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Lodging and Hospitality Salary Survey

US - National

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Lodging and Hospitality Salary Survey

All Organizations

US - National

Data Date: 31 March 2012

Sponsored by:



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INSTITUTE**

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Survey Title: Lodging and Hospitality Salary Survey

Survey Area: US - National

Survey Year: 2012

Survey Code: S70007012

Total Job Titles: 117

Total Executive Positions: 7

Total Unique Entities: 59

02 August 2012

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Methodology/Disclaimer

Introduction & Summary

ERI Salary Surveys is operated under license from ERI Economic Research Institute, Inc. (ERI), including license for use of Patent Nos. 6,862,596 and 7,647,322, the "system and method for retrieving and displaying data, such as economic data relating to salaries, cost of living and employee benefits." ERI Salary Surveys reports contain unique participant data analyses complemented by two additional sections of data collection. The result is up to three survey analyses for a job. Participant data is that contributed by survey participants during the present and prior year (with no data incorporated less than 90 days old, per FTC/DOJ regulations). Rates of error are either calculated from illustrated data or are reported from the leased or non-copyrighted sources. Population counts directly correlate with graphic distributions and represent real data. Participation organizations' identities and names of organizations in the public domain are presented. Due to formatting constraints, up to 811 participating organizations may be listed per report. ERI Salary Surveys' participant inputted data is not keyed at entry to personal names or addresses, and participants are assured of confidentiality by this survey construct. ERI Salary Surveys reports are available in PDF and hardcopy formats. With the exception of the benefits surveys, the report has a one job per front/back page presentation and is most likely used for salary planning.

This survey's averages, deciles, medians, etc., are calculated and may vary remarkably from time to time because organizations included in any particular survey population may change. This is different from ERI's Assessor Series data that present the results of year-to-year consistent polynomial regression analyses for any position based on the analysis of thousands of surveys and data sources for many years, with some jobs going back to 1977. These ERI Salary Surveys reports can be considered single pure surveys. They are created for use by those who must see real data, when survey participants and sources must be disclosed, where data and survey reports need to be archived, and where lower cost, non-analytic extracts are required. These surveys are not subscriptions that expire, but rather a purchase of PDF or hard copy reports that can sit on a shelf or within a computer directory indefinitely.

There are three sections of data with their own sources:

1. Public Databases

Executive information is from public domain IRS Form 990 EOs/EZs/PFs and is obtained by ERI's optical character recognition (OCR) or digitization of these forms. Over 2.5 million observations are added each year, and there are now compensation amounts for over 26 million nonprofit employees/directors in the ERI survey database. Data is, in part, also leased for perpetual use from the Urban Institute and GuideStar and may contain industry

assignment and other errors. Standard errors are calculated from the distribution of the data and may be reproduced by observation. The number of incumbents are counts of actual data points, all of which may not always be shown on graphic presentations as some outliers may be "off the chart." The full dataset is available with the purchase of any ERI Nonprofit Comparables Assessor (CA+) subscription. This software enables many powerful analyses as it contains a wide range of management jobs, years 1992 to the present, for all US geographic areas/addresses, with all available information categorized by industry, size, year, and geographic location.

Non-executive positions are composite results of the US OES Occupational Employment and Wage Survey. The word composite refers to ERI's reporting data from over 600 US metropolitan and state areas surveyed by the OES. Reported with the OES' relative standard error and job family populations, ERI parses the family data into specific jobs using three eDOT Skills Project methodologies developed for its Occupational Assessor (Disability Determination Module) and graphically displays a probable distribution. Relative salaries by position within a job family are profiled based upon competitive ranking for these jobs found within ERI's Salary Assessor.

2. ERI Assessor Data

Information from ERI Assessor Series databases as of March 31 xx. Salary values of the Salary Assessor software and databases are the compiled results of licensed Canadian and US salary surveys and datasets collected and analyzed by ERI, as well as analyses derived from millions of data points gathered annually from loan and employment applicant earnings verifications, digitized public records including the US SEC, OCR of US IRS returns, and ERI patented online surveys. ERI's Assessor Series is by far the more robust analysis, but may not satisfy some governmental regulations' definition of a "survey." That said, over ten thousand organizations use ERI's Assessor Series analyses annually to plan salaries.

This survey cuts a power curve, or regression line, through the data shown for the size, industry, and geographic area's grouping of data points, which are displayed as dots. Nonprofit analyses represent power curves through Form 990/EZ/PF data digitized by ERI or leased from GuideStar. Neither is a study of a job function over time; both illustrate regression curves through real data. This survey report's results are reflections of practices in only one of 1,400 industries found in ERI's Nonprofit Comparables Assessor & Tax-Exempt Survey. Data from 14,000 for-profit and 485,000 tax-exempt organizations has been digitized, making these survey databases the largest ever for executive compensation surveys. Both the Executive Compensation and Nonprofit Comparables

Assessors allow for city area, rather than state-wide analyses, for data planning dates other than 31 March, and unlimited industry sub-sector analyses.

Non-management data is drawn from ERI's Salary Assessor & Survey and its 4,000 job titles. It is also a study of jobs over time so that no single year's data collection is allowed to distort results, typically created by a vagary in a survey sample population.

3. Incumbent Information

This survey information is solicited by sending questionnaires to past and potential participants via the mail and email. Online input is also available, as is the downloading of a PDF or Excel questionnaire for manual input. These are actual data points collected and calculations of simple averages, percentiles, counts, and rates of error. No attempt is made to alter the data as reported other than to normalize collected compensation amounts to a common date. These are not analyses like those provided to ERI Assessor Series subscribers but rather actual reported data.

ERI has provided competitive compensation data since 1987, PAQ since 1974 and ERI Salary Surveys (Abbott Langer Association Surveys) since 1967. The combined ERI survey databases have grown to include input for over 50,000,000 jobs, over 14,000 publicly-traded or reporting companies, thousands of salary and executive compensation surveys, all presently reporting UK and European publicly-traded companies (~2,300), Canadian SEDAR data (~1,400 companies), and over 20,000,000 Forms 990/PF/EZ returns from 1994 to the present. Used by professionals for over twenty years, some 10,000 subscribers depend on ERI Assessor Series analyses as one of their survey sources. This survey provides raw number analyses, and its results will most likely differ from either those found in the Salary Assessor, Executive Compensation Assessor, and/or Nonprofit Comparables Assessor. Again, this is a survey report that adds and averages numbers; it is not a polynomial analysis of long streams of data like that found in the Assessor Series.

In compliance with FTC regulations, the survey will not report data for non-executive positions with less than five respondents. For executive positions, the source documents are part of the public record. Executive positions with under five incumbents will be displayed with that source data being retrievable via the Internet using ERI Executive Compensation Assessor and/or ERI Nonprofit Comparables Assessor software.

This survey report utilizes licensed technologies and data as part of the ERI Economic Research Institute, Inc., family of affiliate salary surveys. Includes data adapted from Statistics Canada, 2006 Census Custom Tables, 2007. This does not constitute an endorsement by Statistics Canada of this product. SEDAR data leased under Copyright, HER MAJESTY THE QUEEN IN RIGHT OF CANADA, as represented by the Minister of Industry, Statistics Canada. UK data may be in part from New Earnings Survey. Includes data adapted from data from the Office for National Statistics licensed under the

Open Government License v.1.0. Other data may be leased from Philanthropic Research, Inc. (www.guidestar.org). ERI's intellectual property rights include Patent Nos. 6,862,596 and 7,647,322, "system and method for retrieving and displaying data, such as economic data relating to salaries, cost of living and employee benefits" made available to ERI Salary Surveys.

ERI Salary Surveys utilizes a file of 100,000 ERI job titles found in the US, Canada, and UK. Many of these are alternate titles where the PAQ eDOT number (a nine digit coding system used in the US since 1939) is the same, for example, for CEO and Chief Executive Officer. Industry surveys will not show all of the ERI Occupational Assessor job titles since not all jobs exist in any one industry, nor has sufficient data been collected on all jobs to report valid averages or other measures. Typically, a hard copy report will show one hundred position titles. However, some survey reports may show only three or four job titles. Alternate titles may be shown to assist HR managers who must deal with line managers who will not accept that a "Cost Accountant" is an alternate survey title to that of a "Budget Accountant."

Definition of Terms

ERI Salary Surveys reports contain four distinct salary survey data collections of real data in one direct compensation survey report. Not all sources have exactly the same definitions or constructs. For example, proxies report unique salary and bonus values for executives, while Form 990s report only direct compensation (the combination of the two). Where differences exist, they are described below:

Number of Incumbents (Nos of Incumbents)

Up to three values will be shown: those profiled by the data from Tax-Exempt/Public Databases and those sourced to For-Profit Databases. Neither of these sources may be clearly identifiable as one or the other for non-executive positions. The number of incumbents is reported only from the source materials so that double counting does not occur.

Mean

The mean or average is the result of dividing the sum of two or more quantities by the number of quantities. For example, $(a + b + c)/3 =$ the average.

First Decile

The first decile represents one of nine points, which divides a series of ranked scores into ten equal parts from the lowest to the highest. Each part, therefore, represents one-tenth of the series. The first decile represents the bottom ten percent of the population, often

termed the tenth percentile.

First Quartile

A quartile is a value in a ranked continuum that is divided into four parts. The first part is 25%, the second part is 50%, the third part is 75%, and the fourth part is 100%. The first would represent the range of population from zero to 25%, often termed the 25th percentile.

Median

Median compensation is the estimated 50th percentile of the distribution of remuneration. Fifty percent of incumbents in an occupation earn compensation below, and 50 percent earn compensation above the median earnings.

Third Quartile

A quartile is a value in a ranked continuum that is divided into four parts. The first part is 25%, the second part is 50%, the third part is 75%, and the fourth part is 100%. The third would represent the range of population from zero to 75%, often termed the 75th percentile.

Ninth Decile

The ninth decile represents one of nine points, which divides a series of ranked scores into ten equal parts from the lowest to the highest. Each part, therefore, represents one-tenth of the series. The ninth decile represents 90% of the population, often termed the 90th percentile.

Rate of Error

Each position will have a rate of error displayed for each applicable database. Compensation levels paid may differ remarkably between these categories. Rather than combine these databases, this survey provides each separately to allow the user to make his/her own determinations. Each database is reported with its own rate of error

1. 990 Tax-Exempt Database

Data is shown on the PC program using a power curve (polynomial regression analyses). A standard error is reported based upon the actual data shown in this survey data population.

2. Public Databases

Information is principally from government and nonprofit organizations, using composite results of the US OES Occupational Employment and Wage Survey. This US Government survey reports a Relative Standard Error which is reproduced for the year, area, and job family requested.

3. U.S. Proxy & ERI Executive Databases

Data is shown on the PC program using a cubic spline curve through both observed and survey data. The standard error is calculated only from measurements of variance from predicted mean displayed.

4. ERI Industry Database

This information on primarily for-profit company employees is from ERI patented online, interactive salary surveys, and Assessor Series databases. Because data is collected for individual jobs and not reported by either years of experience, level, or compared to an organizational size dimension (as is the case with Assessor Series presentations), the calculation provides a Standard Deviation measure.

5. Survey Participant Database

Standard deviations are calculated via the traditional summing of variances, squaring, dividing by $n-1$, and taking the square root. This is a pure conventional standard deviation calculation.

A rate of error will not be shown where more than one source of data exists. The mixing of OES Relative Standard Error from nonprofit/public sources, regression derived Standard Errors, and ERI's Standard Deviations does not allow the presentation of a meaningful, defensible statistical measure as it might combine three different types of error measure. If shown, the rate of error is derived as described above from the one data source reported.

Total Direct Annual Compensation

The Total Direct Annual Compensation is the sum of Annual Salary and Incentive/Variable Pay.

Annual Salary

Annual salaries are straight-time, gross pay, and are exclusive of premium pay. Included are base rate, cost-of-living allowances, guaranteed pay, hazardous-duty pay, on-call pay, but not incentive pay, including commissions and production bonuses or rewards from variable pay plans and/or retirement or benefit plan matches.

Incentive/Variable Pay

The annual Incentive/Variable Pay includes annual bonuses, commissions, and production bonuses or rewards from variable pay plans.

Total Annual Compensation

The Total Annual Compensation is the sum of Direct Compensation and Allowances and Benefits.

Direct Compensation

Direct Compensation includes salary, fees, bonuses, and severance payments paid, along with payments of amounts reportable as deferred compensation.

Allowances & Benefits

Allowances & Benefits include all welfare benefit plan payment, all other forms of deferred compensation and future severance payments, both taxable and nontaxable fringe benefits, expense allowances, and reimbursements that recipients must report as income.

Selected Characteristics of Occupations (SCOs)

Selected Characteristics of Occupations (SCOs) or work measures are derived from PAQ's eDOT Skills Project, a cybernetic job analysis system utilizing, in part, ERI's Occupational Assessor. For more information, visit www.erieri.com or www.paq.com. This data is available only for US occupations and is only included if requested at the time of purchase.

Trended EEO-1 Demographic Estimates

Estimated racial and gender makeup are derived from ERI's Geographic Assessor (Consultant Edition) and are available only for US profiles. For more information, see www.erieri.com. As with Demographic Data, the default is not to include the data unless requested at the time of purchase.

Combined Survey Sources & Survey Producer

This survey has been produced by ERI Salary Surveys.

Use of the patented online interactive survey methodology, access to executive and non-executive databases, and audit checks via the Assessor Series have been provided under license from ERI Economic Research Institute, Inc. ERI primarily serves private industry, while the public sector, the IRS, and libraries comprise approximately 20% of our

subscribers. ERI salary structure analyses have been in use since 1974, the PC software to extract competitive wage and salary rates since 1987, and our cost-of-living analyses since 1989. ERI does not provide consulting services. FEIN 33-0356443, Duns # 60977744, CAGE code OXP39, FedLink LOC04C7067.

Any and all use of ERI Salary Surveys, and/or ERI Assessor Series software, including traditional hard copy reports and executive programs, whether by a subscriber who purchases a license or any other user, is governed by the End-User License Agreement. A copy of the End-User License Agreement is accessible via the help menu of any software program and is included at the end of any printed or hard copy survey report.

Accountant

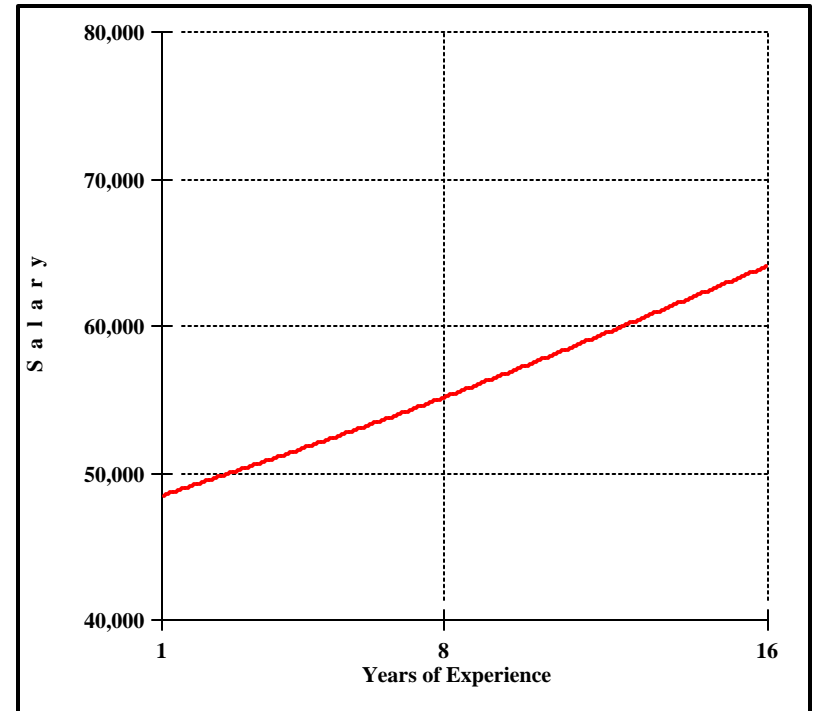
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$60,036	\$45,443	\$51,139	\$59,266	\$74,344	\$83,391	
Incentive/Variable Pay		\$3,910		\$939	\$3,870	\$8,192	\$10,785	
Total Direct Annual Compensation		\$63,946	\$45,443	\$52,078	\$63,136	\$82,536	\$94,176	0.2
ERI Assessor Databases								
Annual Salary		\$55,187	\$46,233	\$50,057	\$54,391	\$60,027	\$64,998	
Incentive/Variable Pay		\$2,246	\$1,890	\$2,046	\$2,224	\$2,454	\$2,657	
Total Direct Annual Compensation		\$57,433	\$48,123	\$52,103	\$56,615	\$62,481	\$67,655	
Survey Participants' Databases								
Annual Salary		\$55,590	\$31,384	\$43,569	\$56,238	\$68,424	\$80,144	
Incentive/Variable Pay								
Total Direct Annual Compensation	18	\$55,590	\$31,384	\$43,569	\$56,238	\$68,424	\$80,144	6.0

Position Description

Readies and maintains financial and business transactions, applying accounting principles, that include work that is analytical, evaluative, and advisory in nature and that requires an understanding of both accounting theory and practice. Utilizes knowledge of the fundamental doctrines, theories, principles, and terminology of accountancy, and often entails some understanding of such related fields as business law, statistics, and general management. Analyzes the effects of transactions upon account relationships. Evaluates alternative means of treating transactions. Plans the manner in which account structures should be developed or modified. Ensures the adequacy of the accounting system as the basis for reporting to management. Considers the need for new or changed controls. Projects accounting data to show the effects of proposed plans on capital investments, income, cash position, and overall financial condition. Interprets the meaning of accounting records, reports, and statements. Advises operating officials on accounting matters. Excludes paraprofessional accountants. Recommends improvements, adaptations, or revisions in the accounting system and procedures. Applies principles of accounting to analyze financial information and prepare financial reports. Compiles and analyzes financial information to prepare entries to accounts, such as general ledger accounts, documenting business transactions. Analyzes financial information detailing assets, liabilities, and capital, and prepares balance sheet, profit and loss statement, and other reports to summarize current and projected company financial position. Audits contracts, orders, and vouchers, and prepares reports to substantiate individual transactions prior to settlement. At the fully competent level, may lead and coordinate activities of other lower level accountants, paraprofessionals, and/or clerical workers performing accounting and bookkeeping tasks. eDOT: 160.162-018



Accountant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	160.162-018	<u>Understanding & Memory</u>		Strength	S	Far Acuity	N
Occupational Code	160	Memory	F	Occasionally Lift/Carry	0	Depth Perception	N
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	F
Education Level	8	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	O	Standing	O	Exposure to Weather	N
Things	2	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	4	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	5	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	4	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	O	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	3	Adaptation to Change	O	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	N	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

<u>Trend to Month/Year:</u>		<u>Codes:</u>							
eDOT Title:	Accountant	eDOT Code:	160.162-018						
OES Area:	US - National	OES Code:	193000700000						
SOC Job Family:	Accountants and Auditors	SOC Code:	132011						
				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	Total	White	Black or African American	Asian	Hispanic or Latino				
Male	42.2 %	34.1 %	2.6 %	0.0 %	2.8 %	2.1 %	0.1 %	0.5 %	
Female	57.8 %	43.4 %	5.4 %	0.1 %	4.8 %	3.1 %	0.3 %	0.8 %	
Totals	100.0 %	77.5 %	8.0 %	0.1 %	7.5 %	5.2 %	0.4 %	1.3 %	

Accounting Clerk

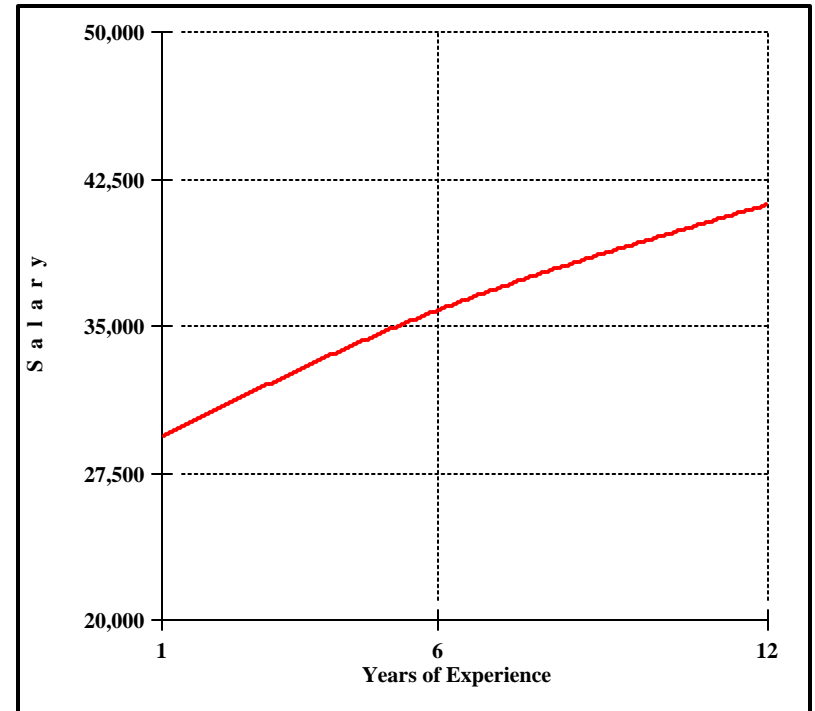
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$38,295	\$25,850	\$30,311	\$37,745	\$46,627	\$51,957	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$38,295	\$25,850	\$30,311	\$37,745	\$46,627	\$51,957	0.1
ERI Assessor Databases								
Annual Salary		\$35,821	\$31,000	\$32,982	\$35,228	\$38,147	\$40,723	
Incentive/Variable Pay		\$798	\$696	\$740	\$790	\$856	\$914	
Total Direct Annual Compensation		\$36,619	\$31,696	\$33,722	\$36,018	\$39,003	\$41,637	
Survey Participants' Databases								
Annual Salary		\$43,676	\$28,852	\$37,266	\$46,014	\$47,932	\$49,776	
Incentive/Variable Pay								
Total Direct Annual Compensation	12	\$43,676	\$28,852	\$37,266	\$46,014	\$47,932	\$49,776	4.4

Position Description

Prepares and keeps financial and business transaction data up-to-date, applying accepted procedures, and prepares reports to ensure accurate accounting records. Performs complex clerical and entry-level accounting activities. Compiles and checks source documents, such as vouchers, invoices, purchase orders, and cash receipts, for completeness and accuracy, and prepares reports. Verifies and posts details of business transactions to appropriate ledgers and journals, and totals accounts. Computes and records charges, refunds, cost of lost or damaged goods, freight charges, rentals, and similar items. Receives and counts cash; maintains cash book or other control records. Prepares computer input forms for processing of transaction data. Compares print-outs against source documents and journal entries to verify accuracy, and prepares input forms to reconcile errors. Periodically reviews records and subsequent computer printouts to balance accounts and to identify suspense items or delinquent accounts requiring further action. Files and maintains clerical records, and reports pertinent information to accounting and bookkeeping or technical operations. Prepares and mails bills or statements, or prepares lists of outstanding bills payable. Performs such other duties as may be assigned. Assists in balancing accounts by running tapes, proofreading, etc.; prepares summary of balances, cost information, or other reports as requested for supervisor's use in preparing financial statements. May proofread and post operations progress or other reports and make a monthly summary or recap of such reports as needed. May type vouchers, invoices, checks, account statements, reports, and other records. May reconcile bank statements. May audit and proof accounting or other reports for clerical accuracy and conformance to departmental, county, and state procedures. eDOT: 216.482-010



Accounting Clerk

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	216.482-010	<u>Understanding & Memory</u>		Strength	S	Far Acuity	N
Occupational Code	216	Memory	O	Occasionally Lift/Carry	0	Depth Perception	N
Specific Vocational Preparation (SVP)	5	Short Instruction Memory	O	Frequently Lift/Carry	0	Accommodation	F
Education Level	5	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	N
Data	4	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	F	Standing	O	Exposure to Weather	N
Things	2	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	N	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	3	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	3	Work Decisions	O	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	O	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	3	Adaptation to Change	O	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Talking	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	1	Travel	N	Hearing	N	Creativity	N
Color Discrimination	1	Independent Planning	O	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Accounting Clerk	eDOT Code:	216.482-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Bookkeeping, Accounting, and Auditing Clerks	SOC Code:	433031
		Native Hawaiian or Other Pacific Islander	
		Asian	
		Hispanic or Latino	
		American Indian or Alaska Native	
		Two or More Races	
		Black or African American	
		White	
		Total	
Male	10.6 %	7.3 %	1.2 %
Female	89.4 %	72.6 %	6.4 %
Totals	100.0 %	79.9 %	7.6 %

