 24.8446	(13) 21.8235	(0)
\$64,000,001-\$128,000,000	(8) 19.0761	(8) 27.0716	(8) 22.4630	(1) 737
\$128,000,001-\$256,000,000	(1) 19.5121	(1) 30.9881	(1) 23.5500	(0)

Machine Operator

Sets up and troubleshoots equipment.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(0)	
10,001-15,000	(4)	2.0
15,001-25,000	(4)	2.5
25,001-40,000	(7)	3.3
40,001-60,000	(5)	6.6
60,001-100,000	(4)	5.8
100,001-235,000	(8)	9.8

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)	(0)	(0)
6,001-10,000	(0)	(0)	(0)	(0)
10,001-15,000	(2) 10.0500	(2) 15.3255	(4) 11.4688	(0)
15,001-25,000	(3) 10.6800	(3) 14.8600	(4) 11.6575	(1) 557
25,001-40,000	(5) 12.9340	(5) 17.1960	(7) 13.7286	(0)
40,001-60,000	(5) 10.7780	(5) 17.5900	(5) 14.2506	(2) 882
60,001-100,000	(4) 13.2775	(4) 18.1025	(4) 15.2900	(0)
100,001-235,000	(8) 14.3733	(8) 22.1137	(8) 18.3450	(2) 1,630

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(0)	(0)	(1) 10.0000	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(0)	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 10.5000	(0)
\$8,000,001-\$16,000,000	(6) 10.0650	(6) 14.4952	(8) 11.4544	(1) 557
\$16,000,001-\$32,000,000	(6) 12.1950	(6) 17.6733	(7) 14.1271	(2) 882
\$32,000,001-\$64,000,000	(6) 12.7267	(6) 17.3483	(6) 15.1638	(0)
\$64,000,001-\$128,000,000	(6) 14.8960	(6) 22.7167	(6) 18.7017	(1) 392
\$128,000,001-\$256,000,000	(0)	(0)	(0)	(0)

Loads inserts onto machine.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(1)	4.0
6,001-10,000	(5)	8.6
10,001-15,000	(7)	14.9
15,001-25,000	(10)	14.6
25,001-40,000	(11)	23.5
40,001-60,000	(8)	42.8
60,001-100,000	(7)	44.4
100,001-235,000	(9)	102.8

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	(1)	8.0000	(1)	8.0000	(1)	8.0000	(0)	
6,001-10,000	(5)	8.0800	(5)	9.1300	(5)	8.4880	(1)	60
10,001-15,000	(7)	7.5714	(7)	11.1444	(7)	8.4836	(2)	541
15,001-25,000	(10)	8.5090	(10)	10.7950	(10)	9.0755	(2)	671
25,001-40,000	(11)	8.0800	(11)	11.0718	(11)	8.7441	(0)	
40,001-60,000	(8)	7.9188	(8)	12.1600	(8)	9.0614	(1)	401
60,001-100,000	(7)	9.5586	(7)	14.2843	(7)	10.7157	(0)	
100,001-235,000	(9)	8.5890	(9)	15.4211	(9)	10.8822	(2)	392

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage		Avg. Highest Hourly Wage		Avg. Hourly Wage		Avg. Annual Bonuses/Comm.	
\$2,000,000 or less	(3)	7.5000	(3)	8.6700	(3)	7.7100	(0)	
\$2,000,001-\$4,000,000	(2)	7.8750	(2)	9.5000	(2)	8.6300	(1)	60
\$4,000,001-\$8,000,000	(7)	7.8429	(7)	9.9300	(7)	8.3271	(1)	331
\$8,000,001-\$16,000,000	(13)	8.3123	(13)	11.1224	(13)	9.0323	(3)	697
\$16,000,001-\$32,000,000	(13)	8.0315	(13)	11.2685	(13)	8.7681	(1)	401
\$32,000,001-\$64,000,000	(10)	9.1160	(10)	13.9780	(10)	10.4201	(0)	
\$64,000,001-\$128,000,000	(6)	8.8090	(6)	15.5783	(6)	11.5217	(1)	283
\$128,000,001-\$256,000,000	(1)	8.7976	(1)	11.5000	(1)	9.6200	(0)	

Performs routine preventive maintenance, including cleaning, lubricating and checking for wear, and making necessary adjustments to equipment. Troubleshoots equipment problems and makes repairs with minimum down time.

