Finance Department

Accountant

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)

Finance Department

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)

Finance Department

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)

Administrative Department

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

Advertising Department

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%

Advertising Department

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)

Advertising Department

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)

Advertising Department

Online Sales Representative

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)

Advertising Department

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%

Advertising Department

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)

News / Editorial Department

Editorial Writer

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)

News / Editorial Department

Columnist

Writes signed column. Includes all types of columnists: general assignment, beats, sports, business, lifestyle, etc.

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

News / Editorial Department

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)

News / Editorial Department

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

News / Editorial Department

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

News / Editorial Department

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

News / Editorial Department

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

News / Editorial Department

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)

News / Editorial Department

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)	

News / Editorial Department

Photojournalist

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

Production / Maintenance / Other

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)	

Production / Maintenance / Other

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)

Production / Maintenance / Other

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)

Production / Maintenance / Other

Inserter

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)	

Production / Maintenance / Other

Machinist

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

Production / Maintenance / Other

Maintenance Technician

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