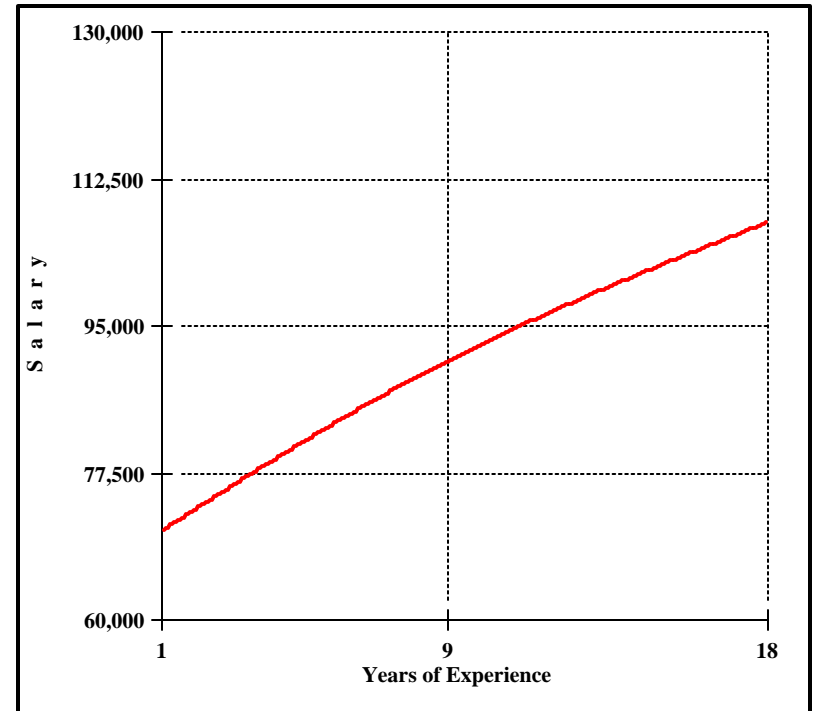
Accounting Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$100,479	\$73,568	\$84,407	\$99,302	\$127,633	\$144,631	0.3
Incentive/Variable Pay		\$9,058		\$2,174	\$8,967	\$19,398	\$25,657	
Total Direct Annual Compensation		\$109,537	\$73,568	\$86,581	\$108,269	\$147,031	\$170,288	
ERI Assessor Databases								
Annual Salary		\$90,875	\$75,365	\$82,093	\$89,720	\$99,635	\$108,382	
Incentive/Variable Pay		\$6,097	\$5,070	\$5,523	\$6,036	\$6,703	\$7,291	
Total Direct Annual Compensation		\$96,972	\$80,435	\$87,616	\$95,756	\$106,338	\$115,673	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages professional level accounting functions and the preparation of reports including earnings, profits/losses, cash balances, and cost accounting. Confirms accuracy of operating and financial reports. Advises upper management regarding matters, such as effective use of resources and methods, for preventing capital being frozen. Interprets accounts and records to upper management. Includes managers whose staffs may consist of a mix of professional, paraprofessional, and/or clerical accounting personnel; excludes managers whose staffs consist of 100 percent nonexempt accounting personnel. Analyzes records of present and past operations, trends and costs, estimated and realized revenues, administrative commitments, and obligations incurred. Develops, installs, and maintains budgeting systems that provide control of expenditures made to carry out activities, such as advertising and marketing, production and labor, maintenance, or project activities, such as construction of buildings. May recommend future financial plans and policies. eDOT: 160.167-057



Accounting Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	160.167-057	<u>Understanding & Memory</u>		Strength	S	Far Acuity	N
Occupational Code	160	Memory	F	Occasionally Lift/Carry	0	Depth Perception	N
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	O
Education Level	8	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	F	Sitting	C	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	N	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	4	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	5	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	4	Public Interaction	O	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	4	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	O	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	F	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Accounting Manager	eDOT Code:	160.167-057
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Financial Managers	SOC Code:	113031
	Total	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
Male	47.0 %	Black or African American	Two or More Races
Female	53.0 %	White	
Totals	100.0 %	American	
		Asian	
		Hispanic or Latino	

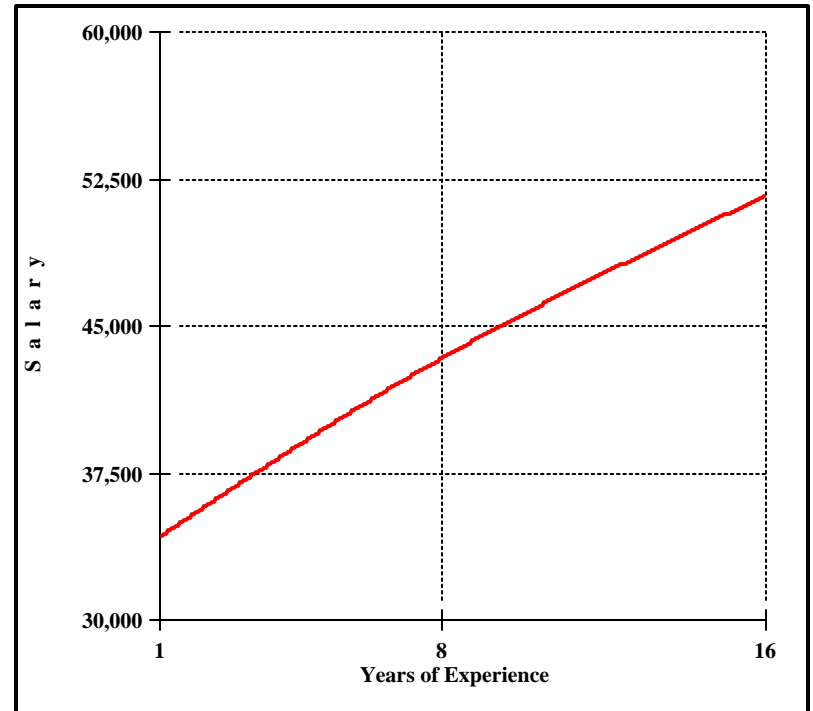
Administrative Assistant

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$50,745	\$30,063	\$38,044	\$50,067	\$64,204	\$72,686	
Incentive/Variable Pay		\$3,651		\$876	\$3,615	\$7,803	\$10,316	
Total Direct Annual Compensation		\$54,396	\$30,063	\$38,920	\$53,682	\$72,007	\$83,002	0.2
ERI Assessor Databases								
Annual Salary		\$43,409	\$36,322	\$39,326	\$42,732	\$47,159	\$51,064	
Incentive/Variable Pay		\$876	\$736	\$797	\$866	\$956	\$1,036	
Total Direct Annual Compensation		\$44,285	\$37,058	\$40,123	\$43,598	\$48,115	\$52,100	
Survey Participants' Databases								
Annual Salary		\$42,756	\$32,464	\$37,603	\$42,946	\$44,510	\$46,014	
Incentive/Variable Pay								
Total Direct Annual Compensation	39	\$42,756	\$32,464	\$37,603	\$42,946	\$44,510	\$46,014	2.2

Position Description

Supports an organization or department by performing administrative services. Assists management with administrative tasks such as tracking and compiling information of interest. Prepares various reports detailing the administrative information handled by the position. Reviews and answers correspondence. May handle confidential information. NOTE: This is not a secretarial position. eDOT: 169.167-010



Administrative Assistant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>			
eDOT code	169.167-010	Memory	F	Far Acuity	O
Occupational Code	169	<i>Understanding & Memory</i>		Depth Perception	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Accommodation	F
Education Level	6	Detailed Instruction Memory	F	Color Vision	O
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>		Field of Vision	O
Data	1	Short Instruction	F	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Noise Intensity Level	3
Reasoning Level	4	Work Decisions	F	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Atmospheric Conditions	N
General Learning Ability	4	<i>Social Interaction</i>		Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Exposure to Toxic Chemicals	N
Motor Coordination	2	<i>Adaptation</i>		Exposure to Biohazards	N
Finger Dexterity	3	Adaptation to Change	O	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Creativity	O
Color Discrimination	2	Independent Planning	F	Administrative Activity	O
				Discretion/Independent Judgment	F
				Near Acuity	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:						
eDOT Title:	Administrative Assistant	eDOT Code:	169.167-010					
OES Area:	US - National	OES Code:	193000700000					
SOC Job Family:	Executive Secretaries and Executive Administrative Assistants	SOC Code:	436011					
		Native Hawaiian	American Indian or					
		or Other Pacific	Alaska Native					
		Islander	Two or More Races					
		Asian	Hispanic or Latino					
		Hispanic or Latino	Alaska Native					
		Two or More Races						
Male	<u>Total</u> 3.5 %	<u>White</u> 2.5 %	<u>Black or African American</u> 0.4 %	<u>Native Hawaiian or Other Pacific Islander</u> 0.0 %	<u>Asian</u> 0.2 %	<u>Hispanic or Latino</u> 0.3 %	<u>American Indian or Alaska Native</u> 0.0 %	<u>Two or More Races</u> 0.1 %
Female	96.5 %	77.7 %	8.1 %	0.1 %	1.8 %	7.1 %	0.6 %	1.2 %
Totals	100.0 %	80.2 %	8.4 %	0.1 %	1.9 %	7.4 %	0.6 %	1.3 %

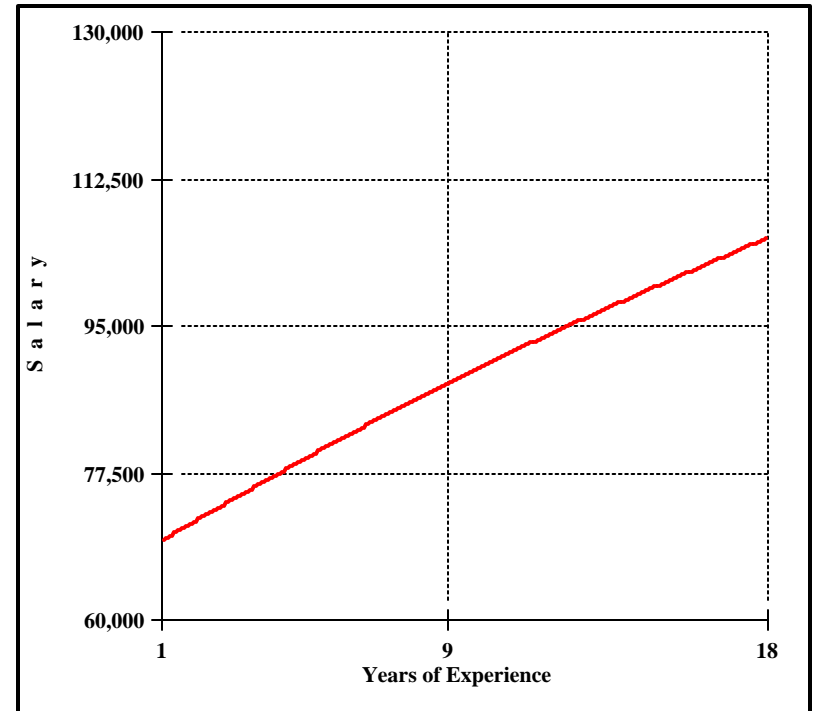
Advertising Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$97,018	\$58,954	\$74,222	\$95,864	\$125,329	\$143,008	
Incentive/Variable Pay		\$10,875		\$2,610	\$10,766	\$23,644	\$31,370	
Total Direct Annual Compensation		\$107,893	\$58,954	\$76,832	\$106,630	\$148,973	\$174,378	1.2
ERI Assessor Databases								
Annual Salary		\$88,228	\$73,164	\$79,695	\$87,099	\$96,725	\$105,216	
Incentive/Variable Pay		\$7,059	\$5,870	\$6,395	\$6,989	\$7,761	\$8,442	
Total Direct Annual Compensation		\$95,287	\$79,034	\$86,090	\$94,088	\$104,486	\$113,658	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages the advertising function of the organization working with media personnel, illustrators, photographers, advertising agencies, and sales promotion and marketing departments to promote products and concepts of organizations through various advertising media. Reviews and approves media presentations. Plans and documents research activities concerned with gathering information or statistics pertinent to planning and execution of sales promotion campaigns. Generates advertising income via the Internet through coordination with website managers. Determines promotion strategies and pricing for online advertising opportunities. Allocates advertising space to departments or products of establishment. Reviews rates and classifications applicable to various types of advertising and provides authorization. Oversees the arrangement of all advertisements. May authorize information for publication, such as interviews with reporters or articles describing phases of establishment activity. May serve as establishment representative for geographical district or department. May transact business as agent for advertising accounts. May direct preparation of special promotional features. May monitor and analyze sales promotion results to determine cost effectiveness of promotion campaign. eDOT: 164.117-026



Advertising Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	164.117-026	<u>Understanding & Memory</u>	
Occupational Code	164	Memory	F
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F
Education Level	8	Detailed Instruction Memory	F
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	
Data	1	Short Instruction	F
People	1	Detailed Instruction	N
Things	7	Concentration & Attention	F
<u>Literacy Demands</u>		Work Schedule	F
Mathematics Level	5	Work Routine	F
Language Level	5	Work Distractions	F
Reasoning Level	6	Work Decisions	F
<u>Aptitudes</u>		Work Completion	F
General Learning Ability	4	<u>Social Interaction</u>	
Verbal Aptitude	4	Public Interaction	F
Numeric Aptitude	4	Assignment/Assistance	F
Spatial Aptitude	3	Work Review	O
Form Perception	3	Peer Interaction	F
Clerical Perception	3	Work Behavior	O
Motor Coordination	2	<u>Adaptation</u>	
Finger Dexterity	2	Adaptation to Change	F
Manual Dexterity	2	Hazard Awareness	O
Eye-Hand-Foot Coord.	2	Travel	O
Color Discrimination	2	Independent Planning	F
		Strength	S
		Occasionally Lift/Carry	0
		Frequently Lift/Carry	1
		Push/Pull	N
		Walking	O
		Sitting	C
		Standing	O
		Sit/Stand Option	O
		Climbing	N
		Balancing	N
		Stooping	N
		Kneeling	N
		Crouching	N
		Crawling	N
		Reaching	O
		Reaching Upward	O
		Reaching Downward	O
		Handling	F
		Fingering	O
		Feeling	N
		Keyboard Use	F
		Talking	F
		Hearing	F
		Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	O
		Depth Perception	N
		Accommodation	N
		Color Vision	N
		Field of Vision	N
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	F
		Administrative Activity	O
		Discretion/Independent Judgment	C

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Advertising Manager	eDOT Code:	164.117-026
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Advertising and Promotions Managers	SOC Code:	112011
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	43.3 %	38.1 %	1.6 %
Female	56.7 %	0.0 %	0.1 %
Totals	100.0 %	86.6 %	4.3 %
	0.1 %	1.0 %	2.0 %
	0.1 %	1.7 %	2.7 %
	0.1 %	2.7 %	4.7 %
	0.1 %	0.1 %	0.1 %
	0.2 %	0.1 %	0.9 %
	0.2 %	0.1 %	1.5 %

Arcade Attendant

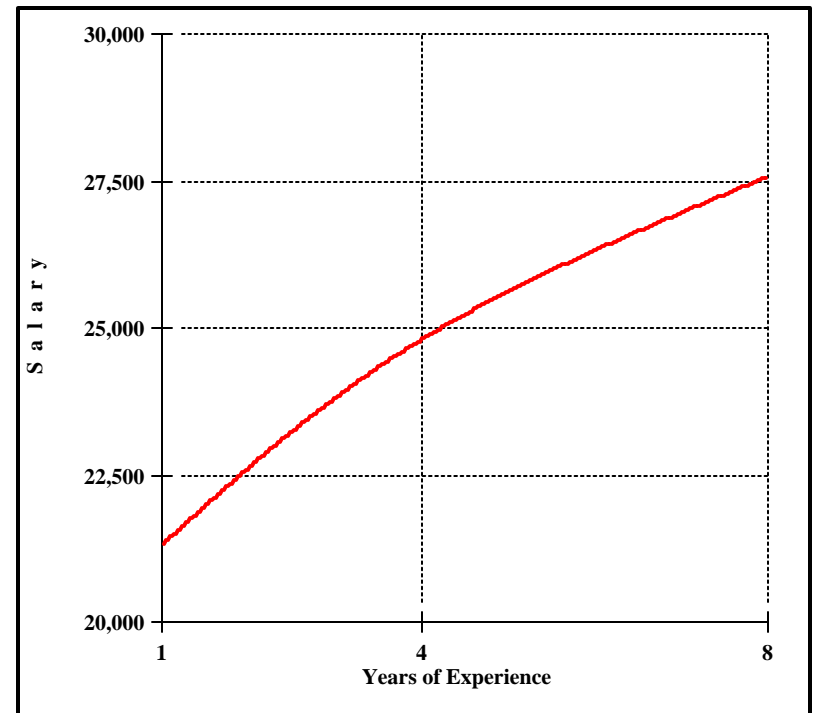
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$28,073	\$22,765	\$24,585	\$27,618	\$33,264	\$36,651	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$28,073	\$22,765	\$24,585	\$27,618	\$33,264	\$36,651	0.4
ERI Assessor Databases								
Annual Salary		\$24,816	\$21,659	\$22,914	\$24,336	\$26,185	\$27,816	
Incentive/Variable Pay		\$414	\$365	\$386	\$410	\$441	\$469	
Total Direct Annual Compensation		\$25,230	\$22,024	\$23,300	\$24,746	\$26,626	\$28,285	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Assists patrons of amusement facility, and performs minor repairs on game machines. Explains operation of game machines to patrons and exchanges paper currency for coins or tokens. Listens to patron complaints regarding malfunction of machines. Removes coin acceptor mechanism of machines, using key, and observes mechanism to detect causes of malfunctions, such as bent coins, slugs, or foreign material. Removes obstructions, repositions mechanism, inserts coins or tokens, and observes machine operation to determine whether malfunctions are still present. Places out-of-order signs on defective machines and returns money or tokens lost in defective machines to patrons. Notifies maintenance department of defective machines, and records times of machine malfunctions and repairs to maintain required records. Observes conduct of patrons in facility to ensure orderliness, and asks disruptive patrons to leave. eDOT: 342.667-014



Arcade Attendant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

eDOT SCOs*		<u>Mental & Stress Demands</u>	<u>Physical Demands</u>		
eDOT code	342.667-014	<u>Understanding & Memory</u>	Strength	L	Far Acuity
Occupational Code	342	Memory	Occasionally Lift/Carry	1	Depth Perception
Specific Vocational Preparation (SVP)	2	Short Instruction Memory	Frequently Lift/Carry	0	Accommodation
Education Level	3	Detailed Instruction Memory	Push/Pull	0	Color Vision
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	Walking	0	Field of Vision
Data	6	Short Instruction	Sitting	F	<u>Environmental Conditions</u>
People	6	Detailed Instruction	Standing	O	Exposure to Weather
Things	7	Concentration & Attention	Sit/Stand Option	O	Extreme Cold
<u>Literacy Demands</u>		Work Schedule	Climbing	N	Extreme Heat
Mathematics Level	2	Work Routine	Balancing	N	Wet and/or Humid
Language Level	2	Work Distractions	Stooping	N	Noise Intensity Level
Reasoning Level	2	Work Decisions	Kneeling	N	Vibration
<u>Aptitudes</u>		Work Completion	Crouching	N	Atmospheric Conditions
General Learning Ability	3	<u>Social Interaction</u>	Crawling	N	Proximity to Moving Parts
Verbal Aptitude	3	Public Interaction	Reaching	F	Exposure to Electrical Shock
Numeric Aptitude	3	Assignment/Assistance	Reaching Upward	F	Working In High Places
Spatial Aptitude	2	Work Review	Reaching Downward	F	Exposure to Radiation
Form Perception	2	Peer Interaction	Handling	F	Working With Explosives
Clerical Perception	2	Work Behavior	Fingering	N	Exposure to Toxic Chemicals
Motor Coordination	2	<u>Adaptation</u>	Feeling	N	Exposure to Biohazards
Finger Dexterity	2	Adaptation to Change	Keyboard Use	O	Other Environmental Conditions
Manual Dexterity	3	Hazard Awareness	Talking	F	<u>Additional Measures</u>
Eye-Hand-Foot Coord.	1	Travel	Hearing	F	Creativity
Color Discrimination	1	Independent Planning	Tasting/Smelling	N	Administrative Activity
			Near Acuity	O	Discretion/Independent Judgment

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Arcade Attendant	eDOT Code:	342.667-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Amusement and Recreation Attendants	SOC Code:	393091
		<u>Native Hawaiian or Other Pacific Islander</u>	<u>American Indian or Alaska Native</u>
	<u>Total</u>	<u>Asian</u>	<u>Two or More Races</u>
Male	61.8 %	1.6 %	0.5 %
Female	38.2 %	0.9 %	0.9 %
Totals	100.0 %	2.5 %	1.0 %

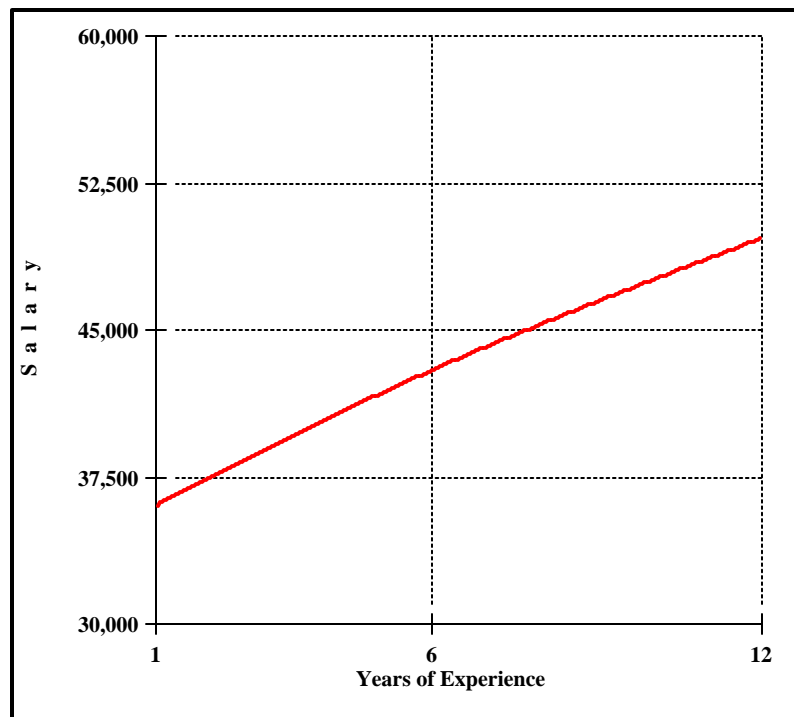
Audiovisual Equipment Operator

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$43,198	\$28,506	\$34,000	\$42,580	\$53,287	\$59,712	1.4
Incentive/Variable Pay		\$1,643		\$394	\$1,627	\$3,436	\$4,521	
Total Direct Annual Compensation		\$44,841	\$28,506	\$34,394	\$44,207	\$56,723	\$64,233	
ERI Assessor Databases								
Annual Salary		\$42,963	\$35,946	\$38,920	\$42,290	\$46,671	\$50,536	
Incentive/Variable Pay		\$750	\$631	\$683	\$742	\$819	\$887	
Total Direct Annual Compensation		\$43,713	\$36,577	\$39,603	\$43,032	\$47,490	\$51,423	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Provides video and photograph production by operating a variety of film, sound-reproducing equipment, slide, and video equipment. Operates motion picture projecting equipment to show films. Operates film, slide, video, audio tape, or turntable equipment to project or produce still or moving pictures, background music, verbal commentary, or sound effects to illustrate, clarify, or enhance impact of presentation. Maintains equipment in working condition. Makes minor adjustments and repairs to equipment, and notifies maintenance personnel when correction of major malfunction is required. Positions, installs, and connects equipment, such as microphones, amplifiers, and lights. May coordinate equipment operation with material presented, according to notations in script or instructions of speaker. May advise speakers and presenters on alternative media. eDOT: 960.382-010



Audiovisual Equipment Operator

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	960.382-010	<u>Understanding & Memory</u>		Strength	M	Far Acuity	O
Occupational Code	960	Memory	F	Occasionally Lift/Carry	2	Depth Perception	O
Specific Vocational Preparation (SVP)	4	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	7	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	F
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	3	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	O	Standing	F	Exposure to Weather	O
Things	2	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Balancing	O	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Stooping	O	Wet and/or Humid	N
Language Level	3	Work Distractions	F	Kneeling	O	Noise Intensity Level	3
Reasoning Level	4	Work Decisions	F	Crouching	F	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crawling	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Reaching	F	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching Upward	O	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Downward	F	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Handling	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Fingering	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Feeling	O	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Keyboard Use	F	Exposure to Biohazards	N
Finger Dexterity	3	Adaptation to Change	F	Talking	O	Other Environmental Conditions	O
Manual Dexterity	3	Hazard Awareness	F	Hearing	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel	F	Tasting/Smelling	N	Creativity	O
Color Discrimination	3	Independent Planning	F	Near Acuity	F	Administrative Activity	F
						Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:						
eDOT Title:	Audiovisual Equipment Operator	eDOT Code:	960.382-010					
OES Area:	US - National	OES Code:	193000700000					
SOC Job Family:	Motion Picture Projectionists	SOC Code:	393021					
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>	<u>Two or More Races</u>
Male	85.2 %	68.2 %	6.0 %	0.0 %	1.7 %	7.2 %	0.6 %	1.6 %
Female	14.8 %	11.5 %	1.0 %	0.0 %	0.3 %	1.6 %	0.1 %	0.2 %
Totals	100.0 %	79.7 %	7.0 %	0.0 %	2.0 %	8.7 %	0.7 %	1.8 %