Circulation	Avg. # Employees Holding Position	
6,000 or less	(0)	
6,001-10,000	(1)	1.0
10,001-15,000	(3)	1.3
15,001-25,000	(3)	1.7
25,001-40,000	(6)	2.5
40,001-60,000	(6)	2.2
60,001-100,000	(5)	2.0
100,001-235,000	(11)	5.4

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) 9.5000	(0)
10,001-15,000	(1) 9.0000	(1) 9.0000	(3) 13.1667	(0)
15,001-25,000	(1) 12.0000	(1) 17.7500	(3) 15.2500	(0)
25,001-40,000	(5) 16.9240	(5) 23.5320	(6) 20.8645	(0)
40,001-60,000	(5) 22.3500	(5) 24.3640	(6) 23.2367	(1) 775
60,001-100,000	(4) 18.4875	(4) 25.4650	(5) 23.5080	(0)
100,001-235,000	(10) 19.9460	(10) 25.9018	(11) 22.9608	(3) 1,374

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(1) 12.0000	(1) 17.7500	(1) 14.2500	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 9.5000	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 15.0000	(0)
\$8,000,001-\$16,000,000	(1) 9.0000	(1) 9.0000	(4) 14.0000	(0)
\$16,000,001-\$32,000,000	(5) 16.9240	(5) 23.5320	(7) 21.1295	(1) 775
\$32,000,001-\$64,000,000	(8) 20.7138	(8) 24.2937	(9) 23.1567	(0)
\$64,000,001-\$128,000,000	(7) 21.2100	(7) 26.9357	(8) 23.8148	(1) 1,301
\$128,000,001-\$256,000,000	(1) 21.0000	(1) 24.6981	(1) 23.1100	(1) 179

Responsible for troubleshooting and repair of all production and building-related electrical or mechanical systems.

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	(5)	1.2
25,001-40,000	(4)	1.5
40,001-60,000	(8)	2.2
60,001-100,000	(6)	4.5
100,001-235,000	(9)	6.9

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) 10.0000	(0)
10,001-15,000	(0)	(0)	(2) 12.8250	(0)
15,001-25,000	(1) 10.0000	(1) 14.7000	(5) 15.7980	(0)
25,001-40,000	(2) 21.7150	(2) 25.5900	(4) 21.1225	(0)
40,001-60,000	(5) 17.5780	(5) 21.2240	(8) 20.7844	(2) 1,003
60,001-100,000	(6) 19.5367	(6) 25.7983	(6) 23.0800	(0)
100,001-235,000	(8) 17.8708	(8) 29.0828	(9) 21.9648	(3) 1,938

Actual Pay Data by Revenue

Revenue	Avg. Lowest Hourly Wage	Avg. Highest Hourly Wage	Avg. Hourly Wage	Avg. Annual Bonuses/Comm.
\$2,000,000 or less	(1) 10.0000	(1) 14.7000	(1) 12.3500	(0)
\$2,000,001-\$4,000,000	(0)	(0)	(1) 10.0000	(0)
\$4,000,001-\$8,000,000	(0)	(0)	(1) 8.6500	(0)
\$8,000,001-\$16,000,000	(1) 14.9800	(1) 19.5200	(7) 16.1986	(0)
\$16,000,001-\$32,000,000	(3) 22.1933	(3) 25.1533	(6) 23.7133	(2) 1,003
\$32,000,001-\$64,000,000	(8) 18.6513	(8) 23.6500	(9) 21.5972	(0)
\$64,000,001-\$128,000,000	(6) 16.9827	(6) 31.7503	(6) 22.6283	(1) 327
\$128,000,001-\$256,000,000	(0)	(0)	(1) 20.4828	(1) 875