Baker

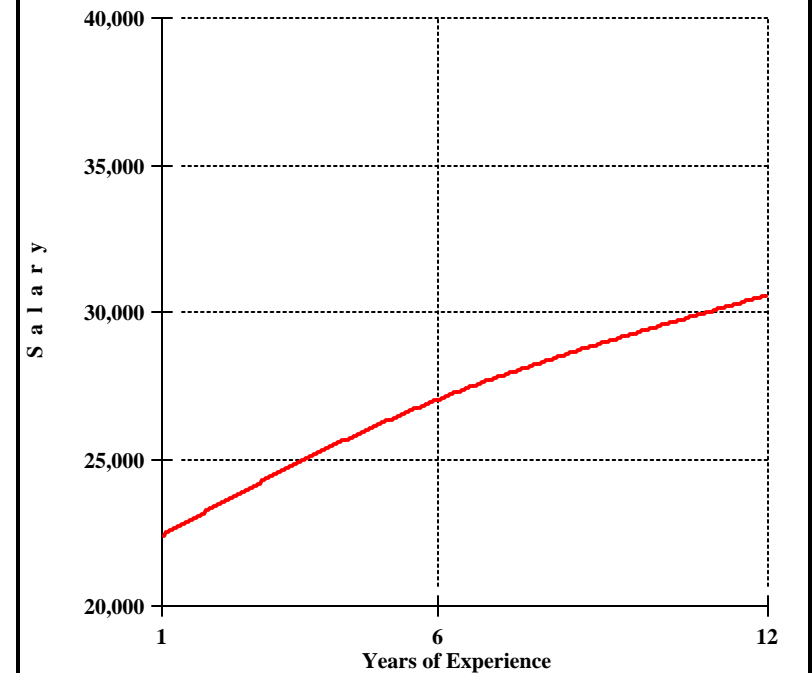
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$29,006	\$21,862	\$24,367	\$28,540	\$34,290	\$37,740	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$29,006	\$21,862	\$24,367	\$28,540	\$34,290	\$37,740	
ERI Assessor Databases								
Annual Salary		\$27,033	\$22,808	\$24,549	\$26,522	\$29,086	\$31,348	
Incentive/Variable Pay		\$309	\$264	\$283	\$306	\$336	\$363	
Total Direct Annual Compensation		\$27,342	\$23,072	\$24,832	\$26,828	\$29,422	\$31,711	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Bakes bread, rolls, muffins, and biscuits according to recipe. Checks production schedule to determine variety and quantity of goods to bake. Prepares ingredients for baking, forms dough into loaves or desired shapes, places in oven, and removes baked goods from oven. Measures ingredients, using measuring cups and spoons. Mixes ingredients to form dough or batter by hand or using electric mixer. Cuts dough into uniform portions with knife or divider. Places shaped dough in greased or floured pans. Places pans of dough in proof box to rise. Inserts pans of raised dough in oven to bake. Adjusts drafts or thermostatic controls to regulate oven temperature. Removes baked goods from oven and places goods on cooling rack. May bake pies, cakes, cookies, and other pastries. Spreads or sprinkles toppings, such as jelly, cinnamon, and poppy seeds, on specialties. eDOT: 313.381-010



Baker

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	313.381-010	<u>Understanding & Memory</u>		Strength	M	Far Acuity	N
Occupational Code	313	Memory	F	Occasionally Lift/Carry	2	Depth Perception	F
Specific Vocational Preparation (SVP)	5	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	N
Education Level	4	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	N
Data	3	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	N	Standing	F	Exposure to Weather	N
Things	1	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	F
Mathematics Level	2	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	2	Work Distractions	O	Stooping	N	Noise Intensity Level	3
Reasoning Level	3	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	2	Work Behavior	O	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	F	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	O
Manual Dexterity	3	Hazard Awareness	F	Talking	N	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	O	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

<u>Trend to Month/Year:</u>				<u>Codes:</u>			
eDOT Title:	Baker			eDOT Code:	313.381-010		
OES Area:	US - National			OES Code:	193000700000		
SOC Job Family:	Bakers			SOC Code:	513011		
		Black or African	Native Hawaiian			American Indian or	
		American	or Other Pacific			Alaska Native	
			Islander				Two or More Races
	Total	White		Asian	Hispanic or Latino		
Male	50.3 %	25.2 %	0.1 %	3.5 %	14.3 %	0.2 %	1.3 %
Female	49.7 %	34.3 %	0.1 %	1.6 %	6.9 %	0.4 %	1.1 %
Totals	100.0 %	59.6 %	0.1 %	5.1 %	21.1 %	0.6 %	2.5 %

Baker Helper

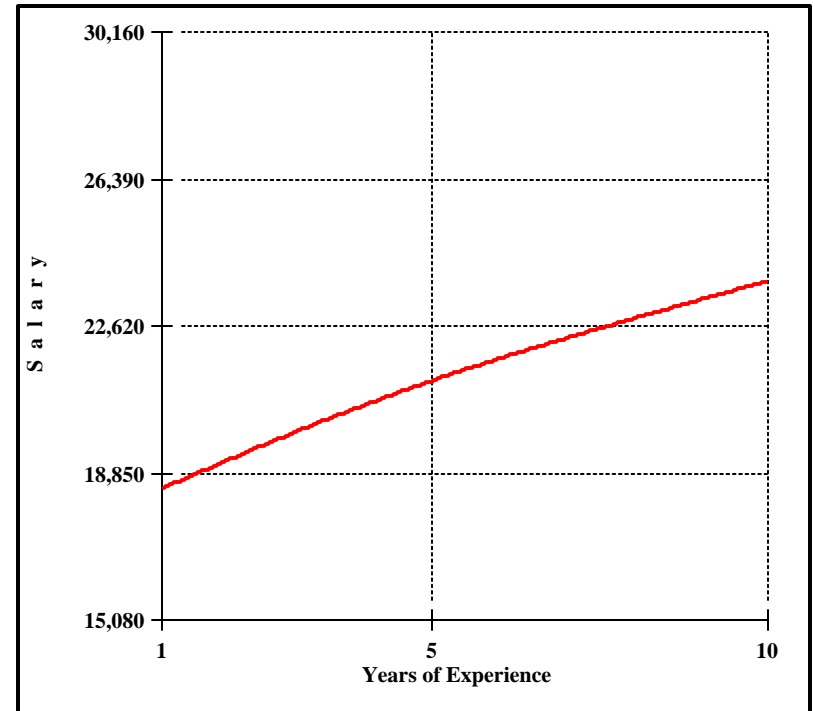
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$23,512	\$16,064	\$18,834	\$23,105	\$27,523	\$30,173	0.3
Incentive/Variable Pay		\$987		\$237	\$977	\$1,977	\$2,577	
Total Direct Annual Compensation		\$24,499	\$16,064	\$19,071	\$24,082	\$29,500	\$32,750	
ERI Assessor Databases								
Annual Salary		\$21,221	\$18,281	\$19,449	\$20,774	\$22,496	\$24,015	
Incentive/Variable Pay		\$132	\$115	\$122	\$130	\$141	\$150	
Total Direct Annual Compensation		\$21,353	\$18,396	\$19,571	\$20,904	\$22,637	\$24,165	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Performs a variety of tasks in the production of baked goods. Moves and distributes bakery supplies and products in and around production area of bakery, using hand trucks, dollies, troughs, and rack trucks. Weighs and measures ingredients, such as sugar, flour, yeast, syrup, and dough. Lifts and dumps containers of materials to help load and unload machines, bins, hoppers, racks, and ovens. Feeds lumps or sheets of dough into hopper or between rolls of machine. Cleans equipment, using brushes, cleanser, and water. Greases, lines, or dusts pans or boards preparatory to receiving product for baking. May cut, turn, or twist dough into specified products and fill baking pans with dough. May observe and rearrange baked products on conveyor before products enter slicing machine. May tend equipment that dumps baked bread from pans onto conveyor for further processing. May push racks of bakery products into designated areas to await further processing. eDOT: 526.686-010



Baker Helper

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code			
Occupational Code			
Specific Vocational Preparation (SVP)			
Education Level			
Worker Functions			
Data			
People			
Things			
Literacy Demands			
Mathematics Level			
Language Level			
Reasoning Level			
Aptitudes			
General Learning Ability			
Verbal Aptitude			
Numeric Aptitude			
Spatial Aptitude			
Form Perception			
Clerical Perception			
Motor Coordination			
Finger Dexterity			
Manual Dexterity			
Eye-Hand-Foot Coord.			
Color Discrimination			
	<u>Understanding & Memory</u>	<u>Strength</u>	Far Acuity
	Memory	Occasionally Lift/Carry	Depth Perception
	Short Instruction Memory	Frequently Lift/Carry	Accommodation
	Detailed Instruction Memory	Push/Pull	Color Vision
	<u>Sustained Concentration & Persistence</u>	Walking	Field of Vision
	Short Instruction	Sitting	Environmental Conditions
	Detailed Instruction	Standing	Exposure to Weather
	Concentration & Attention	Sit/Stand Option	Extreme Cold
	Work Schedule	Climbing	Extreme Heat
	Work Routine	Balancing	Wet and/or Humid
	Work Distractions	Stooping	Noise Intensity Level
	Work Decisions	Kneeling	Vibration
	Work Completion	Crouching	Atmospheric Conditions
	<u>Social Interaction</u>	Crawling	Proximity to Moving Parts
	Public Interaction	Reaching	Exposure to Electrical Shock
	Assignment/Assistance	Reaching Upward	Working In High Places
	Work Review	Reaching Downward	Exposure to Radiation
	Peer Interaction	Handling	Working With Explosives
	Work Behavior	Fingering	Exposure to Toxic Chemicals
	<u>Adaptation</u>	Feeling	Exposure to Biohazards
	Adaptation to Change	Keyboard Use	Other Environmental Conditions
	Hazard Awareness	Talking	Additional Measures
	Travel	Hearing	Creativity
	Independent Planning	Tasting/Smelling	Administrative Activity
		Near Acuity	Discretion/Independent Judgment

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Baker Helper	eDOT Code:	526.686-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Helpers--Production Workers	SOC Code:	519198
	Total	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
Male	75.8 %	Asian	Two or More Races
Female	24.2 %	Hispanic or Latino	
Totals	100.0 %	Black or African American	
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Bartender

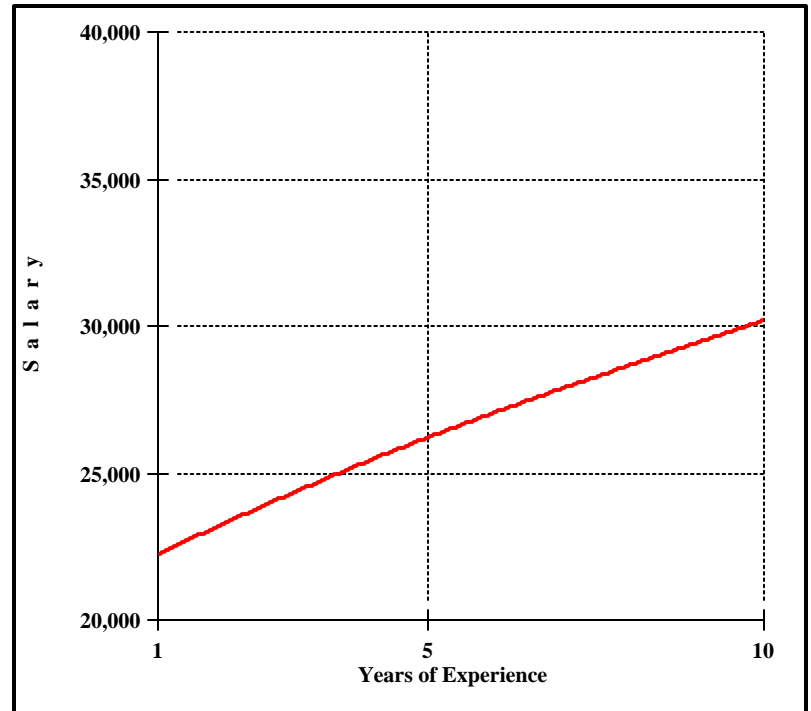
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$29,192	\$21,623	\$24,287	\$28,726	\$35,147	\$38,999	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$29,192	\$21,623	\$24,287	\$28,726	\$35,147	\$38,999	0.4
ERI Assessor Databases								
Annual Salary		\$26,220	\$22,636	\$24,083	\$25,723	\$27,855	\$29,736	
Incentive/Variable Pay		\$7,945	\$6,921	\$7,364	\$7,865	\$8,517	\$9,092	
Total Direct Annual Compensation		\$34,165	\$29,557	\$31,447	\$33,588	\$36,372	\$38,828	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Mixes and serves alcoholic and nonalcoholic drinks to patrons, following standard recipes. Prepares cocktails and other drinks, mixing ingredients, such as liquor, soda, water, sugar, and bitters. Serves wine and draft or bottled beer. Receives money for drinks served or enters on patron check. Orders or requisitions liquors and supplies. Arranges bottles and glasses to make attractive display. May slice and pit fruit for garnishing drinks. May prepare appetizers, such as pickles, cheese, and cold meats. May tend service bar. eDOT: 312.474-010



Bartender

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	312.474-010	Strength	L
Occupational Code	312	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	3	Frequently Lift/Carry	1
Education Level	4	Push/Pull	O
<u>Worker Functions</u>		Walking	O
Data	4	Sitting	O
People	7	Standing	F
Things	4	Sit/Stand Option	F
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	2	Balancing	O
Language Level	3	Stooping	O
Reasoning Level	3	Kneeling	O
<u>Aptitudes</u>		Crouching	O
General Learning Ability	3	Crawling	N
Verbal Aptitude	3	Reaching	F
Numeric Aptitude	3	Reaching Upward	F
Spatial Aptitude	2	Reaching Downward	F
Form Perception	2	Handling	F
Clerical Perception	3	Fingering	O
Motor Coordination	3	Feeling	O
Finger Dexterity	3	Keyboard Use	O
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	F
Color Discrimination	2	Tasting/Smelling	O
		Near Acuity	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:						
eDOT Title:	Bartender	eDOT Code:	312.474-010					
OES Area:	US - National	OES Code:	193000700000					
SOC Job Family:	Bartenders	SOC Code:	353011					
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>	<u>Two or More Races</u>
Male	45.5 %	36.4 %	1.7 %	0.1 %	1.1 %	4.9 %	0.3 %	1.1 %
Female	54.5 %	47.8 %	1.3 %	0.1 %	0.7 %	2.7 %	0.5 %	1.3 %
Totals	100.0 %	84.2 %	3.0 %	0.1 %	1.8 %	7.7 %	0.8 %	2.4 %

Benefits Analyst

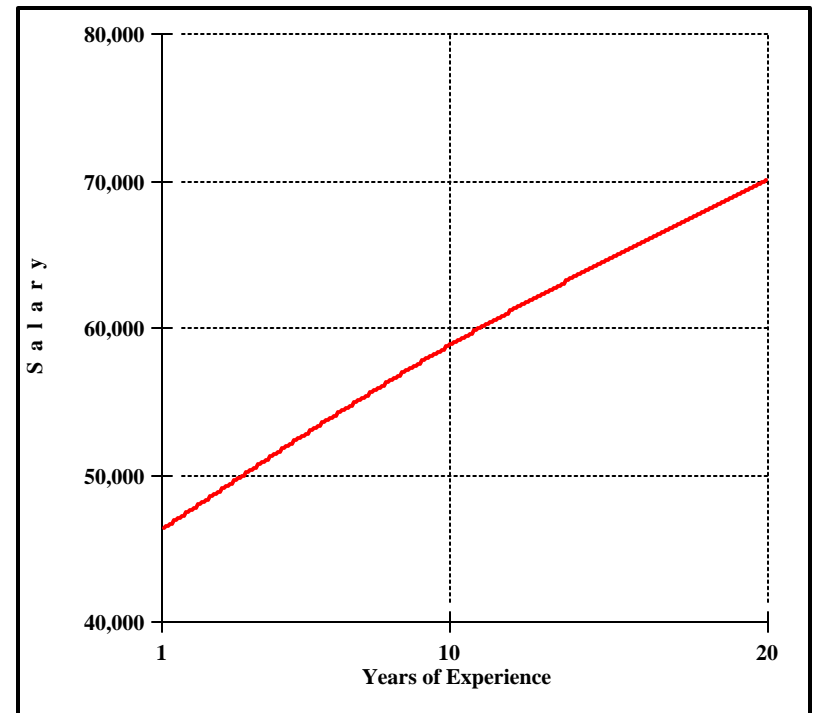
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$63,276	\$41,333	\$49,835	\$62,471	\$83,140	\$95,542	0.3
Incentive/Variable Pay		\$4,379		\$1,051	\$4,335	\$9,675	\$12,878	
Total Direct Annual Compensation		\$67,655	\$41,333	\$50,886	\$66,806	\$92,815	\$108,420	
ERI Assessor Databases								
Annual Salary		\$58,834	\$49,884	\$53,691	\$58,005	\$63,614	\$68,562	7.0
Incentive/Variable Pay		\$1,429	\$1,216	\$1,308	\$1,414	\$1,551	\$1,671	
Total Direct Annual Compensation		\$60,263	\$51,100	\$54,999	\$59,419	\$65,165	\$70,233	
Survey Participants' Databases								
Annual Salary		\$48,732	\$41,800	\$44,367	\$47,036	\$55,844	\$64,316	7.0
Incentive/Variable Pay								
Total Direct Annual Compensation	8	\$48,732	\$41,800	\$44,367	\$47,036	\$55,844	\$64,316	

Position Description

Specializes in human resources at the professional level, and carries out responsibilities in benefits, administering and advising employees and management on the interpretation of benefit policies, programs, and procedures. Analyzes and provides advice to supervisors and managers on methods and approaches to resolve employee benefit problems. Level of responsibility typically requires a four-year degree. Carries out administrative work involved in the benefit functions and maintains related records. Ensures that programs are carried out in accordance with company's policies and procedures. Advises individuals regarding eligibility and coverage for such programs as health, dental, vision, group life, long- and short-term disability, retirement, income continuation, and other such policies. Ensures compliance with COBRA, HIPAA, and ERISA provisions, and files required State and Federal reports. Communicates provisions of benefit packages by way of benefit booklets, new employee orientations, and annual policy renewal meetings. May oversee preparation of annual employee census for basis of quotes from insurers and providers of benefits. May conduct research to determine the effectiveness of benefit programs and policies. May select or assist in selection of carriers based quotes, benefits offered, and previous experience. May evaluate and suggest changes in cost sharing between organization and employees. May have lead or professional responsibilities over lower level support and clerical personnel. eDOT: 166.267-414



Benefits Analyst

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	166.267-414	Strength	S
Occupational Code	166	Occasionally Lift/Carry	0
Specific Vocational Preparation (SVP)	7	Frequently Lift/Carry	0
Education Level	8	Push/Pull	N
<u>Worker Functions</u>		Walking	O
Data	2	Sitting	C
People	6	Standing	O
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	4	Balancing	N
Language Level	4	Stooping	N
Reasoning Level	5	Kneeling	N
<u>Aptitudes</u>		Crouching	N
General Learning Ability	4	Crawling	N
Verbal Aptitude	4	Reaching	O
Numeric Aptitude	4	Reaching Upward	O
Spatial Aptitude	2	Reaching Downward	O
Form Perception	2	Handling	F
Clerical Perception	3	Fingering	F
Motor Coordination	2	Feeling	N
Finger Dexterity	3	Keyboard Use	F
Manual Dexterity	2	Talking	F
Eye-Hand-Foot Coord.	1	Hearing	F
Color Discrimination	1	Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	N
		Depth Perception	N
		Accommodation	N
		Color Vision	N
		Field of Vision	N
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:			
eDOT Title:	Benefits Analyst	eDOT Code:	166.267-414	OES Code:	193000700000	SOC Code:	131141
OES Area:	US - National						
SOC Job Family:	Compensation, Benefits, and Job Analysis Specialists						
		Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native	
		Black or African American		Asian	Hispanic or Latino		Two or More Races
	Total	White					
Male	33.3 %	25.5 %	3.6 %	0.0 %	0.8 %	2.7 %	0.2 %
Female	66.7 %	49.9 %	8.5 %	0.1 %	1.7 %	5.0 %	0.4 %
Totals	100.0 %	75.4 %	12.1 %	0.1 %	2.5 %	7.8 %	0.6 %

Benefits Manager

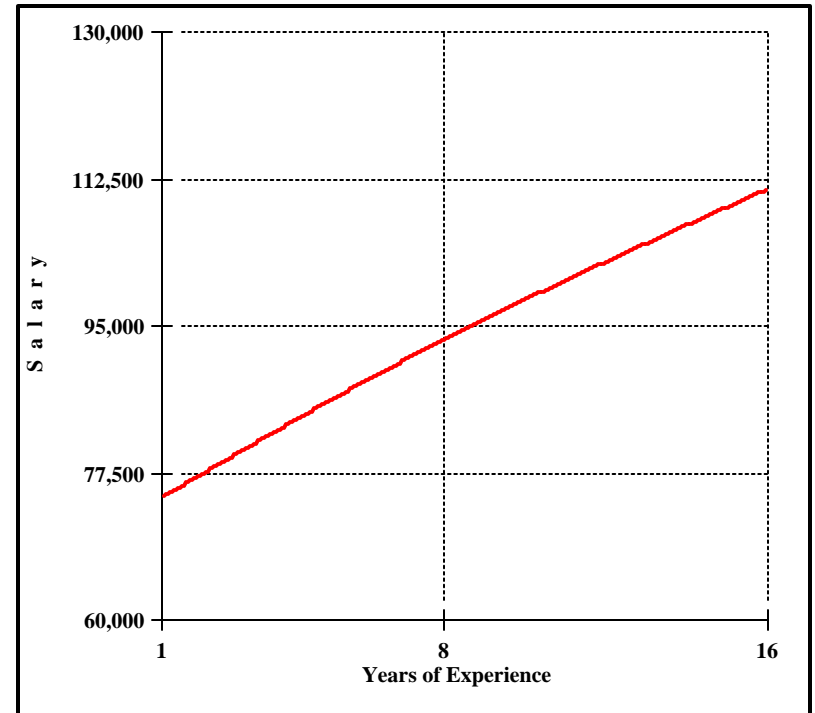
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$97,978	\$69,882	\$81,054	\$96,824	\$126,725	\$144,666	0.4
Incentive/Variable Pay		\$8,137		\$1,953	\$8,056	\$17,711	\$23,503	
Total Direct Annual Compensation		\$106,115	\$69,882	\$83,007	\$104,880	\$144,436	\$168,169	
ERI Assessor Databases								
Annual Salary		\$93,488	\$77,538	\$84,460	\$92,307	\$102,508	\$111,507	
Incentive/Variable Pay		\$4,012	\$3,336	\$3,635	\$3,972	\$4,411	\$4,798	
Total Direct Annual Compensation		\$97,500	\$80,874	\$88,095	\$96,279	\$106,919	\$116,305	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages employee benefits program for organization. Plans and directs implementation and administration of benefits programs designed to insure employees against loss of income due to illness, injury, layoff, or retirement. Oversees preparation and distribution of written and verbal information to inform employees of benefits programs, such as insurance and pension plans, paid time off, bonus pay, and special employer-sponsored activities. Analyzes existing benefits policies of organization, and prevailing practices among similar organizations, to establish competitive benefits programs. Evaluates services, coverage, and options available through insurance and investment companies to determine programs best meeting needs of organization. Ensures compliance of employee benefits programs with all legal requirements. Prepares and files required State and Federal reports. Plans modification of existing benefits programs, in accordance with labor union agreements. Recommends benefits plan changes to management. Notifies employees and labor union representatives of changes in benefits programs. Directs performance of clerical functions, such as updating records and processing insurance claims. Coordinates the administration of employee benefits programs, such as basic and major medical coverage, dental insurance, group life insurance, pension plans, and other benefits. Consults with and advises employees on eligibility, provisions, and other matters related to benefits. Oversees annual employee census for use in review and selection of insurance and benefit providers. Maintains benefits records and documents necessary for implementing benefits coverage. Assists in the preparation of employee benefits booklets and other employee benefits communications. May interview, select, hire, and train employees. eDOT: 166.167-018



Benefits Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	166.167-018	<u>Understanding & Memory</u>		Strength	S	Far Acuity	N
Occupational Code	166	Memory	O	Occasionally Lift/Carry	0	Depth Perception	N
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	F
Education Level	7	Detailed Instruction Memory	C	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	N
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	F	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Work Routine	N	Extreme Heat	N
Mathematics Level	3	Work Routine	O	Balancing	N	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	N	Noise Intensity Level	2
Reasoning Level	5	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	C	Reaching	N	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	N	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Downward	N	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	N	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	1	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	1	Travel	O	Hearing	N	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Benefits Manager	eDOT Code:	166.167-018
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Compensation and Benefits Managers	SOC Code:	113111
		Native Hawaiian or Other Pacific Islander	
		Asian	
		Hispanic or Latino	
		American Indian or Alaska Native	
		Two or More Races	
		Black or African American	
		White	
		Total	
Male	44.6 %	33.1 %	4.2 %
Female	55.4 %	42.0 %	6.2 %
Totals	100.0 %	75.1 %	10.4 %

Booking Manager

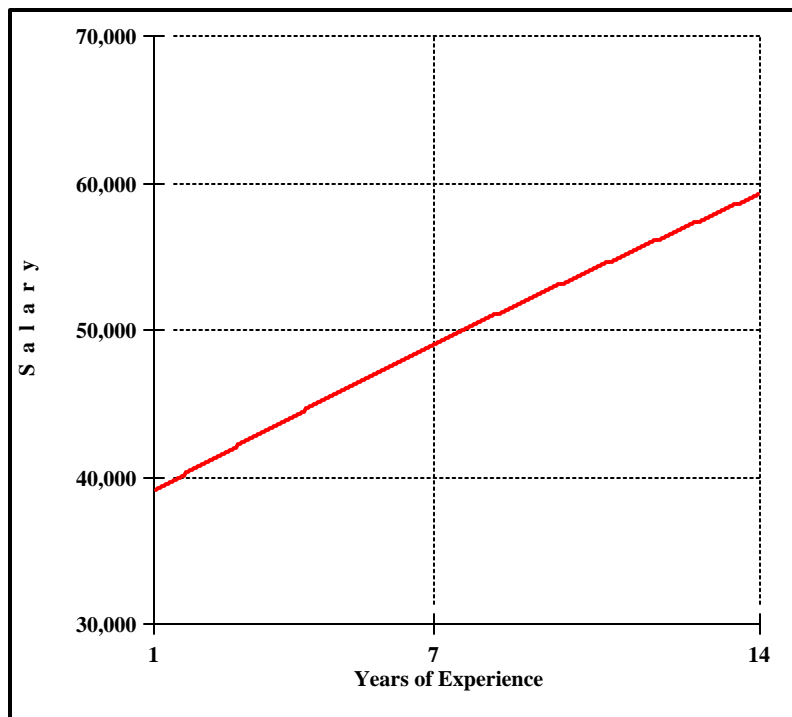
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$59,850	\$33,498	\$44,061	\$59,046	\$78,845	\$90,724	4.4
Incentive/Variable Pay		\$7,485		\$1,797	\$7,410	\$16,586	\$22,092	
Total Direct Annual Compensation		\$67,335	\$33,498	\$45,858	\$66,456	\$95,431	\$112,816	
ERI Assessor Databases								
Annual Salary		\$49,044	\$41,063	\$44,460	\$48,310	\$53,315	\$57,730	
Incentive/Variable Pay		\$2,879	\$2,423	\$2,623	\$2,850	\$3,145	\$3,406	
Total Direct Annual Compensation		\$51,923	\$43,486	\$47,083	\$51,160	\$56,460	\$61,136	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Organizes bookings of artists, performers, theatrical or ballet productions, variety or nightclub acts, concert or lecture series, trade shows, or other popular or classical attractions for entertainment in various establishments, such as theaters, showplaces, clubs, or halls. Schedules attractions for season, considering such factors as entertainment policy, budget, and tastes of patrons of particular establishment represented. Negotiates with booking representatives or producers of attractions to arrange terms of contract, play dates, and fees to be paid for engagements. Interviews and auditions new talent. Organizes and arranges for billing in accordance with contract agreement. Books motion pictures for exhibit into theater chains or independent houses. Selects and rents pictures to be exhibited on basis of potential box-office sales, cast of players, advertising allotment allowed by distributor, and similar factors. May specialize in in-house bookings. May specialize in independent bookings. May specialize in rental and distribution of motion pictures. May represent popular or rock musical groups only. eDOT: 191.117-014



Booking Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	191.117-014	Strength	L
Occupational Code	191	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	6	Frequently Lift/Carry	0
Education Level	5	Push/Pull	N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking	O
Data	Short Instruction	Sitting	C
People	Detailed Instruction	Standing	O
Things	Concentration & Attention	Sit/Stand Option	N
<u>Literacy Demands</u>	Work Schedule	Climbing	N
Mathematics Level	Work Routine	Balancing	N
Language Level	Work Distractions	Stooping	N
Reasoning Level	Work Decisions	Kneeling	N
<u>Aptitudes</u>	Work Completion	Crouching	N
General Learning Ability	<u>Social Interaction</u>	Crawling	N
Verbal Aptitude	Public Interaction	Reaching	O
Numeric Aptitude	Assignment/Assistance	Reaching Upward	O
Spatial Aptitude	Work Review	Reaching Downward	O
Form Perception	Peer Interaction	Handling	O
Clerical Perception	Work Behavior	Fingering	O
Motor Coordination	<u>Adaptation</u>	Feeling	N
Finger Dexterity	Adaptation to Change	Keyboard Use	O
Manual Dexterity	Hazard Awareness	Talking	F
Eye-Hand-Foot Coord.	Travel	Hearing	N
Color Discrimination	Independent Planning	Tasting/Smelling	O
		Near Acuity	F
		Far Acuity	N
		Depth Perception	N
		Accommodation	O
		Color Vision	N
		Field of Vision	N
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	4
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	N
		Administrative Activity	O
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Booking Manager	eDOT Code:	191.117-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Agents and Business Managers of Artists, Performers, and Athletes	SOC Code:	131011
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White		Two or More Races
	Total		
Male	54.5 %	43.1 %	4.6 %
Female	45.5 %	0.1 %	1.3 %
Totals	100.0 %	0.0 %	2.1 %
	79.4 %	3.1 %	2.8 %
	7.7 %	0.1 %	6.8 %
	0.3 %	0.5 %	1.2 %
	0.2 %	0.5 %	0.9 %
	0.5 %	0.1 %	2.1 %

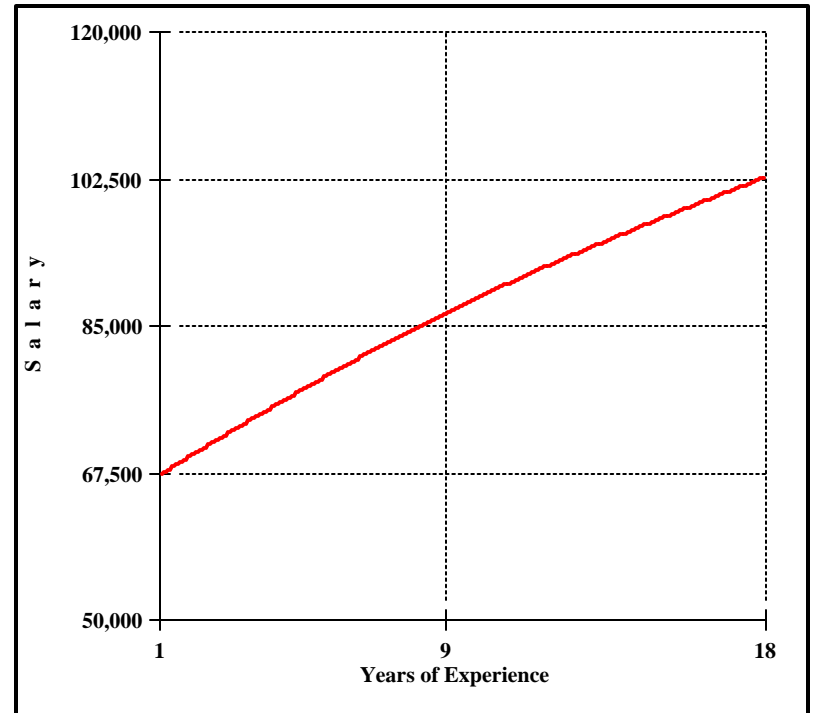
Building & Facilities Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$103,596	\$73,172	\$84,774	\$102,380	\$131,890	\$149,596	0.8
Incentive/Variable Pay		\$4,943		\$1,186	\$4,894	\$10,608	\$14,036	
Total Direct Annual Compensation		\$108,539	\$73,172	\$85,960	\$107,274	\$142,498	\$163,632	
ERI Assessor Databases								
Annual Salary		\$86,593	\$72,661	\$78,671	\$85,483	\$94,340	\$102,153	
Incentive/Variable Pay		\$5,149	\$4,333	\$4,691	\$5,098	\$5,626	\$6,091	
Total Direct Annual Compensation		\$91,742	\$76,994	\$83,362	\$90,581	\$99,966	\$108,244	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages, plans, and coordinates, through staff of skilled, semiskilled, and unskilled trade personnel, activities concerned with the operation, repair, maintenance, and construction of facilities, equipment, buildings, and grounds to minimize interruption and improve efficiency. Plans and oversees such matters as design and development of plant facilities, formulation of operating rules, regulations, and procedures. Develops procedures for use in event of accidents, fires, or other emergencies. Inspects plant facilities or reviews inspection reports, to determine repairs, replacement, or improvements required. Hires, trains, and supervises building service personnel. Assigns workers to duties such as maintenance, repair, or renovation and may obtain bids for additional work from outside contractors. Plans and administers building department budget. Compiles records of labor and material cost for operating building and issues cost reports to owners or management. Reviews reports of expenditures for previous fiscal year and proposed improvements to facilities in order to prepare budget estimates for upcoming fiscal year. Purchases building and maintenance supplies, machinery, equipment, and furniture. May direct contracted projects to ensure adherence to specifications. May be responsible for procurement of utilities or operations of utility systems. May negotiate for acquisition of property for development or lease of buildings and facilities. May prepare construction specifications or plans, obtaining advice from engineering consultants, assemble and analyze contract bids, and submit bids and recommendations to superiors for action. eDOT: 187.167-190



Building & Facilities Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	187.167-190	<i><u>Understanding & Memory</u></i>	Strength	L
Occupational Code	187	Memory	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	Frequently Lift/Carry	1
Education Level	7	Detailed Instruction Memory	Push/Pull	O
<u>Worker Functions</u>		<i><u>Sustained Concentration & Persistence</u></i>	Walking	F
Data	1	Short Instruction	Sitting	F
People	6	Detailed Instruction	Standing	O
Things	7	Concentration & Attention	Sit/Stand Option	O
<u>Literacy Demands</u>		Work Schedule	Climbing	O
Mathematics Level	3	Work Routine	Balancing	O
Language Level	4	Work Distractions	Stooping	O
Reasoning Level	4	Work Decisions	Kneeling	O
<u>Aptitudes</u>		Work Completion	Crouching	O
General Learning Ability	4	<i><u>Social Interaction</u></i>	Crawling	N
Verbal Aptitude	3	Public Interaction	Reaching	O
Numeric Aptitude	4	Assignment/Assistance	Reaching Upward	O
Spatial Aptitude	3	Work Review	Reaching Downward	O
Form Perception	3	Peer Interaction	Handling	O
Clerical Perception	3	Work Behavior	Fingering	O
Motor Coordination	2	<i><u>Adaptation</u></i>	Feeling	O
Finger Dexterity	2	Adaptation to Change	Keyboard Use	F
Manual Dexterity	3	Hazard Awareness	Talking	F
Eye-Hand-Foot Coord.	2	Travel	Hearing	F
Color Discrimination	2	Independent Planning	Tasting/Smelling	N
			Near Acuity	F
			Far Acuity	F
			Depth Perception	O
			Accommodation	F
			Color Vision	O
			Field of Vision	O
			<u>Environmental Conditions</u>	
			Exposure to Weather	O
			Extreme Cold	N
			Extreme Heat	N
			Wet and/or Humid	N
			Noise Intensity Level	3
			Vibration	N
			Atmospheric Conditions	N
			Proximity to Moving Parts	O
			Exposure to Electrical Shock	O
			Working In High Places	N
			Exposure to Radiation	N
			Working With Explosives	N
			Exposure to Toxic Chemicals	N
			Exposure to Biohazards	O
			Other Environmental Conditions	N
			<u>Additional Measures</u>	
			Creativity	O
			Administrative Activity	F
			Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

<u>Trend to Month/Year:</u>		<u>Codes:</u>					
eDOT Title:	Building & Facilities Manager	eDOT Code:	187.167-190				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	Property, Real Estate, and Community Association Managers	SOC Code:	119141				
	<u>Total</u>	<u>Black or African American</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>	<u>Two or More Races</u>
Male	47.8 %	38.9 %	0.1 %	1.2 %	3.5 %	0.3 %	0.7 %
Female	52.2 %	41.6 %	0.0 %	0.9 %	4.2 %	0.4 %	0.9 %
Totals	100.0 %	80.5 %	0.1 %	2.1 %	7.8 %	0.6 %	1.6 %

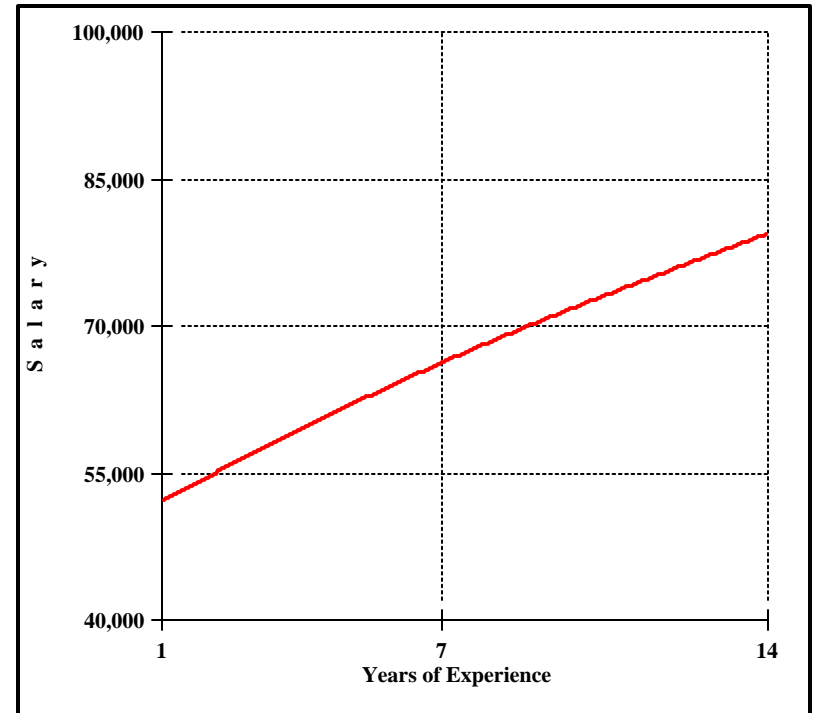
Building & Grounds Supervisor

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$72,910	\$48,352	\$57,500	\$72,011	\$94,143	\$107,423	0.2
Incentive/Variable Pay		\$2,101		\$504	\$2,080	\$4,567	\$6,059	
Total Direct Annual Compensation		\$75,011	\$48,352	\$58,004	\$74,091	\$98,710	\$113,482	
ERI Assessor Databases								
Annual Salary		\$66,295	\$55,580	\$60,177	\$65,389	\$72,163	\$78,139	
Incentive/Variable Pay		\$1,929	\$1,623	\$1,758	\$1,909	\$2,107	\$2,282	
Total Direct Annual Compensation		\$68,224	\$57,203	\$61,935	\$67,298	\$74,270	\$80,421	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises and coordinates activities of skilled trades workers engaged in maintaining and repairing equipment, structures, utility systems, buildings, and grounds. Develops work schedules and gives work assignments to subordinates. Directs workers engaged in major painting projects; performing structural repairs to masonry, woodwork, and furnishings of buildings; and maintaining and repairing building utility systems, such as electrical wiring and controls, heating and ventilating systems. Oversees workers engaged in installing, servicing, and repairing mechanical equipment. Requisitions tools, equipment, and supplies. Inspects completed work for conformance to blueprints, specifications, and standards. Interprets company policy to employees and enforces company policy and practices. Analyzes and resolves work problems, or assists employees in solving work problems. Performs related work as required. May supervise security to protect employees and property. May direct workers engaged in ground maintenance activities, such as mowing lawns, trimming hedges, removing weeds, raking and disposing of leaves and refuse, and snow removal. May supervise custodial services. May recruit, hire, train staff, evaluate employee performance, and recommend or initiate promotions, transfers, and disciplinary action.
eDOT: 891.137-010



Building & Grounds Supervisor

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	891.137-010	<u>Understanding & Memory</u>		Strength	L	Far Acuity	O
Occupational Code	891	Memory	O	Occasionally Lift/Carry	2	Depth Perception	O
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	F
Education Level	6	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	3	Detailed Instruction	F	Standing	O	Exposure to Weather	O
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	O	Extreme Heat	N
Mathematics Level	3	Work Routine	O	Balancing	O	Wet and/or Humid	O
Language Level	3	Work Distractions	F	Stooping	O	Noise Intensity Level	4
Reasoning Level	4	Work Decisions	F	Kneeling	O	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	O	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	O	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	3	Work Review	F	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	O	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	O	Other Environmental Conditions	O
Manual Dexterity	2	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	N	Hearing	N	Creativity	N
Color Discrimination	2	Independent Planning	C	Tasting/Smelling	O	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Building & Grounds Supervisor	eDOT Code:	891.137-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Mechanics, Installers, and Repairers	SOC Code:	491011
		Native Hawaiian or Other Pacific Islander	
			American Indian or Alaska Native
			Two or More Races
	Total	Black or African American	Asian
	White	Hispanic or Latino	Hispanic or Latino
Male	91.8 %	76.6 %	5.6 %
Female	8.2 %	5.9 %	0.1 %
Totals	100.0 %	82.5 %	6.8 %

Busboy/Girl

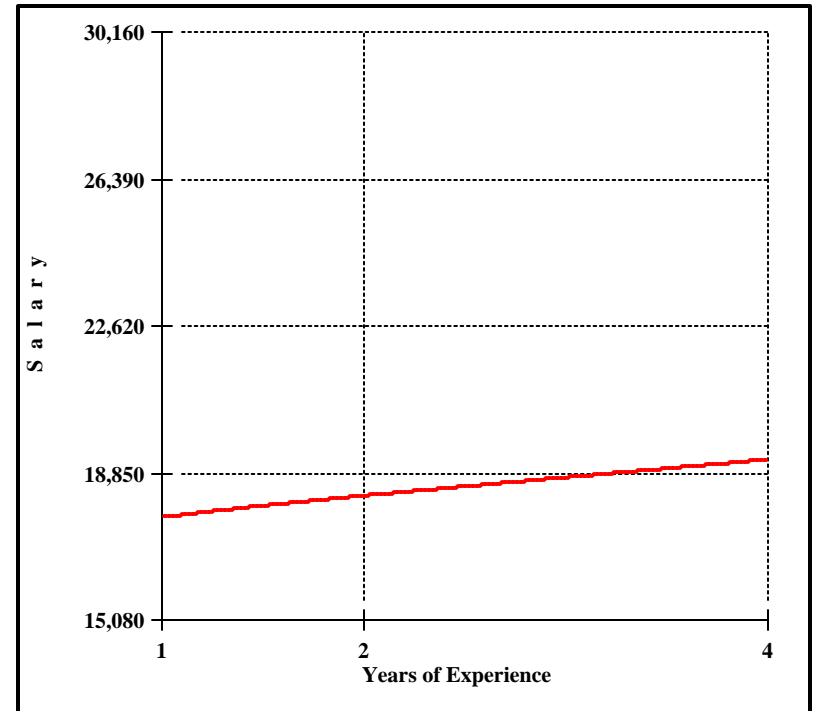
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$20,935	\$16,940	\$18,294	\$20,552	\$22,546	\$23,743	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$20,935	\$16,940	\$18,294	\$20,552	\$22,546	\$23,743	0.4
ERI Assessor Databases								
Annual Salary		\$18,272	\$16,075	\$16,912	\$17,861	\$19,094	\$20,183	
Incentive/Variable Pay		\$923	\$822	\$865	\$913	\$977	\$1,032	
Total Direct Annual Compensation		\$19,195	\$16,897	\$17,777	\$18,774	\$20,071	\$21,215	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Sets and clears tables in restaurant and assists waiter/waitress with service of patron. Obtains table coverings, silver, glassware, and dishes to set tables. Arranges settings on tables. Maintains assigned station, including table pieces, side stands, and chairs. eDOT: 311.677-031



Busboy/Girl

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 311.677-031	<u>Understanding & Memory</u>	Strength M	Depth Perception O
Occupational Code 311	Memory F	Occasionally Lift/Carry 2	Accommodation N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 1	Color Vision N
Education Level 3	Detailed Instruction Memory F	Push/Pull O	Field of Vision O
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking F	<u>Environmental Conditions</u>
Data 6	Short Instruction F	Sitting O	Exposure to Weather N
People 7	Detailed Instruction O	Standing F	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Wet and/or Humid N
Mathematics Level 2	Work Routine F	Balancing O	Noise Intensity Level 3
Language Level 2	Work Distractions F	Stooping O	Vibration N
Reasoning Level 2	Work Decisions F	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion F	Crouching O	Proximity to Moving Parts N
General Learning Ability 3	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction F	Reaching F	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward F	Working With Explosives N
Form Perception 2	Peer Interaction F	Handling C	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering O	Exposure to Biohazards N
Motor Coordination 3	<u>Adaptation</u>	Feeling O	Other Environmental Conditions O
Finger Dexterity 3	Adaptation to Change F	Keyboard Use O	<u>Additional Measures</u>
Manual Dexterity 3	Hazard Awareness F	Talking F	Creativity O
Eye-Hand-Foot Coord. 3	Travel O	Hearing F	Administrative Activity O
Color Discrimination 2	Independent Planning O	Tasting/Smelling O	Discretion/Independent Judgment F
		Near Acuity O	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Busboy/Girl	eDOT Code:	311.677-031
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Dining Room and Cafeteria Attendants and Bartender Helpers	SOC Code:	359011
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White		Two or More Races
Male	55.4 %	29.0 %	5.3 %
Female	29.0 %	0.1 %	2.5 %
Totals	44.6 %	0.1 %	16.7 %
	100.0 %	0.2 %	7.4 %
	58.3 %	3.9 %	24.1 %
	0.4 %	0.7 %	1.4 %
	0.3 %	0.7 %	0.8 %
	0.7 %	0.7 %	2.2 %

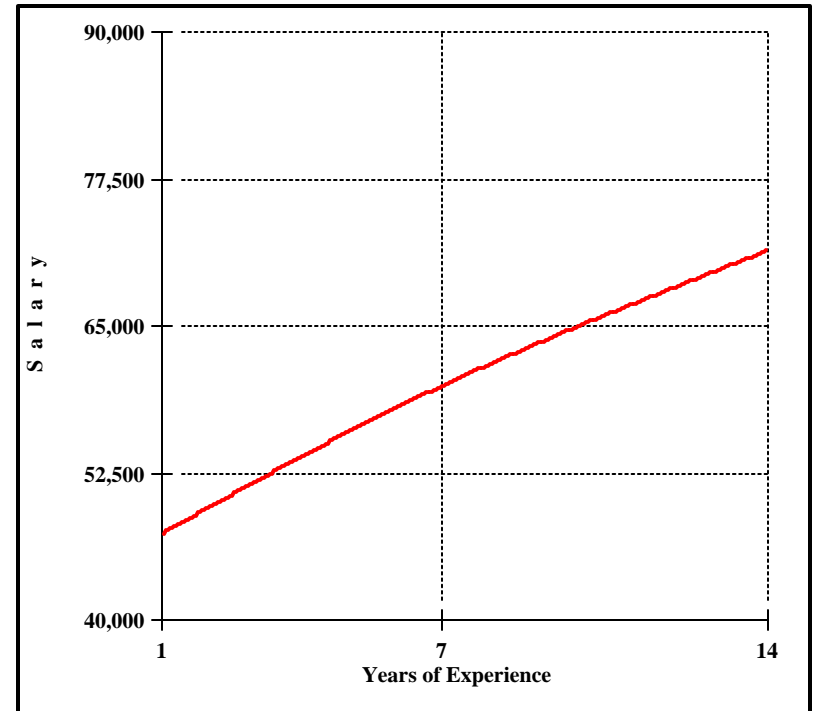
Buyer/Purchasing Agent

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$64,186	\$42,858	\$51,083	\$63,374	\$83,877	\$96,179	
Incentive/Variable Pay		\$4,052		\$973	\$4,012	\$8,908	\$11,845	
Total Direct Annual Compensation		\$68,238	\$42,858	\$52,056	\$67,386	\$92,785	\$108,024	0.2
ERI Assessor Databases								
Annual Salary		\$59,939	\$50,231	\$54,386	\$59,096	\$65,218	\$70,619	
Incentive/Variable Pay		\$1,576	\$1,327	\$1,436	\$1,560	\$1,722	\$1,865	
Total Direct Annual Compensation		\$61,515	\$51,558	\$55,822	\$60,656	\$66,940	\$72,484	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Procures materials or other goods and/or coordinates activities involved with purchasing products and services, such as raw materials, equipment, tools, parts, supplies, and advertising, for establishment. Receives and reviews requisitions requesting goods or services. Communicates with vendors to obtain product or service information, such as price, availability, and delivery schedule. Selects products for purchase by testing, observing, or examining items. Expedites orders and requests as needed. Responsibilities are those of a professional level and excluded are paraprofessional buyers. Estimates values according to knowledge of market price. Determines method of procurement, such as direct purchase or bid. Prepares purchase orders or bid requests. Reviews bid proposals and negotiates contracts within budgetary limitations and scope of authority. Maintains procurement records, such as items or services purchased, costs, delivery, product quality or performance, and inventories. Discusses defective or unacceptable goods or services with inspection or quality control personnel, users, vendors, and others to determine source of trouble and take corrective action. Keeps abreast of market trends, changes in business practices in the assigned markets, new or altered types of materials entering the market, etc. May work with manufacturers or persuade potential vendors to undertake the manufacturing of custom-designed items according to user's specific needs and specifications. May approve invoices for payment. May expedite delivery of goods to users. eDOT: 162.157-038



Buyer/Purchasing Agent

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	162.157-038	<u>Understanding & Memory</u>		Strength	L	Far Acuity	O
Occupational Code	162	Memory	F	Occasionally Lift/Carry	1	Depth Perception	N
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	F
Education Level	6	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	N
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	5	Detailed Instruction	F	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	N	Extreme Heat	N
Mathematics Level	3	Work Routine	O	Balancing	N	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	N	Noise Intensity Level	2
Reasoning Level	4	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	O	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	1	Travel	O	Hearing	N	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Buyer/Purchasing Agent	eDOT Code:	162.157-038
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Purchasing Agents, Except Wholesale, Retail, and Farm Products	SOC Code:	131023
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Two or More Races
	Total	Hispanic or Latino	
Male	46.1 %		
Female	53.9 %		
Totals	100.0 %		

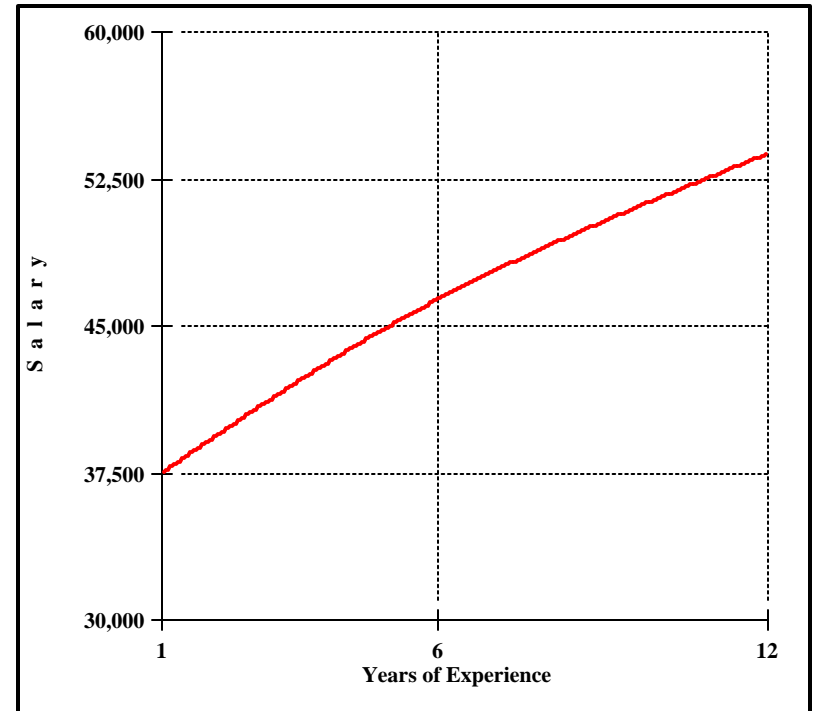
Carpenter (Gen/Maint)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$47,150	\$29,425	\$36,253	\$46,506	\$58,131	\$65,106	0.3
Incentive/Variable Pay		\$3,218		\$772	\$3,186	\$6,723	\$8,845	
Total Direct Annual Compensation		\$50,368	\$29,425	\$37,025	\$49,692	\$64,854	\$73,951	
ERI Assessor Databases								
Annual Salary		\$46,376	\$39,278	\$42,275	\$45,672	\$50,088	\$53,984	
Incentive/Variable Pay		\$814	\$692	\$745	\$805	\$883	\$952	
Total Direct Annual Compensation		\$47,190	\$39,970	\$43,020	\$46,477	\$50,971	\$54,936	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Constructs, erects, installs, and repairs structures and fixtures of wood, plywood, and wallboard, using carpenter's hand tools and power tools, and conforming to local building codes. Reads and studies blueprints, sketches, or building plans for information pertaining to type of material required, such as lumber or fiberboard, and dimensions of structure or fixture to be fabricated. Selects specified type of lumber or other materials. Prepares layout, using rule, framing square, and calipers. Marks cutting and assembly lines on materials, using pencil, chalk, and marking gauge. Shapes materials to prescribed measurements, using saws, chisels, and planes. Assembles cut and shaped materials and fastens them together with nails, dowel pins, or glue. Verifies trueness of structure with plumb bob and carpenter's level. Erects framework for structures and lays subflooring. Builds stairs and lays out and installs partitions and cabinet work. Covers subfloor with building paper to keep out moisture and lays hardwood, parquet, and wood-strip-block floors by nailing floors to subfloor or cementing them to mastic or asphalt base. Applies shock-absorbing, sound-deadening, and decorative paneling to ceilings and walls. Fits and installs prefabricated window frames, doors, doorframes, weather stripping, interior and exterior trim, and finish hardware, such as locks, letter drops, and kick plates. Constructs forms and chutes for pouring concrete. Erects scaffolding and ladders for assembling structures above ground level. May weld metal parts to steel structural members. May specialize in finish carpentry, such as installing interior and exterior trim, building stairs, and laying hardwood floors. May erect frame buildings and perform general carpentry work in residential construction. May remove and replace sections of structures prior to and after installation of insulating materials. May perform carpentry work in construction of walk-in freezers and environmental test chambers. eDOT: 860.381-011



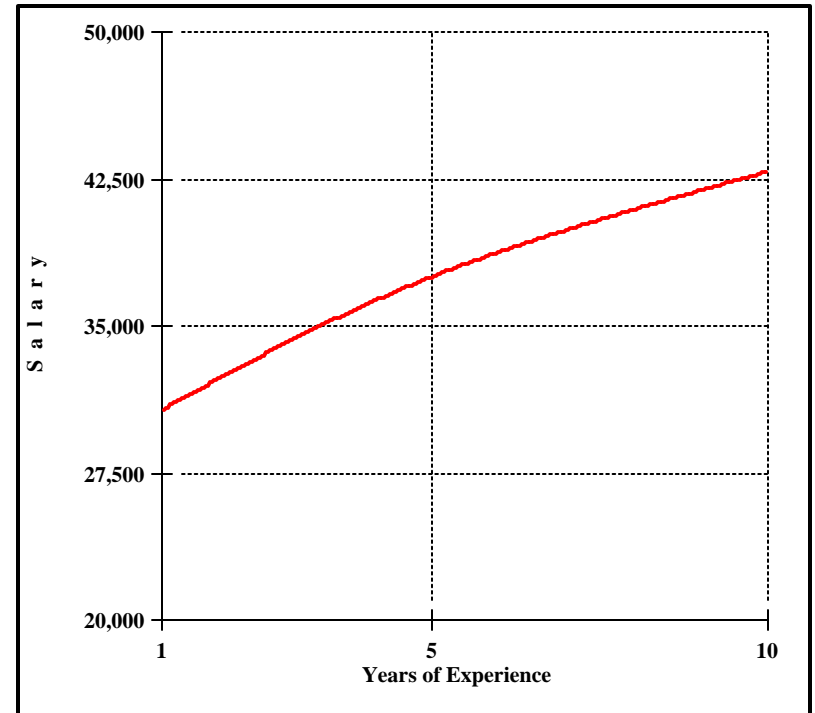
Chauffeur

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$40,258	\$31,261	\$34,417	\$39,677	\$47,964	\$52,936	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$40,258	\$31,261	\$34,417	\$39,677	\$47,964	\$52,936	0.7
ERI Assessor Databases								
Annual Salary		\$37,522	\$31,368	\$33,962	\$36,903	\$40,726	\$44,099	
Incentive/Variable Pay		\$681	\$573	\$621	\$675	\$745	\$807	
Total Direct Annual Compensation		\$38,203	\$31,941	\$34,583	\$37,578	\$41,471	\$44,906	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Drives automobile to transport office personnel and visitors of commercial or industrial establishment. Chauffeurs clients to requested locations. Arrives in a timely manner to pick up and deliver clients. Performs miscellaneous errands, such as carrying mail to and from post office. Requires chauffeur's license. May make overnight drives and extended trips requiring irregular hours. May clean vehicle and make minor repairs or adjustments. eDOT: 913.663-010



Chauffeur

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	913.663-010	<u>Understanding & Memory</u>		Strength	L	Far Acuity	F
Occupational Code	913	Memory	O	Occasionally Lift/Carry	2	Depth Perception	F
Specific Vocational Preparation (SVP)	3	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	4	Detailed Instruction Memory	F	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	F
Data	6	Short Instruction	O	Sitting	F	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	F	Standing	O	Exposure to Weather	O
Things	3	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	N	Extreme Heat	N
Mathematics Level	2	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	2	Work Distractions	O	Stooping	O	Noise Intensity Level	3
Reasoning Level	3	Work Decisions	O	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	O	Crouching	O	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	O	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	4	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	F	Talking	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel	O	Hearing	O	Creativity	N
Color Discrimination	2	Independent Planning	O	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:					
eDOT Title:	Chauffeur	eDOT Code:	913.663-010				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	Taxi Drivers and Chauffeurs	SOC Code:	533041				
		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	Total	White	Black or African American	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
Male	86.4 %	41.7 %	17.4 %	0.1 %	8.8 %	13.3 %	0.5 %
Female	13.6 %	8.7 %	2.5 %	0.0 %	0.2 %	1.5 %	0.3 %
Totals	100.0 %	50.4 %	19.9 %	0.1 %	9.0 %	14.8 %	0.7 %

Chef

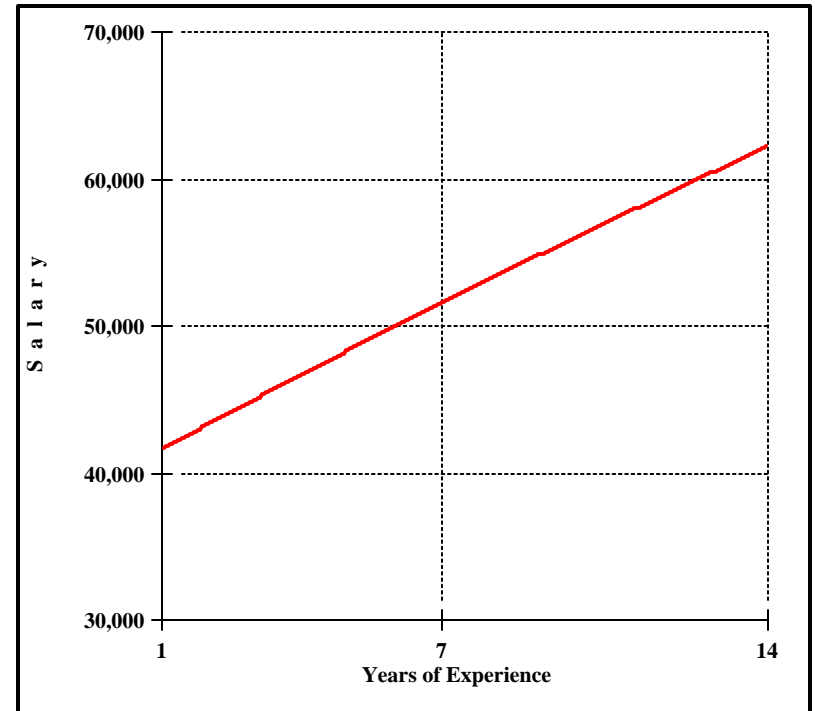
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$59,740	\$38,941	\$46,988	\$58,958	\$77,686	\$88,923	1.3
Incentive/Variable Pay		\$4,116		\$987	\$4,074	\$9,011	\$11,973	
Total Direct Annual Compensation		\$63,856	\$38,941	\$47,975	\$63,032	\$86,697	\$100,896	
ERI Assessor Databases								
Annual Salary		\$51,615	\$43,738	\$47,075	\$50,858	\$55,775	\$60,114	
Incentive/Variable Pay		\$821	\$698	\$752	\$812	\$891	\$960	
Total Direct Annual Compensation		\$52,436	\$44,436	\$47,827	\$51,670	\$56,666	\$61,074	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises, coordinates, and contributes to the activities of cooks and other kitchen personnel engaged in preparing and cooking foods in hotel, restaurant, cafeteria, or other establishment. Trains workers in task performance. Determines food consumption, and requisitions or purchases foodstuffs, supplies, and equipment. Receives and examines foodstuffs and supplies to ensure quality and quantity meet established standards and specifications. Selects and develops recipes based on type of food to be prepared and applying personal knowledge and experience in food preparation. Supervises personnel engaged in preparing, cooking, and serving meats, sauces, vegetables, soups, and other foods. Cooks or otherwise prepares food according to recipe. Cuts, trims, and bones meats and poultry for cooking. Portions cooked foods, or gives instructions to workers as to size of portions and methods of garnishing. Carves meats. May maintain time and payroll records. May employ, train, and discharge workers. May supervise kitchen staff, plan menus, purchase foodstuffs, and not prepare and cook foods. eDOT: 313.131-014



Chef Pastry

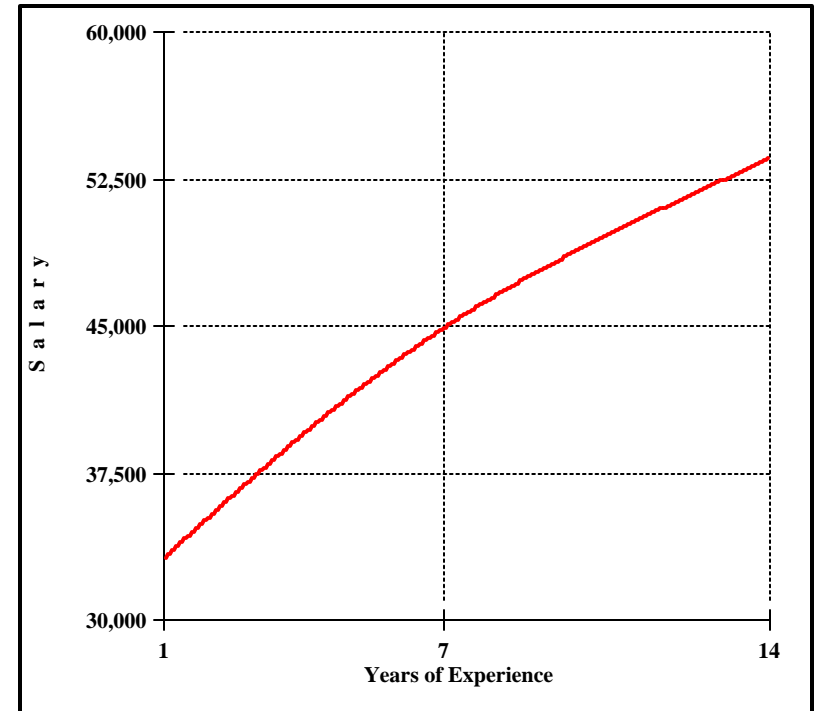
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$49,172	\$30,911	\$37,767	\$48,495	\$62,829	\$71,429	1.3
Incentive/Variable Pay		\$1,994		\$479	\$1,974	\$4,300	\$5,696	
Total Direct Annual Compensation		\$51,166	\$30,911	\$38,246	\$50,469	\$67,129	\$77,125	
ERI Assessor Databases								
Annual Salary		\$44,926	\$38,932	\$41,421	\$44,241	\$47,908	\$51,143	
Incentive/Variable Pay		\$337	\$295	\$313	\$335	\$363	\$387	
Total Direct Annual Compensation		\$45,263	\$39,227	\$41,734	\$44,576	\$48,271	\$51,530	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Arranges and participates in activities of cooks engaged in preparation of desserts, pastries, confections, and ice cream. Instructs workers in task performance. Calculates food consumption and requirements, according to menu or special requirements. Requests or purchases foodstuffs, supplies, and equipment. Supplies recipes for, and suggests methods and procedures to, pastry workers. Fashions table and pastry decorations, such as statuary and ornaments, from sugar paste and icings, using cream bag, spatula, and various decorating tools. Maintains production records. eDOT: 313.131-022



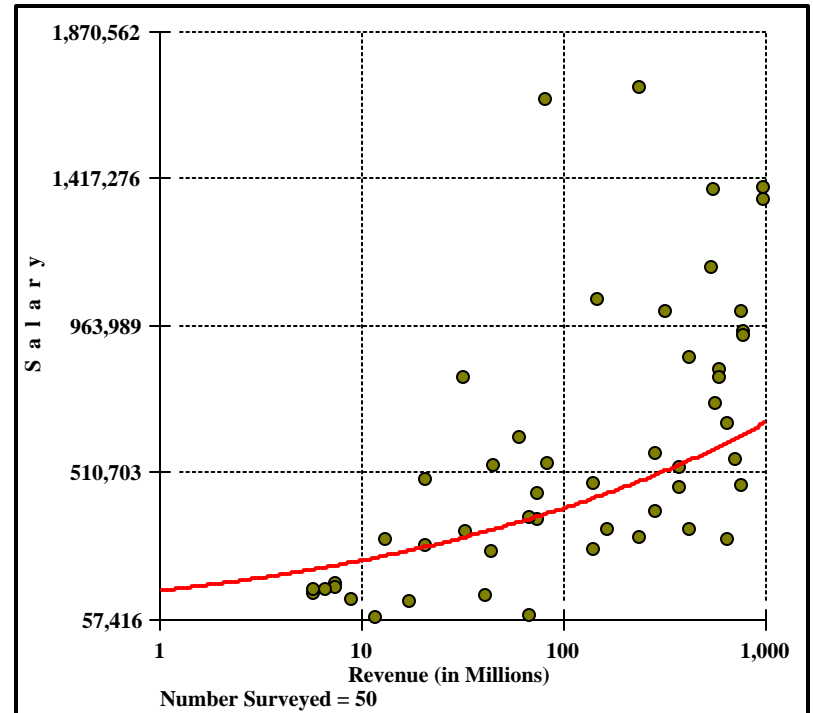
Chief Executive Officer

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Direct Compensation		\$430,592	\$235,419	\$327,978	\$426,114	\$641,302	\$854,359	
Allowances & Benefits		\$160,374		\$38,490	\$158,770	\$238,948	\$318,333	
Total Annual Compensation		\$590,966	\$235,419	\$366,468	\$584,884	\$880,250	\$1,172,692	
ERI Assessor Databases								
Annual Salary		\$403,642	\$159,712	\$271,998	\$399,280	\$564,748	\$710,719	
Incentive/Variable Pay		\$132,014	\$49,899	\$84,980	\$124,747	\$176,443	\$222,049	
Total Direct Annual Compensation	52	\$535,656	\$209,611	\$356,978	\$524,027	\$741,191	\$932,768	101.1
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales. eDOT: 189.117-026



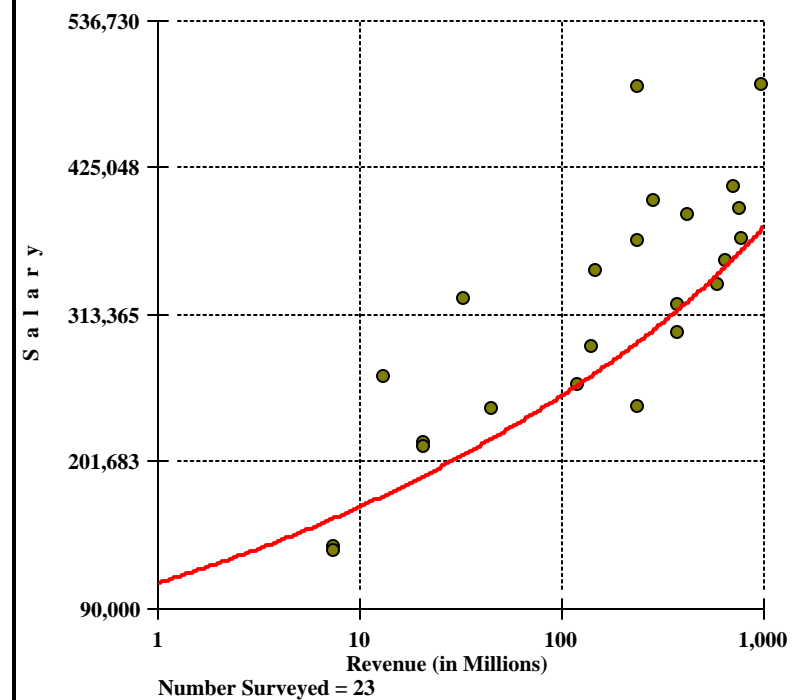
Chief Financial Officer

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Direct Compensation		\$264,767	\$148,237	\$198,644	\$261,949	\$394,233	\$525,208	
Allowances & Benefits		\$59,163		\$14,200	\$58,572	\$88,151	\$117,437	
Total Annual Compensation		\$323,930	\$148,237	\$212,844	\$320,521	\$482,384	\$642,645	
ERI Assessor Databases								
Annual Salary		\$252,640	\$134,897	\$188,756	\$249,808	\$329,177	\$399,194	
Incentive/Variable Pay		\$36,352	\$17,562	\$24,575	\$32,524	\$42,857	\$51,973	
Total Direct Annual Compensation	24	\$288,992	\$152,459	\$213,331	\$282,332	\$372,034	\$451,167	38.1
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs and coordinates company's financial affairs according to financial principles and government regulations. Establishes major economic objectives and policies for the company. Develops, directs and prepares financial analyses of operations for guidance of management. Recommends changes and ideas to top management or Board of Directors in regard to policies and programs. Plans and directs new operational procedures to obtain optimum efficiency and reduced costs. Establishes extensive line of credit. Directs receipt, disbursement, and expenditures of money or capital assets. Approves and signs documents effecting monetary transactions. Directs the activities concerned with safekeeping, control, and accounting for assets and securities. Directs preparation of budgets and financial forecasts. Analyzes division or department budget requests to identify areas in which reductions can be made, and allocates operating budget. Directs the preparation of reports that outline company's financial position in areas of income, expenses, and earnings based on past, present and future operations. Directs preparation of directives to division or department administrator outlining policy, program, or operating changes to be implemented. Promotes organization in financial markets to assure sources of capital. eDOT: 189.117-054



Chief Financial Officer

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	189.117-054	<u>Understanding & Memory</u>		Strength	S	Far Acuity	O
Occupational Code	189	Memory	F	Occasionally Lift/Carry	1	Depth Perception	O
Specific Vocational Preparation (SVP)	8	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	O
Education Level	9	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	O	Sitting	C	<u>Environmental Conditions</u>	
People	1	Detailed Instruction	N	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	4	Work Routine	F	Balancing	O	Wet and/or Humid	N
Language Level	5	Work Distractions	F	Stooping	N	Noise Intensity Level	2
Reasoning Level	5	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	4	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	5	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	O	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	O	Exposure to Biohazards	N
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	F	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	C

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

<u>Trend to Month/Year:</u>		<u>Codes:</u>	
eDOT Title:	Chief Financial Officer	eDOT Code:	189.117-054
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	General and Operations Managers	SOC Code:	111021
	Total	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
Male	73.8 %	Black or African American	Two or More Races
Female	26.2 %	White	
Totals	100.0 %	American	
		Asian	
		Hispanic or Latino	
		Islander	
		Alaska Native	

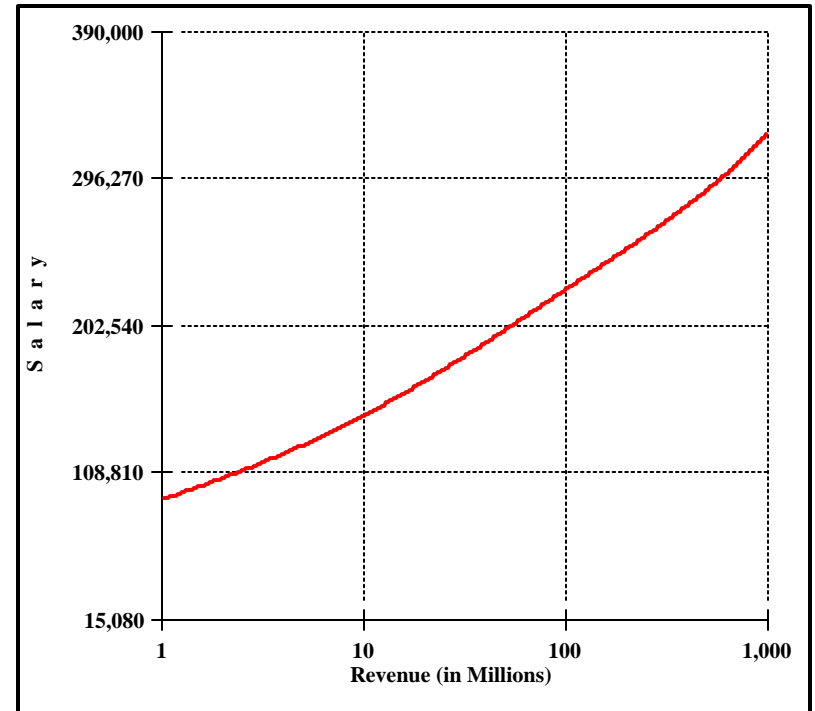
Chief Human Resources Officer

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Direct Compensation		\$223,126	\$115,746	\$160,360	\$220,725	\$332,191	\$434,179	
Allowances & Benefits		\$39,976		\$9,594	\$39,576	\$59,562	\$87,725	
Total Annual Compensation		\$263,102	\$115,746	\$169,954	\$260,301	\$391,753	\$521,904	
ERI Assessor Databases								
Annual Salary		\$226,510	\$116,447	\$166,827	\$223,937	\$298,179	\$363,673	
Incentive/Variable Pay		\$16,524	\$6,938	\$9,940	\$13,342	\$17,765	\$21,668	
Total Direct Annual Compensation		\$243,034	\$123,385	\$176,767	\$237,279	\$315,944	\$385,341	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs, plans, develops, establishes, implements, and administers the personnel and human resources management function in accordance with objectives of organization. Directs human resource functions including staffing, employee orientation, education, and training, management development, employee and labor relations, affirmative action compliance, policies and procedures, workers compensation administration, wage and salary administration, benefits administration, organization development, and employee assistance. Directs staff personnel who assist in identifying, evaluating, and resolving human relations and work performance problems within establishment to facilitate communication and improve employee human relations skills and work performance. Confers with organization officials to plan business objectives, to develop organizational policies, and to coordinate specific functions. Functions may include safety and health and security. Talks informally with establishment personnel and attends meetings to facilitate effective interpersonal communication among participants and to ascertain human relations and work-related problems that adversely affect employee morale and establishment productivity. Evaluates human relations and work-related problems and meets with supervisors, managers, and executives to determine effective remediation techniques, such as job skill training or personal intervention, to resolve human relations issues among personnel. Responsible for training to instruct establishment managers, supervisors, and workers in human relation skills, such as supervisory skills, conflict resolution skills, interpersonal communication skills, and effective group interaction skills. May approve individuals for technical job-related skills training to improve individual work performance. May have responsibility for labor contract negotiations. eDOT: 189.117-085



Chief Human Resources Officer

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	189.117-085	<u>Understanding & Memory</u>		Strength	S	Far Acuity	N
Occupational Code	189	Memory	F	Occasionally Lift/Carry	1	Depth Perception	O
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	N
Education Level	9	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	N
Data	1	Short Instruction	F	Sitting	C	<u>Environmental Conditions</u>	
People	1	Detailed Instruction	N	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	4	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	5	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	5	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	4	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	4	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	O	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	F	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	F	Hearing	C	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	C

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:							Codes:		
eDOT Title:	Chief Human Resources Officer					eDOT Code:	189.117-085		
OES Area:	US - National					OES Code:	193000700000		
SOC Job Family:	General and Operations Managers					SOC Code:	111021		
			Black or African American	Native Hawaiian or Other Pacific Islander		Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
	Total	White	American	Islander					
Male	73.8 %	63.8 %	2.8 %	0.1 %		2.2 %	3.8 %	0.3 %	0.8 %
Female	26.2 %	21.6 %	1.7 %	0.0 %		0.7 %	1.5 %	0.2 %	0.4 %
Totals	100.0 %	85.5 %	4.5 %	0.1 %		3.0 %	5.3 %	0.4 %	1.2 %

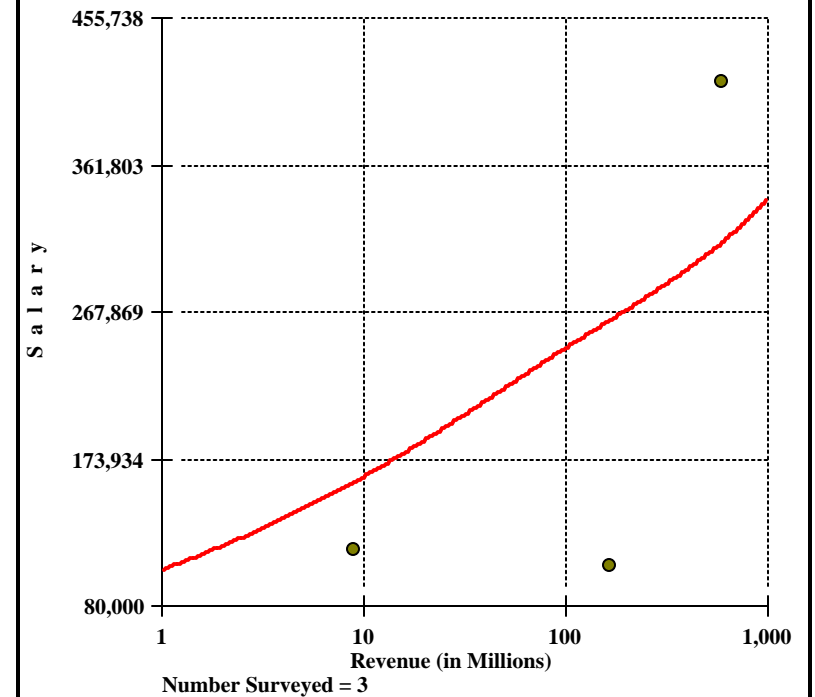
Chief Marketing & Sales Officer

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Direct Compensation		\$264,212	\$149,666	\$199,218	\$261,400	\$390,562	\$468,059	
Allowances & Benefits		\$58,300		\$13,992	\$57,717	\$89,709	\$171,771	
Total Annual Compensation		\$322,512	\$149,666	\$213,210	\$319,117	\$480,271	\$639,830	
ERI Assessor Databases								
Annual Salary		\$245,365	\$99,461	\$166,544	\$242,587	\$341,443	\$428,652	
Incentive/Variable Pay		\$48,186	\$18,104	\$30,315	\$44,157	\$62,151	\$78,025	
Total Direct Annual Compensation		\$293,551	\$117,565	\$196,859	\$286,744	\$403,594	\$506,677	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs and oversees all marketing and sales functions. Plans, develops, and implements objectives, policies, and programs for marketing and sales activities of the organization. Plans and directs activities that include estimating market values and conditions; investigating market conditions and facilities to determine time, place, type of sales; preparing advertising material and selecting media for its release; assigning and directing activities of sales personnel; determining method of display; and setting prices of items to be sold in conformity with value and market. May have both Top Marketing and Top Sales Officers reporting to this position. eDOT: 189.117-503



Chief Marketing & Sales Officer

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	189.117-503	Memory	F
Occupational Code	189	<u>Understanding & Memory</u>	
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F
Education Level	8	Detailed Instruction Memory	F
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	
Data	1	Short Instruction	F
People	1	Detailed Instruction	N
Things	7	Concentration & Attention	F
<u>Literacy Demands</u>		Work Schedule	F
Mathematics Level	4	Work Routine	F
Language Level	5	Work Distractions	F
Reasoning Level	5	Work Decisions	F
<u>Aptitudes</u>		Work Completion	F
General Learning Ability	4	<u>Social Interaction</u>	
Verbal Aptitude	4	Public Interaction	F
Numeric Aptitude	4	Assignment/Assistance	F
Spatial Aptitude	2	Work Review	O
Form Perception	3	Peer Interaction	F
Clerical Perception	3	Work Behavior	F
Motor Coordination	2	<u>Adaptation</u>	
Finger Dexterity	2	Adaptation to Change	F
Manual Dexterity	2	Hazard Awareness	O
Eye-Hand-Foot Coord.	2	Travel	F
Color Discrimination	2	Independent Planning	F
		Strength	S
		Occasionally Lift/Carry	0
		Frequently Lift/Carry	0
		Push/Pull	N
		Walking	O
		Sitting	F
		Standing	O
		Sit/Stand Option	N
		Climbing	N
		Balancing	N
		Stooping	N
		Kneeling	N
		Crouching	N
		Crawling	N
		Reaching	O
		Reaching Upward	O
		Reaching Downward	O
		Handling	O
		Fingering	O
		Feeling	N
		Keyboard Use	F
		Talking	C
		Hearing	C
		Tasting/Smelling	N
		Near Acuity	O
		Far Acuity	O
		Depth Perception	O
		Accommodation	N
		Color Vision	O
		Field of Vision	N
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:			
eDOT Title:	Chief Marketing & Sales Officer	eDOT Code:	189.117-503	OES Code:	193000700000	SOC Code:	111021
OES Area:	US - National						
SOC Job Family:	General and Operations Managers						
		Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
	Total	White	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races
Male	73.8 %	63.8 %	0.1 %	2.2 %	3.8 %	0.3 %	0.8 %
Female	26.2 %	21.6 %	0.0 %	0.7 %	1.5 %	0.2 %	0.4 %
Totals	100.0 %	85.5 %	0.1 %	3.0 %	5.3 %	0.4 %	1.2 %

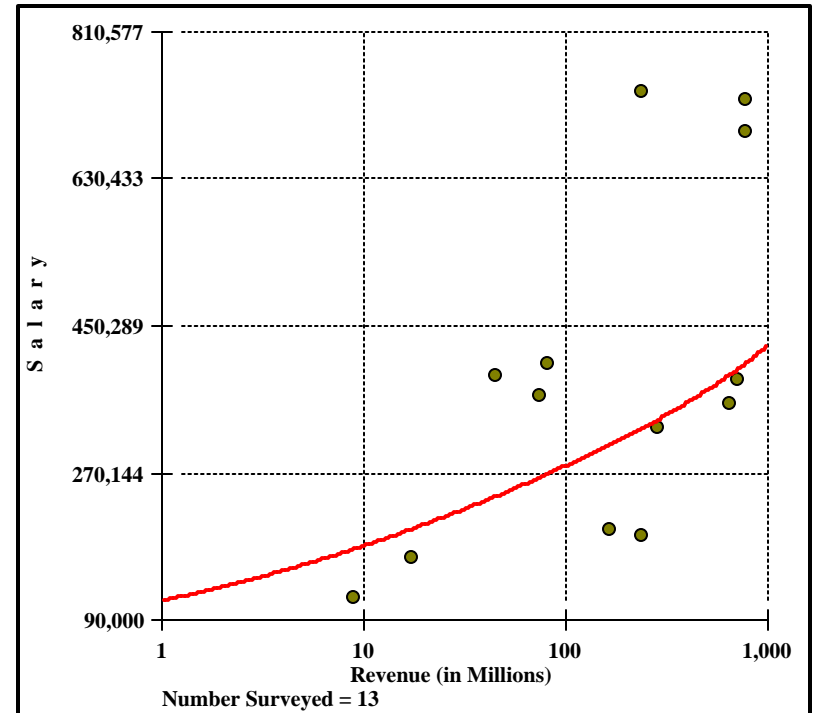
Chief Operating Officer

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Direct Compensation		\$298,908	\$165,762	\$225,171	\$295,747	\$445,099	\$592,973	
Allowances & Benefits		\$81,256		\$19,502	\$80,443	\$121,067	\$161,288	
Total Annual Compensation		\$380,164	\$165,762	\$244,673	\$376,190	\$566,166	\$754,261	
ERI Assessor Databases								
Annual Salary		\$279,789	\$102,365	\$184,058	\$276,662	\$397,047	\$503,248	
Incentive/Variable Pay		\$81,622	\$28,333	\$50,944	\$76,575	\$109,896	\$139,290	
Total Direct Annual Compensation	13	\$361,411	\$130,698	\$235,002	\$353,237	\$506,943	\$642,538	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Heads, plans, oversees, and coordinates the entire operation of an organization toward the achievement of established operating objectives. Collaborates in the planning and formulation of organization policies and practices. Oversees the design, operation, and improvement of the system that creates and delivers the organization's products or services. Oversees and adjusts organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. This position is nearly always the second highest paid position in the organization. Provides operational guidance in analyzing and appraising the effectiveness of organizational operations. Participates in the planning, development, implementation, and evaluation of strategic business and performance goals, short- and long-term objectives, plans, budgets, programs, and policies. Evaluates operating results throughout the organization to ensure that organization growth and objectives are being met. Guides and leads other members of management. Monitors the capital expenditure and asset redeployment activities. eDOT: 189.117-006



Chief Operating Officer

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>					
eDOT code	189.117-006	<u>Understanding & Memory</u>				Far Acuity		O	
Occupational Code	189	Memory	F	Strength	S	Depth Perception		O	
Specific Vocational Preparation (SVP)	8	Short Instruction Memory	F	Occasionally Lift/Carry	1	Accommodation		O	
Education Level	8	Detailed Instruction Memory	F	Frequently Lift/Carry	0	Color Vision		O	
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Push/Pull		N	Field of Vision		O
Data	1	Short Instruction	O	Walking	O	<u>Environmental Conditions</u>			
People	1	Detailed Instruction	N	Sitting	F	Exposure to Weather		N	
Things	7	Concentration & Attention	F	Standing	O	Extreme Cold		N	
<u>Literacy Demands</u>		Work Schedule	F	Sit/Stand Option	O	Extreme Heat		N	
Mathematics Level	4	Work Routine	F	Climbing	N	Wet and/or Humid		N	
Language Level	5	Work Distractions	F	Balancing	N	Noise Intensity Level		2	
Reasoning Level	5	Work Decisions	F	Stooping	N	Vibration		N	
<u>Aptitudes</u>		Work Completion	F	Kneeling	N	Atmospheric Conditions		N	
General Learning Ability	4	<u>Social Interaction</u>		Crouching	N	Proximity to Moving Parts		N	
Verbal Aptitude	4	Public Interaction	F	Crawling	N	Exposure to Electrical Shock		N	
Numeric Aptitude	4	Assignment/Assistance	F	Reaching	O	Working In High Places		N	
Spatial Aptitude	2	Work Review	O	Reaching Upward	O	Exposure to Radiation		N	
Form Perception	3	Peer Interaction	F	Reaching Downward	O	Working With Explosives		N	
Clerical Perception	4	Work Behavior	F	Handling	O	Exposure to Toxic Chemicals		N	
Motor Coordination	2	<u>Adaptation</u>		Fingering	O	Exposure to Biohazards		N	
Finger Dexterity	2	Adaptation to Change	F	Feeling	N	Other Environmental Conditions		N	
Manual Dexterity	2	Hazard Awareness	O	Keyboard Use	F	<u>Additional Measures</u>			
Eye-Hand-Foot Coord.	2	Travel	F	Talking	F	Creativity		O	
Color Discrimination	2	Independent Planning	F	Hearing	F	Administrative Activity		F	
				Tasting/Smelling	N	Discretion/Independent Judgment		C	
				Near Acuity	F				

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:			
eDOT Title:	Chief Operating Officer			eDOT Code:	189.117-006		
OES Area:	US - National			OES Code:	193000700000		
SOC Job Family:	Chief Executives			SOC Code:	111011		
		Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native	
	Total	White	Black or African American	Asian	Hispanic or Latino	Two or More Races	
Male	81.2 %	73.3 %	1.6 %	0.0 %	3.1 %	2.3 %	0.2 %
Female	18.8 %	16.2 %	0.8 %	0.0 %	0.7 %	0.8 %	0.1 %
Totals	100.0 %	89.5 %	2.3 %	0.0 %	3.8 %	3.1 %	0.3 %

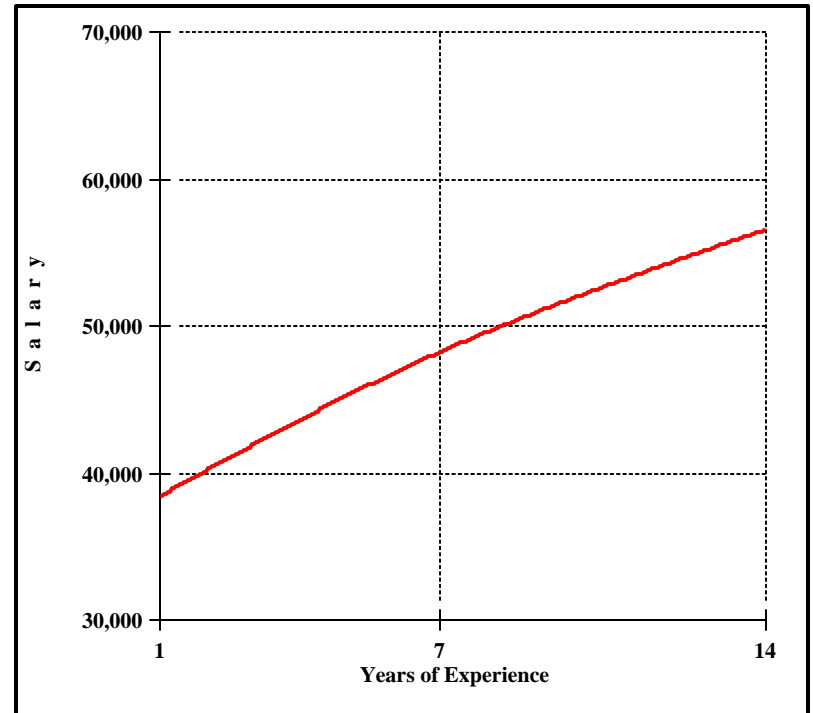
Coffee Shop Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$48,661	\$31,578	\$37,964	\$48,000	\$60,282	\$67,652	0.4
Incentive/Variable Pay		\$1,731		\$415	\$1,714	\$3,632	\$4,782	
Total Direct Annual Compensation		\$50,392	\$31,578	\$38,379	\$49,714	\$63,914	\$72,434	
ERI Assessor Databases								
Annual Salary		\$48,249	\$41,350	\$44,246	\$47,528	\$51,796	\$55,561	
Incentive/Variable Pay		\$4,178	\$3,599	\$3,851	\$4,137	\$4,508	\$4,835	
Total Direct Annual Compensation		\$52,427	\$44,949	\$48,097	\$51,665	\$56,304	\$60,396	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs and coordinates food services activities of coffee shop. Typically this position is the first level of supervision. Estimates food and beverage costs and requisitions or purchases supplies. Confers with food preparation and other personnel to plan menus and related activities. Investigates and resolves food quality and service complaints. Directs hiring and assignment of personnel. Prepares work schedules. Interprets company policy to employees and enforces company policy and practices. Analyzes and resolves work problems, or assists employees in solving work problems. Performs related work as required. eDOT: 187.167-104



Coffee Shop Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 187.167-104	<i>Understanding & Memory</i>	Strength L	Depth Perception N
Occupational Code 187	Memory F	Occasionally Lift/Carry 1	Accommodation O
Specific Vocational Preparation (SVP) 6	Short Instruction Memory F	Frequently Lift/Carry 1	Color Vision N
Education Level 4	Detailed Instruction Memory F	Push/Pull O	Field of Vision N
<u>Worker Functions</u>	<i>Sustained Concentration & Persistence</i>	Walking F	<u>Environmental Conditions</u>
Data 1	Short Instruction F	Sitting F	Exposure to Weather N
People 6	Detailed Instruction N	Standing O	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option O	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Wet and/or Humid N
Mathematics Level 4	Work Routine O	Balancing N	Noise Intensity Level 3
Language Level 3	Work Distractions F	Stooping N	Vibration N
Reasoning Level 4	Work Decisions F	Kneeling N	Atmospheric Conditions O
<u>Aptitudes</u>	Work Completion F	Crouching O	Proximity to Moving Parts N
General Learning Ability 4	<i>Social Interaction</i>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 4	Public Interaction F	Reaching F	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Exposure to Radiation N
Spatial Aptitude 3	Work Review O	Reaching Downward F	Working With Explosives N
Form Perception 3	Peer Interaction F	Handling F	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering O	Exposure to Biohazards O
Motor Coordination 2	<i>Adaptation</i>	Feeling N	Other Environmental Conditions N
Finger Dexterity 2	Adaptation to Change F	Keyboard Use O	<u>Additional Measures</u>
Manual Dexterity 2	Hazard Awareness F	Talking F	Creativity O
Eye-Hand-Foot Coord. 1	Travel F	Hearing F	Administrative Activity F
Color Discrimination 2	Independent Planning F	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:					Codes:				
eDOT Title: Coffee Shop Manager					eDOT Code: 187.167-104				
OES Area: US - National					OES Code: 193000700000				
SOC Job Family: First-Line Supervisors of Non-Retail Sales Workers					SOC Code: 411012				
			Black or African American	Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native	Two or More Races
	Total	White	American	Islander	Asian	Hispanic or Latino		Alaska Native	
Male	67.3 %	54.8 %	3.1 %	0.1 %	2.8 %	5.4 %		0.2 %	0.9 %
Female	32.7 %	25.5 %	2.6 %	0.0 %	1.3 %	2.7 %		0.2 %	0.5 %
Totals	100.0 %	80.3 %	5.7 %	0.1 %	4.1 %	8.1 %		0.4 %	1.4 %

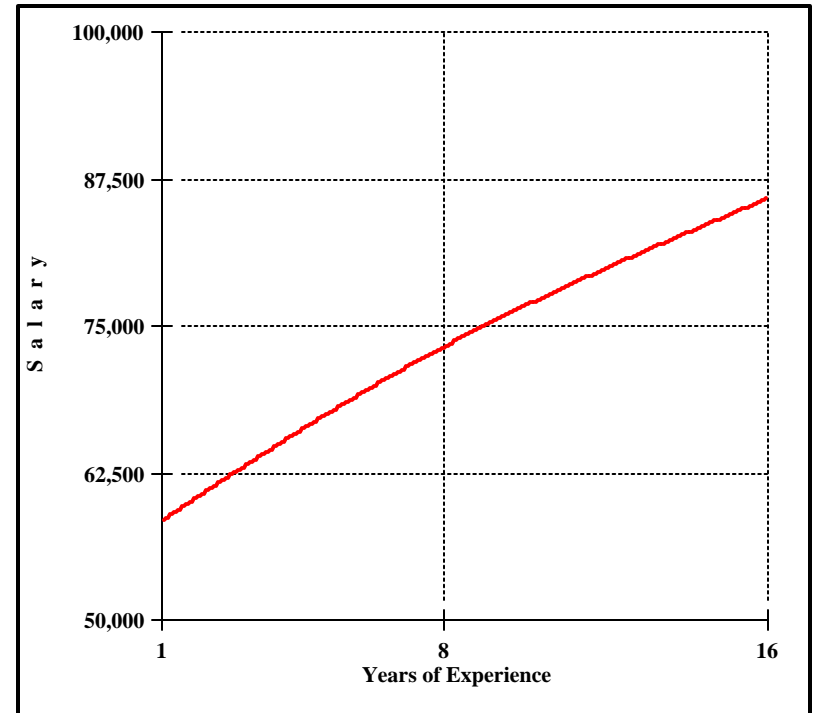
Computer Programmer

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$75,586	\$51,253	\$61,081	\$74,654	\$94,744	\$106,798	0.5
Incentive/Variable Pay		\$8,016		\$1,923	\$7,936	\$16,974	\$22,397	
Total Direct Annual Compensation		\$83,602	\$51,253	\$63,004	\$82,590	\$111,718	\$129,195	
ERI Assessor Databases								
Annual Salary		\$73,320	\$61,491	\$66,578	\$72,343	\$79,838	\$86,450	
Incentive/Variable Pay		\$1,731	\$1,457	\$1,577	\$1,714	\$1,892	\$2,048	
Total Direct Annual Compensation		\$75,051	\$62,948	\$68,155	\$74,057	\$81,730	\$88,498	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Programs computers. Creates, tests, and keeps current computer programs that provide instructions computers must follow to perform their function. Creates, designs, and tests logical structure for solving problems by computers. Writes programs according to specifications, which may be provided by Software Engineers, Systems Analysts, or other computer scientists. Updates, repairs, modifies, and expands existing computer programs. This position is distinguished from Programmer Analyst as this position may not include or involve a lesser degree of structured analysis, impact and compatibility analysis, cost analysis, computer capability analysis, feasibility studies, and user/customer interface. Converts data from project specifications and statement of problem and procedures to create or modify computer programs, applying knowledge of programming techniques and computer systems. Prepares, or receives from systems analyst or other computer scientist, flowcharts and diagrams to illustrate sequence of steps program must follow and to describe logical operations involved. Analyzes workflow chart and diagram, applying knowledge of computer capabilities, subject matter, and symbolic logic. Confers with supervisor and representatives of departments concerned with program to resolve questions of program intent, data input, output requirements, and inclusion of internal checks and controls. Reads manuals, periodicals, and technical reports to learn ways to develop programs that meet user requirements. Formulates plan outlining steps required to develop program, using structured analysis and design. Submits plans to user for approval. Designs computer terminal screen displays to accomplish goals of user request. Converts project specifications, using flowcharts and diagrams, into sequence of detailed instructions and logical steps; and codes language that can be processed by computer, applying knowledge of computer programming techniques and computer languages. eDOT: 030.162-010



Computer Programmer

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	030.162-010	<u>Understanding & Memory</u>	
Occupational Code	030	Memory	O
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F
Education Level	8	Detailed Instruction Memory	F
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	
Data	1	Short Instruction	F
People	6	Detailed Instruction	O
Things	2	Concentration & Attention	F
<u>Literacy Demands</u>		Work Schedule	F
Mathematics Level	4	Work Routine	F
Language Level	4	Work Distractions	F
Reasoning Level	5	Work Decisions	F
<u>Aptitudes</u>		Work Completion	O
General Learning Ability	4	<u>Social Interaction</u>	
Verbal Aptitude	3	Public Interaction	F
Numeric Aptitude	4	Assignment/Assistance	F
Spatial Aptitude	2	Work Review	O
Form Perception	2	Peer Interaction	F
Clerical Perception	4	Work Behavior	O
Motor Coordination	2	<u>Adaptation</u>	
Finger Dexterity	3	Adaptation to Change	O
Manual Dexterity	2	Hazard Awareness	O
Eye-Hand-Foot Coord.	2	Travel	O
Color Discrimination	2	Independent Planning	F
		Strength	S
		Occasionally Lift/Carry	0
		Frequently Lift/Carry	0
		Push/Pull	N
		Walking	O
		Sitting	C
		Standing	O
		Sit/Stand Option	N
		Climbing	N
		Balancing	N
		Stooping	N
		Kneeling	N
		Crouching	N
		Crawling	N
		Reaching	O
		Reaching Upward	O
		Reaching Downward	O
		Handling	O
		Fingering	F
		Feeling	N
		Keyboard Use	F
		Talking	O
		Hearing	O
		Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	N
		Depth Perception	N
		Accommodation	O
		Color Vision	O
		Field of Vision	N
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	O
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:			
eDOT Title:	Computer Programmer	eDOT Code:	030.162-010	OES Code:	193000700000	SOC Code:	151131
OES Area:	US - National						
SOC Job Family:	Computer Programmers						
		Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
	Total	White	Islander	Hispanic or Latino	Hispanic or Latino	Alaska Native	Two or More Races
Male	72.5 %	55.8 %	0.1 %	8.7 %	3.1 %	0.2 %	1.3 %
Female	27.5 %	19.4 %	0.0 %	4.4 %	1.0 %	0.1 %	0.4 %
Totals	100.0 %	75.2 %	0.1 %	13.1 %	4.1 %	0.3 %	1.7 %

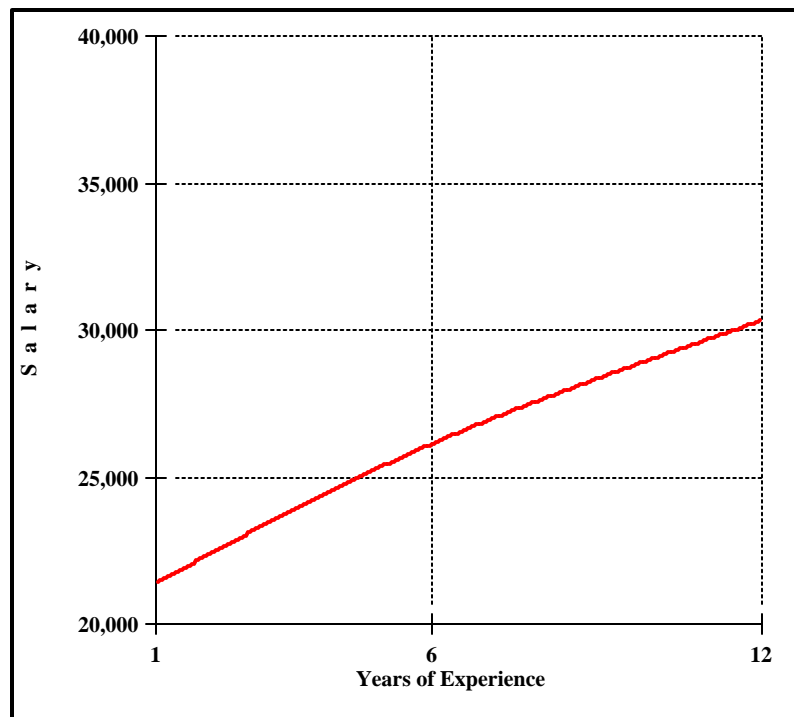
Cook

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$28,375	\$20,304	\$23,160	\$27,919	\$36,254	\$41,255	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$28,375	\$20,304	\$23,160	\$27,919	\$36,254	\$41,255	0.3
ERI Assessor Databases								
Annual Salary		\$26,134	\$22,820	\$24,142	\$25,641	\$27,589	\$29,307	
Incentive/Variable Pay		\$268	\$236	\$250	\$265	\$285	\$304	
Total Direct Annual Compensation		\$26,402	\$23,056	\$24,392	\$25,906	\$27,874	\$29,611	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Cooks, prepares, and seasons soups, meats, vegetables, desserts, and other foodstuffs for consumption in eating establishments. Reads menu to estimate food requirements and buys food from supplier. Prepares soups, salads, gravies, desserts, sauces, and casseroles. Bakes, roasts, broils, and steams meats, fish, vegetables, and other foods. Adds seasoning to foods during mixing or cooking, according to personal judgment and experience. Adjusts thermostat controls to regulate temperature of ovens, broilers, grills, roasters, and steam kettles. Measures and mixes ingredients according to recipe, using variety of kitchen utensils and equipment, such as blenders, mixers, grinders, slicers, and tenderizers. Observes and tests foods being cooked by tasting, smelling, and piercing with fork to determine that it is cooked. Carves meats, portions food on serving plates, adds gravies and sauces, and garnishes servings to fill orders. May wash, peel, cut, and shred vegetables and fruits to prepare them for use. May cut, trim, and bone meat prior to cooking. May bake bread, rolls, cakes, and pastry. May price items on menu. May oversee work of patients assigned to kitchen for work therapy purposes when working in psychiatric hospital. May specialize in preparing and serving dinner for employed, retired, or other persons. eDOT: 313.361-014



Cook

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	313.361-014	<u>Understanding & Memory</u>		Strength	M	Far Acuity	N
Occupational Code	313	Memory	F	Occasionally Lift/Carry	2	Depth Perception	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	4	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	N
Data	3	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	O	Standing	F	Exposure to Weather	N
Things	1	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	F
Mathematics Level	3	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	3	Work Distractions	O	Stooping	O	Noise Intensity Level	3
Reasoning Level	3	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	O	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	O	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	O	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	O
Manual Dexterity	3	Hazard Awareness	F	Talking	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	O	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:					
eDOT Title:	Cook	eDOT Code:	313.361-014				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	Cooks, Restaurant	SOC Code:	352014				
				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
	Total	White	Black or African American	Asian	Hispanic or Latino	Two or More Races	
Male	55.8 %	27.1 %	9.1 %	0.1 %	3.3 %	14.4 %	0.5 %
Female	44.2 %	26.2 %	8.0 %	0.1 %	1.5 %	7.1 %	0.6 %
Totals	100.0 %	53.2 %	17.2 %	0.1 %	4.8 %	21.4 %	1.0 %

Cook Helper

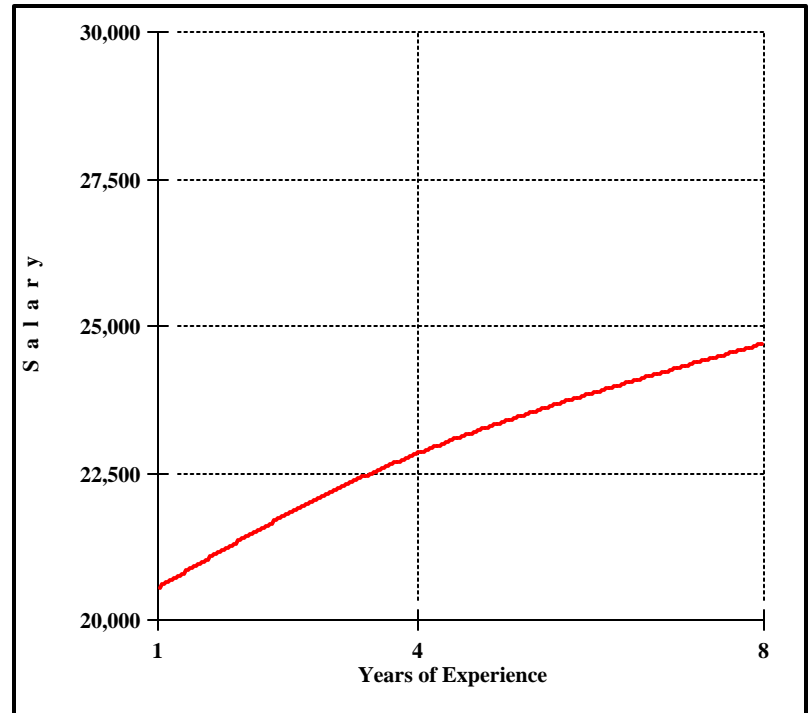
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$25,291	\$20,584	\$22,189	\$24,864	\$27,971	\$29,836	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,291	\$20,584	\$22,189	\$24,864	\$27,971	\$29,836	0.4
ERI Assessor Databases								
Annual Salary		\$22,840	\$19,918	\$21,072	\$22,380	\$24,080	\$25,580	
Incentive/Variable Pay		\$137	\$121	\$128	\$136	\$147	\$156	
Total Direct Annual Compensation		\$22,977	\$20,039	\$21,200	\$22,516	\$24,227	\$25,736	
Survey Participants' Databases								
Annual Salary		\$29,170	\$16,360	\$21,680	\$27,212	\$30,865	\$34,378	
Incentive/Variable Pay								
Total Direct Annual Compensation	72	\$29,170	\$16,360	\$21,680	\$27,212	\$30,865	\$34,378	3.9

Position Description

Assists workers engaged in preparing foods for cafeterias, hotels, restaurants, or ready-to-serve packages. Performs a variety of kitchen duties. Washes, peels, cuts, and seeds vegetables and fruits. Cleans, cuts, and grinds meats, poultry, and seafood. Dips food items in crumbs, flour, and batter to bread them. Stirs and strains soups and sauces. Weighs and measures designated ingredients. Carries pans, kettles, and trays of food to and from workstations, stove, and refrigerator. Stores foods in designated areas, utilizing knowledge of temperature requirements and food spoilage. Cleans work areas, equipment and utensils, segregates and removes garbage, and steam-cleans or hoses garbage containers. Distributes supplies, utensils, and portable equipment, using hand truck. eDOT: 317.687-010



Cook Helper

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	317.687-010	Strength	M
Occupational Code	317	Occasionally Lift/Carry	2
Specific Vocational Preparation (SVP)	3	Frequently Lift/Carry	1
Education Level	2	Push/Pull	O
<u>Worker Functions</u>		Walking	O
Data	6	Sitting	N
People	8	Standing	F
Things	7	Sit/Stand Option	N
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	1	Balancing	N
Language Level	1	Stooping	O
Reasoning Level	2	Kneeling	O
<u>Aptitudes</u>		Crouching	O
General Learning Ability	2	Crawling	N
Verbal Aptitude	2	Reaching	F
Numeric Aptitude	2	Reaching Upward	O
Spatial Aptitude	2	Reaching Downward	O
Form Perception	2	Handling	F
Clerical Perception	2	Fingering	F
Motor Coordination	2	Feeling	O
Finger Dexterity	2	Keyboard Use	N
Manual Dexterity	3	Talking	O
Eye-Hand-Foot Coord.	2	Hearing	O
Color Discrimination	2	Tasting/Smelling	O
		Near Acuity	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Cook Helper	eDOT Code:	317.687-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Food Preparation Workers	SOC Code:	352021
	<u>Total</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>American Indian or Alaska Native</u>
	<u>White</u>	<u>Asian</u>	<u>Two or More Races</u>
	<u>Black or African American</u>	<u>Hispanic or Latino</u>	
Male	40.4 %	2.1 %	9.9 %
Female	59.6 %	2.7 %	10.1 %
Totals	100.0 %	4.8 %	20.0 %

Cosmetologist

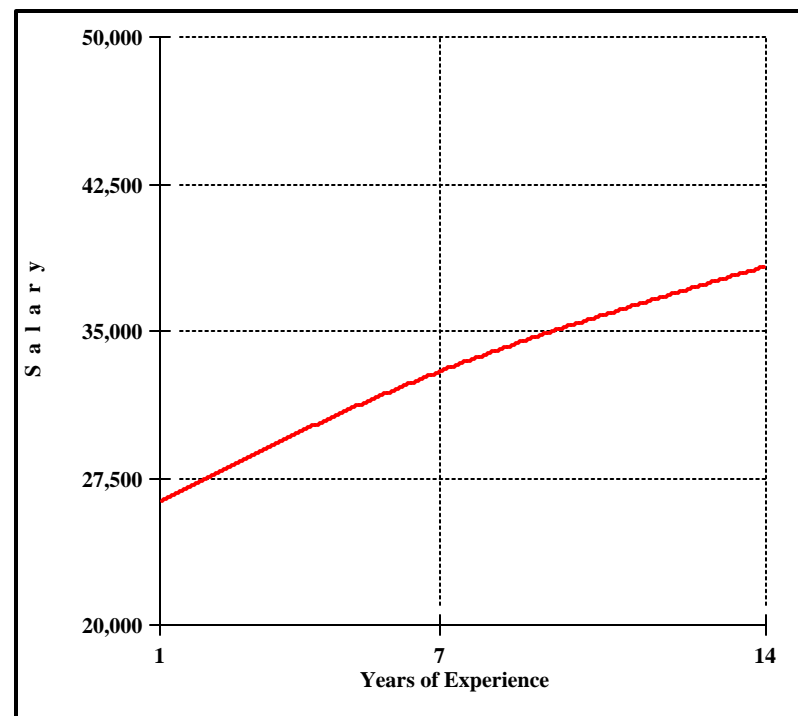
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$35,455	\$24,761	\$28,890	\$34,922	\$45,347	\$51,602	0.7
Incentive/Variable Pay		\$2,430		\$583	\$2,406	\$5,253	\$6,961	
Total Direct Annual Compensation		\$37,885	\$24,761	\$29,473	\$37,328	\$50,600	\$58,563	
ERI Assessor Databases								
Annual Salary		\$32,951	\$28,501	\$30,322	\$32,387	\$35,071	\$37,439	
Incentive/Variable Pay		\$5,727	\$4,988	\$5,308	\$5,669	\$6,139	\$6,554	
Total Direct Annual Compensation		\$38,678	\$33,489	\$35,630	\$38,056	\$41,210	\$43,993	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Styles hair and makes available various other hair and facial beauty services for customers. Examines hair to ascertain conditions of hair. Applies bleach, dye, or tint, using applicator or brush, to color customer's hair, first applying solution to portion of customer's skin to determine if customer is allergic to solution. Shampoos hair and scalp with water, liquid soap, dry powder, or egg, and rinses hair with vinegar, water, lemon, or prepared rinses. Massages scalp and gives other hair and scalp-conditioning treatments for hygienic or remedial purposes. Styles hair by blowing, cutting, trimming, and tapering, using clippers, scissors, razors, and blow dryer. Suggests coiffure according to physical features of patron and current styles, or determines coiffure from instructions of patron. Applies water or waving solutions to hair and winds hair around rollers, or pin curls and finger-waves hair. Sets hair by blow-dry or natural-set, or presses hair with straightening comb. Suggests cosmetics for conditions, such as dry or oily skin. Applies lotions and creams to customer's face and neck to soften skin and lubricate tissues. Performs other beauty services, such as massaging face or neck, shaping and coloring eyebrows or removing unwanted hair, applying solutions that straighten hair or eyelashes, retaining curls or waves in hair, and waving or curling hair. May clean, shape, and polish fingernails and toenails. eDOT: 332.271-010



Cosmetologist

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	332.271-010	<i>Understanding & Memory</i>		Strength	L	Far Acuity	N
Occupational Code	332	Memory	F	Occasionally Lift/Carry	1	Depth Perception	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	O
Education Level	6	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	F
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>		Walking	O	Field of Vision	O
Data	2	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	7	Detailed Instruction	O	Standing	F	Exposure to Weather	N
Things	1	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Balancing	N	Wet and/or Humid	O
Language Level	2	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	4	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	F
General Learning Ability	3	<i>Social Interaction</i>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	C	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	4	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	F	Exposure to Toxic Chemicals	O
Motor Coordination	3	<i>Adaptation</i>		Feeling	F	Exposure to Biohazards	O
Finger Dexterity	4	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	4	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	F	Creativity	O
Color Discrimination	4	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:							Codes:			
eDOT Title:	Cosmetologist						eDOT Code:	332.271-010		
OES Area:	US - National						OES Code:	193000700000		
SOC Job Family:	Hairdressers, Hairstylists, and Cosmetologists						SOC Code:	395012		
		Black or African American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native			
Male	9.6 %	6.5 %	1.1 %	0.0 %	0.6 %	1.2 %	0.0 %	0.2 %		
Female	90.4 %	66.1 %	10.2 %	0.0 %	3.4 %	8.7 %	0.4 %	1.5 %		
Totals	100.0 %	72.6 %	11.3 %	0.1 %	4.0 %	9.9 %	0.5 %	1.7 %		

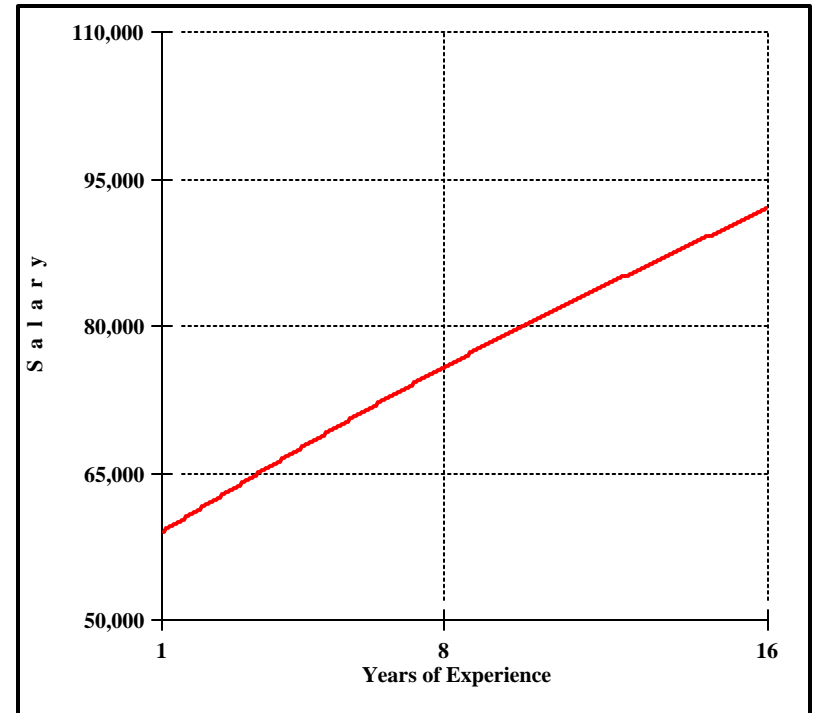
Customer Service Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$82,005	\$56,552	\$66,592	\$81,015	\$106,868	\$122,380	0.2
Incentive/Variable Pay		\$6,604		\$1,585	\$6,538	\$14,475	\$19,237	
Total Direct Annual Compensation		\$88,609	\$56,552	\$68,177	\$87,553	\$121,343	\$141,617	
ERI Assessor Databases								
Annual Salary		\$75,893	\$62,906	\$68,522	\$74,888	\$83,164	\$90,465	
Incentive/Variable Pay		\$4,802	\$3,992	\$4,349	\$4,753	\$5,278	\$5,741	
Total Direct Annual Compensation		\$80,695	\$66,898	\$72,871	\$79,641	\$88,442	\$96,206	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages by directing and coordinating subordinate customer service staff in connection with any product or service offered. Manages workers who investigate complaints, such as those concerning rates or service. Analyzes reports of findings and recommends response to complaints, considering nature and complexity of complaints, requirements, and actions of subordinates to ensure settlements are made correctly. Studies schedules and estimates time, cost, and labor estimates for services, and/or completion of job assignments. Develops and implements methods and procedures for monitoring work activities, such as preparation of records of expenditures, progress reports, etc., in order to inform management of current status or work activities. Analyzes department budget to identify budget needs and/or reductions, and may allocate operating budget's funds. Interprets company policy to employees and enforces company policy and practices. May authorize retention of data and preparation of documents for use during governmental or customer inquiries. May recruit, hire, train staff, evaluate employee performance, and initiate promotions, transfers, and disciplinary action. eDOT: 169.167-012



Customer Service Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	169.167-012	<u>Understanding & Memory</u>		Strength	L	Far Acuity	O
Occupational Code	169	Memory	F	Occasionally Lift/Carry	1	Depth Perception	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	O
Education Level	7	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	N	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Balancing	O	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	5	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	4	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Downward	O	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	O	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	O	Exposure to Biohazards	N
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	F	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:					Codes:				
eDOT Title:		Customer Service Manager			eDOT Code:		169.167-012		
OES Area:		US - National			OES Code:		193000700000		
SOC Job Family:		Customer Service Representatives			SOC Code:		434051		
			Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races	
Male	29.8 %	20.8 %	3.8 %	0.0 %	1.1 %	3.3 %	0.1 %	0.6 %	
Female	70.2 %	46.8 %	12.4 %	0.1 %	1.9 %	7.3 %	0.4 %	1.3 %	
Totals	100.0 %	67.6 %	16.1 %	0.2 %	3.0 %	10.6 %	0.5 %	2.0 %	

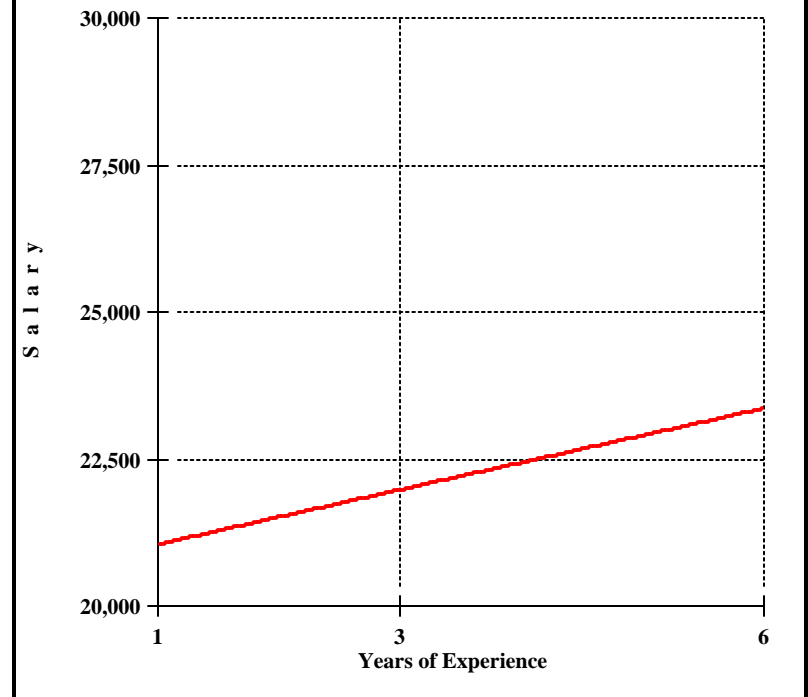
Dining Room Attendant

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$25,550	\$21,467	\$22,837	\$25,120	\$27,744	\$29,318	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,550	\$21,467	\$22,837	\$25,120	\$27,744	\$29,318	0.4
ERI Assessor Databases								
Annual Salary		\$21,983	\$19,381	\$20,391	\$21,535	\$23,022	\$24,334	
Incentive/Variable Pay		\$934	\$833	\$876	\$925	\$989	\$1,046	
Total Direct Annual Compensation		\$22,917	\$20,214	\$21,267	\$22,460	\$24,011	\$25,380	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Performs a variety of duties to facilitate food services. Carries dirty dishes from dining room to kitchen. Cleans tabletops and chairs. Supplies service bar with food, such as soups, salads, and desserts. Serves general items, such as ice water and bread and butter to patrons. Sets tables with silverware and glassware. Replenishes supply of clean linens, silverware, glassware, and dishes in dining room. Cleans and polishes glass shelves and doors of service bars and equipment, such as coffee urns and cream and milk dispensers. Makes coffee and fills fruit juice dispensers. May sweep and mop floors. May transfer food and dishes between floors of establishment. May run errands and deliver food orders to offices. May replace soiled table linens. eDOT: 311.677-018



Dining Room Attendant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	311.677-018	<u>Understanding & Memory</u>		Strength	M	Far Acuity	O
Occupational Code	311	Memory	O	Occasionally Lift/Carry	2	Depth Perception	N
Specific Vocational Preparation (SVP)	2	Short Instruction Memory	O	Frequently Lift/Carry	1	Accommodation	N
Education Level	3	Detailed Instruction Memory	O	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	F	Field of Vision	N
Data	6	Short Instruction	O	Sitting	N	<u>Environmental Conditions</u>	
People	7	Detailed Instruction	O	Standing	F	Exposure to Weather	N
Things	7	Concentration & Attention	O	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	N	Extreme Heat	N
Mathematics Level	2	Work Routine	O	Balancing	N	Wet and/or Humid	N
Language Level	2	Work Distractions	O	Stooping	O	Noise Intensity Level	3
Reasoning Level	2	Work Decisions	O	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	O	Crouching	O	Atmospheric Conditions	O
General Learning Ability	2	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	O	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	C	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	C	Working With Explosives	N
Clerical Perception	2	Work Behavior	N	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	N	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Talking	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	N	Hearing	O	Creativity	O
Color Discrimination	1	Independent Planning	O	Tasting/Smelling	N	Administrative Activity	N
				Near Acuity	O	Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Dining Room Attendant	eDOT Code:	311.677-018
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Dining Room and Cafeteria Attendants and Bartender Helpers	SOC Code:	359011
		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	Total	Black or African American	Two or More Races
Male	55.2 %	28.9 %	5.3 %
Female	44.8 %	29.2 %	5.3 %
Totals	100.0 %	58.1 %	10.6 %

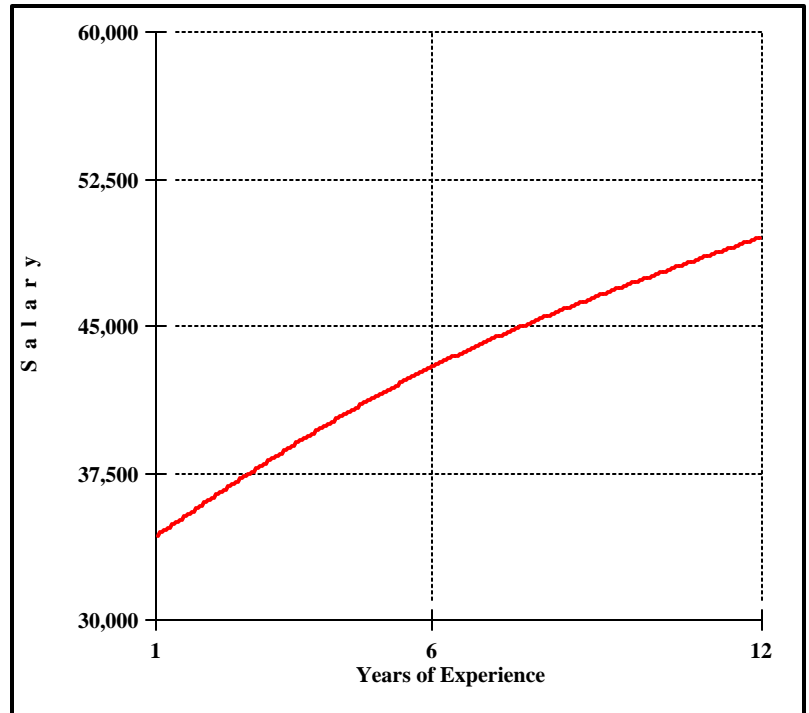
Dining Room Supervisor

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$46,846	\$28,804	\$35,564	\$46,205	\$58,504	\$65,883	0.3
Incentive/Variable Pay		\$1,788		\$429	\$1,770	\$3,777	\$4,981	
Total Direct Annual Compensation		\$48,634	\$28,804	\$35,993	\$47,975	\$62,281	\$70,864	
ERI Assessor Databases								
Annual Salary		\$42,916	\$36,756	\$39,331	\$42,249	\$46,042	\$49,389	
Incentive/Variable Pay		\$4,825	\$4,157	\$4,447	\$4,777	\$5,206	\$5,584	
Total Direct Annual Compensation		\$47,741	\$40,913	\$43,778	\$47,026	\$51,248	\$54,973	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises activities of workers in dining room. Receives guests and conducts them to tables. Describes or suggests food courses and appropriate wines. May interview, hire, and discharge dining room personnel. May train dining room employees. May schedule work hours and keep time records of dining room workers. When serving banquets may be designated accordingly. eDOT: 311.137-018



Dining Room Supervisor

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	311.137-018	<i>Understanding & Memory</i>		Strength	L	Far Acuity	O
Occupational Code	311	Memory	F	Occasionally Lift/Carry	1	Depth Perception	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	4	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	N
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>		Walking	F	Field of Vision	N
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	3	Detailed Instruction	N	Standing	F	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	2	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	3	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	4	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	O	Crouching	O	Atmospheric Conditions	N
General Learning Ability	3	<i>Social Interaction</i>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	3	<i>Adaptation</i>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	F	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	F	Hearing	F	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	O	Discretion/Independent Judgment	C

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:			
eDOT Title:		Dining Room Supervisor				eDOT Code:		311.137-018	
OES Area:		US - National				OES Code:		193000700000	
SOC Job Family:		First-Line Supervisors of Food Preparation and Serving Workers				SOC Code:		351012	
		Black or African American		Native Hawaiian or Other Pacific Islander		Hispanic or Latino		American Indian or Alaska Native	
	<u>Total</u>	<u>White</u>	<u>American</u>	<u>Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>Alaska Native</u>	<u>Two or More Races</u>	
Male	42.6 %	27.7 %	5.3 %	0.1 %	1.9 %	6.3 %	0.3 %	1.1 %	
Female	57.4 %	39.9 %	8.4 %	0.1 %	1.4 %	6.0 %	0.5 %	1.1 %	
Totals	100.0 %	67.5 %	13.8 %	0.2 %	3.4 %	12.3 %	0.7 %	2.2 %	

Dishwasher

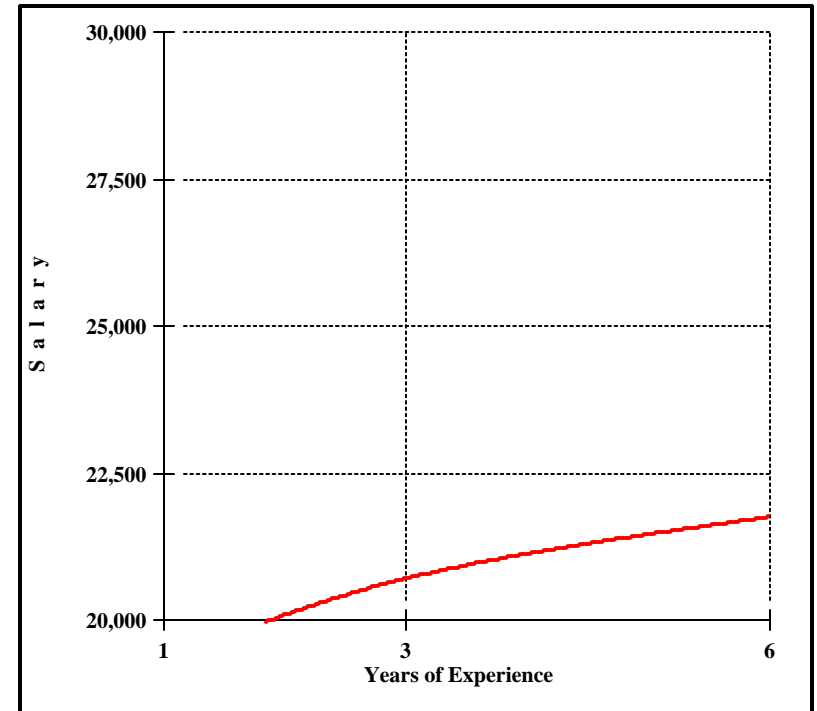
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$24,102	\$18,865	\$20,674	\$23,689	\$25,954	\$27,313	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$24,102	\$18,865	\$20,674	\$23,689	\$25,954	\$27,313	0.3
ERI Assessor Databases								
Annual Salary		\$20,712	\$18,661	\$19,421	\$20,284	\$21,404	\$22,393	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$20,712	\$18,661	\$19,422	\$20,284	\$21,405	\$22,394	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Washes and removes deposits from eating utensils. Guides water hose over eating utensils. Places materials in washing equipment. Removes washed materials and stores same. May assist with setting of tables and collection of utensils after a meal. eDOT: 318.687-300



Dishwasher

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 318.687-300	<u>Understanding & Memory</u>	Strength M	Depth Perception O
Occupational Code 318	Memory F	Occasionally Lift/Carry 2	Accommodation O
Specific Vocational Preparation (SVP) 2	Short Instruction Memory O	Frequently Lift/Carry 1	Color Vision N
Education Level 2	Detailed Instruction Memory F	Push/Pull O	Field of Vision N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 6	Short Instruction F	Sitting O	Exposure to Weather N
People 8	Detailed Instruction O	Standing F	Extreme Cold O
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Heat O
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Wet and/or Humid O
Mathematics Level 1	Work Routine F	Balancing O	Noise Intensity Level 3
Language Level 1	Work Distractions O	Stooping O	Vibration N
Reasoning Level 1	Work Decisions F	Kneeling O	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion F	Crouching O	Proximity to Moving Parts N
General Learning Ability 2	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction O	Reaching C	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward C	Working With Explosives N
Form Perception 2	Peer Interaction F	Handling C	Exposure to Toxic Chemicals N
Clerical Perception 1	Work Behavior O	Fingering F	Exposure to Biohazards O
Motor Coordination 3	<u>Adaptation</u>	Feeling N	Other Environmental Conditions O
Finger Dexterity 2	Adaptation to Change O	Keyboard Use N	<u>Additional Measures</u>
Manual Dexterity 3	Hazard Awareness F	Talking N	Creativity O
Eye-Hand-Foot Coord. 2	Travel O	Hearing N	Administrative Activity O
Color Discrimination 2	Independent Planning O	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity N	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Dishwasher	eDOT Code:	318.687-300
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Dishwashers	SOC Code:	359021
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	77.5 %	39.5 %	11.6 %
Female	22.5 %	0.1 %	0.8 %
Totals	100.0 %	53.7 %	14.3 %

Doorkeeper

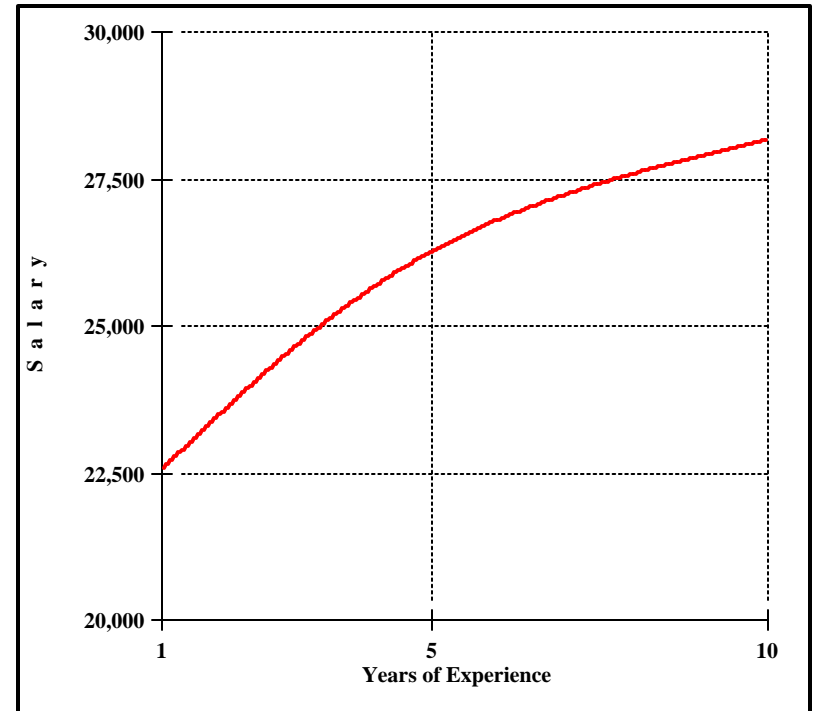
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$26,694	\$19,789	\$22,211	\$26,247	\$29,335	\$31,188	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$26,694	\$19,789	\$22,211	\$26,247	\$29,335	\$31,188	0.8
ERI Assessor Databases								
Annual Salary		\$26,275	\$22,944	\$24,273	\$25,780	\$27,739	\$29,467	
Incentive/Variable Pay		\$1,425	\$1,257	\$1,330	\$1,412	\$1,519	\$1,613	
Total Direct Annual Compensation		\$27,700	\$24,201	\$25,603	\$27,192	\$29,258	\$31,080	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Serves residents, guests, or patrons of hotel, store, apartment building, hospital, or similar establishment by opening doors, hailing taxicabs, answering inquiries, assisting elderly or infirm people into automobiles, and performing related services. Prevents entrance of unauthorized or undesirable people. May forcibly eject inebriated or rowdy people from premises. May notify guests by telephone of delivery of automobiles, packages, or arrival of visitors. May carry baggage. eDOT: 324.677-014



Doorkeeper

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	324.677-014	Strength	M
Occupational Code	324	Occasionally Lift/Carry	2
Specific Vocational Preparation (SVP)	2	Frequently Lift/Carry	1
Education Level	2	Push/Pull	F
<u>Worker Functions</u>		Walking	O
Data	6	Sitting	O
People	7	Standing	F
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	1	Balancing	N
Language Level	2	Stooping	F
Reasoning Level	2	Kneeling	N
<u>Aptitudes</u>		Crouching	N
General Learning Ability	2	Crawling	N
Verbal Aptitude	2	Reaching	F
Numeric Aptitude	2	Reaching Upward	F
Spatial Aptitude	2	Reaching Downward	F
Form Perception	2	Handling	F
Clerical Perception	2	Fingering	N
Motor Coordination	2	Feeling	N
Finger Dexterity	1	Keyboard Use	O
Manual Dexterity	2	Talking	F
Eye-Hand-Foot Coord.	1	Hearing	F
Color Discrimination	1	Tasting/Smelling	N
		Near Acuity	N

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Doorkeeper	eDOT Code:	324.677-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Locker Room, Coatroom, and Dressing Room Attendants	SOC Code:	393093
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	62.5 %	47.4 %	5.8 %
Female	37.5 %	0.1 %	0.1 %
Totals	100.0 %	74.2 %	10.3 %

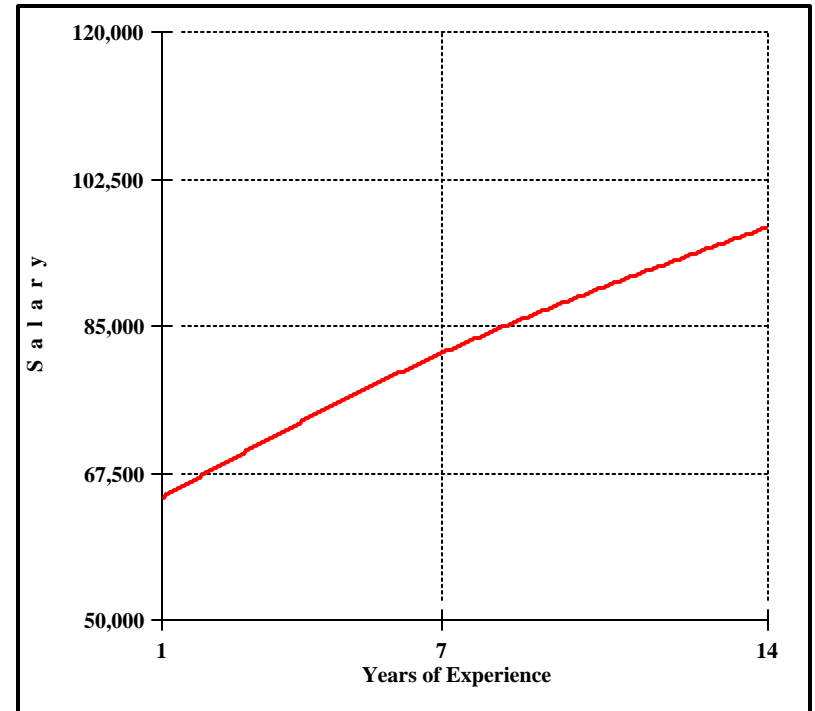
Executive Chef (Fine Dining)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$93,589	\$69,491	\$78,107	\$92,468	\$118,169	\$133,590	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$93,589	\$69,491	\$78,107	\$92,468	\$118,169	\$133,590	1.3
ERI Assessor Databases								
Annual Salary		\$81,802	\$69,439	\$74,737	\$80,743	\$88,551	\$95,438	
Incentive/Variable Pay		\$2,798	\$2,382	\$2,564	\$2,770	\$3,037	\$3,274	
Total Direct Annual Compensation		\$84,600	\$71,821	\$77,301	\$83,513	\$91,588	\$98,712	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Coordinates activities of and directs indoctrination and training of Chefs, Cooks, and other kitchen workers engaged in preparing and cooking foods in upscale restaurants to ensure efficient and profitable food services. Plans or collaborates with others in planning menus and utilization of food surpluses and leftovers, taking into account probable number of guests, marketing conditions, popularity of various dishes, and recency of menu. Estimates food consumption, and purchases or requisitions foodstuffs and kitchen supplies. Reviews menus, analyzes recipes, determines food, labor, and overhead costs, and assigns prices to menu items. Directs food apportionment policy to control costs. Supervises cooking and other kitchen personnel and coordinates their assignments to ensure economical and timely food production. Distinguished from Executive Chef in that the Executive Chef (Fine Dining) has responsibilities for restaurants catering to the upscale market. Observes methods of food preparation and cooking, sizes of portions, and garnishing of foods to ensure food is prepared in prescribed manner. Tests cooked foods by tasting and smelling them. Devises special dishes and develops recipes. Hires and discharges employees. Familiarizes newly hired chefs and cooks with practices of restaurant kitchen and oversees training of cook apprentices. Maintains time and payroll records. Establishes and enforces nutrition and sanitation standards for restaurant. May supervise or cooperate with steward/stewardess in matters pertaining to kitchen, pantry, and storeroom. eDOT: 187.161-200



Executive Chef (Fine Dining)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	187.161-200	Strength	M
Occupational Code	187	Occasionally Lift/Carry	2
Specific Vocational Preparation (SVP)	7	Frequently Lift/Carry	2
Education Level	8	Push/Pull	O
<u>Worker Functions</u>		Walking	F
Data	1	Sitting	O
People	6	Standing	F
Things	1	Sit/Stand Option	N
<u>Literacy Demands</u>		Climbing	O
Mathematics Level	4	Balancing	O
Language Level	4	Stooping	F
Reasoning Level	5	Kneeling	N
<u>Aptitudes</u>		Crouching	O
General Learning Ability	4	Crawling	N
Verbal Aptitude	4	Reaching	F
Numeric Aptitude	4	Reaching Upward	O
Spatial Aptitude	3	Reaching Downward	F
Form Perception	3	Handling	F
Clerical Perception	4	Fingering	O
Motor Coordination	4	Feeling	O
Finger Dexterity	3	Keyboard Use	O
Manual Dexterity	4	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	O
Color Discrimination	2	Tasting/Smelling	F
		Near Acuity	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Executive Chef (Fine Dining)	eDOT Code:	187.161-200
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Chefs and Head Cooks	SOC Code:	351011
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	81.1 %	44.4 %	8.6 %
Female	18.9 %	0.2 %	12.3 %
Totals	100.0 %	0.1 %	1.7 %
	56.5 %	11.0 %	14.9 %
	0.2 %	14.0 %	12.8 %
	0.6 %	0.2 %	2.1 %
	2.4 %	0.5 %	0.4 %
	2.9 %	0.6 %	0.2 %

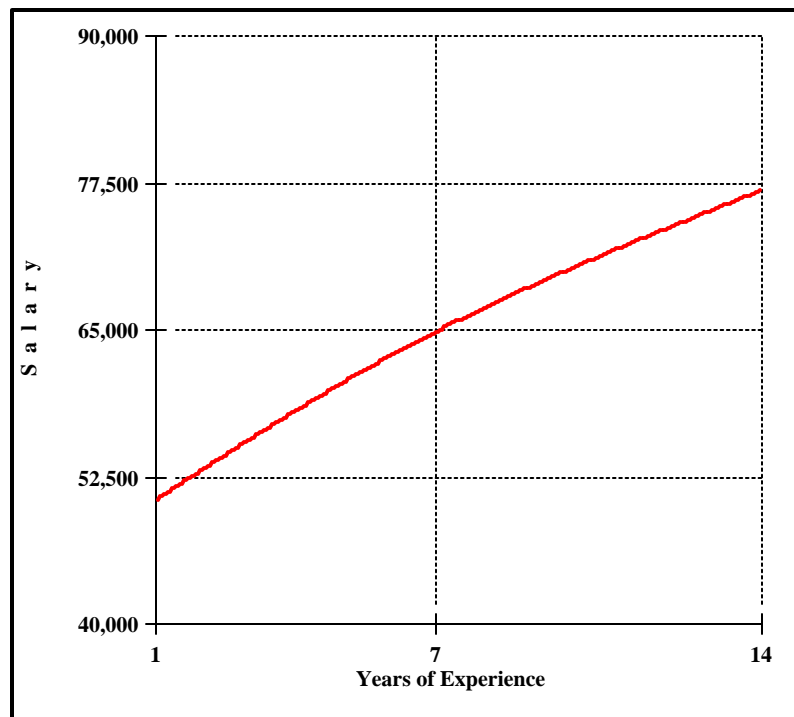
Executive Chef (Hotel & Restaurant)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$71,769	\$48,983	\$57,828	\$70,876	\$91,827	\$104,398	0.5
Incentive/Variable Pay		\$4,840		\$1,162	\$4,791	\$10,439	\$13,827	
Total Direct Annual Compensation		\$76,609	\$48,983	\$58,990	\$75,667	\$102,266	\$118,225	
ERI Assessor Databases								
Annual Salary		\$64,898	\$55,047	\$59,247	\$64,008	\$70,198	\$75,658	
Incentive/Variable Pay		\$1,311	\$1,116	\$1,201	\$1,298	\$1,423	\$1,534	
Total Direct Annual Compensation		\$66,209	\$56,163	\$60,448	\$65,306	\$71,621	\$77,192	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Coordinates activities of and directs indoctrination and training of Chefs, Cooks, and other kitchen workers engaged in preparing and cooking foods in hotels or restaurants to ensure efficient and profitable food services. Plans or collaborates with others in planning menus and utilization of food surpluses and leftovers, taking into account probable number of guests, marketing conditions, popularity of various dishes, and recency of menu. Estimates food consumption, and purchases or requisitions foodstuffs and kitchen supplies. Reviews menus, analyzes recipes, determines food, labor, and overhead costs, and assigns prices to menu items. Directs food apportionment policy to control costs. Supervises cooking and other kitchen personnel and coordinates their assignments to ensure economical and timely food production. Observes methods of food preparation and cooking, sizes of portions, and garnishing of foods to ensure food is prepared in prescribed manner. Tests cooked foods by tasting and smelling them. Devises special dishes and develops recipes. Hires and discharges employees. Familiarizes newly hired chefs and cooks with practices of restaurant kitchen and oversees training of cook apprentices. Maintains time and payroll records. Establishes and enforces nutrition and sanitation standards for restaurant. May supervise or cooperate with steward/stewardess in matters pertaining to kitchen, pantry, and storeroom. eDOT: 187.161-010



Executive Chef (Hotel & Restaurant)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	187.161-010	<u>Understanding & Memory</u>		Strength	M	Far Acuity	O
Occupational Code	187	Memory	F	Occasionally Lift/Carry	2	Depth Perception	O
Specific Vocational Preparation (SVP)	8	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	7	Detailed Instruction Memory	F	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	F	Field of Vision	O
Data	1	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	O	Standing	F	Exposure to Weather	N
Things	1	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	F
Mathematics Level	3	Work Routine	F	Balancing	O	Wet and/or Humid	N
Language Level	3	Work Distractions	F	Stooping	O	Noise Intensity Level	3
Reasoning Level	5	Work Decisions	C	Kneeling	O	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	O	Atmospheric Conditions	O
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	O
Verbal Aptitude	4	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	O
Spatial Aptitude	3	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	F	Exposure to Toxic Chemicals	O
Motor Coordination	3	<u>Adaptation</u>		Feeling	O	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	O
Manual Dexterity	4	Hazard Awareness	F	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel	O	Hearing	F	Creativity	F
Color Discrimination	3	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Executive Chef (Hotel & Restaurant)	eDOT Code:	187.161-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Food Service Managers	SOC Code:	119051
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	<u>Total</u>	<u>Asian</u>	<u>Hispanic or Latino</u>
Male	55.3 %	4.8 %	6.1 %
Female	44.7 %	3.2 %	3.8 %
Totals	100.0 %	8.0 %	9.9 %
	<u>White</u>	<u>Two or More Races</u>	
	39.3 %	0.2 %	
	3.5 %	0.1 %	
	3.6 %	0.1 %	
	7.1 %	0.2 %	

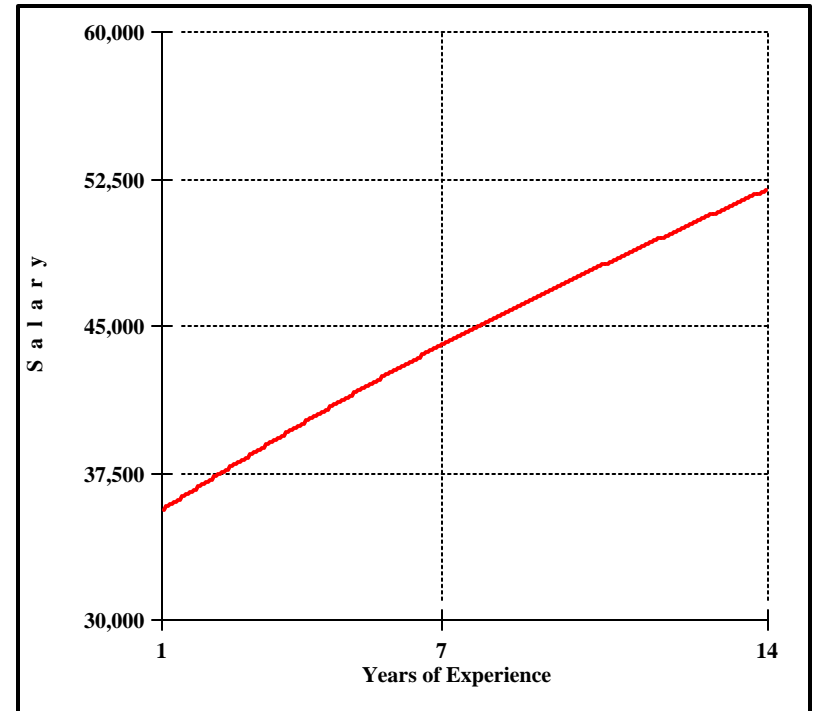
Executive Secretary

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$45,555	\$32,974	\$37,849	\$44,929	\$57,153	\$64,487	
Incentive/Variable Pay		\$2,991		\$718	\$2,961	\$6,346	\$8,377	
Total Direct Annual Compensation		\$48,546	\$32,974	\$38,567	\$47,890	\$63,499	\$72,864	0.2
ERI Assessor Databases								
Annual Salary		\$44,059	\$36,869	\$39,918	\$43,375	\$47,868	\$51,833	
Incentive/Variable Pay		\$773	\$650	\$704	\$765	\$845	\$914	
Total Direct Annual Compensation		\$44,832	\$37,519	\$40,622	\$44,140	\$48,713	\$52,747	
Survey Participants' Databases								
Annual Salary		\$42,693	\$30,280	\$34,485	\$38,856	\$58,983	\$78,342	
Incentive/Variable Pay								
Total Direct Annual Compensation	13	\$42,693	\$30,280	\$34,485	\$38,856	\$58,983	\$78,342	13.9

Position Description

Assists departments and/or lower-level executives by providing secretarial and administrative support, usually of a confidential nature. Composes letters and memoranda from dictation, verbal direction, or from knowledge of company policy or procedures. Composes and types routine correspondence. Files correspondence and other records. Answers telephone, gives information to callers, routes call to appropriate person, and places outgoing calls. Takes and transcribes notes and dictation. Reads and routes incoming mail. Locates and attaches appropriate file to correspondence to be answered by employer. Schedules appointments for employer, and gives information to callers. Greets visitors, ascertains nature of business, and directs visitors to employer or appropriate person. eDOT: 201.362-933



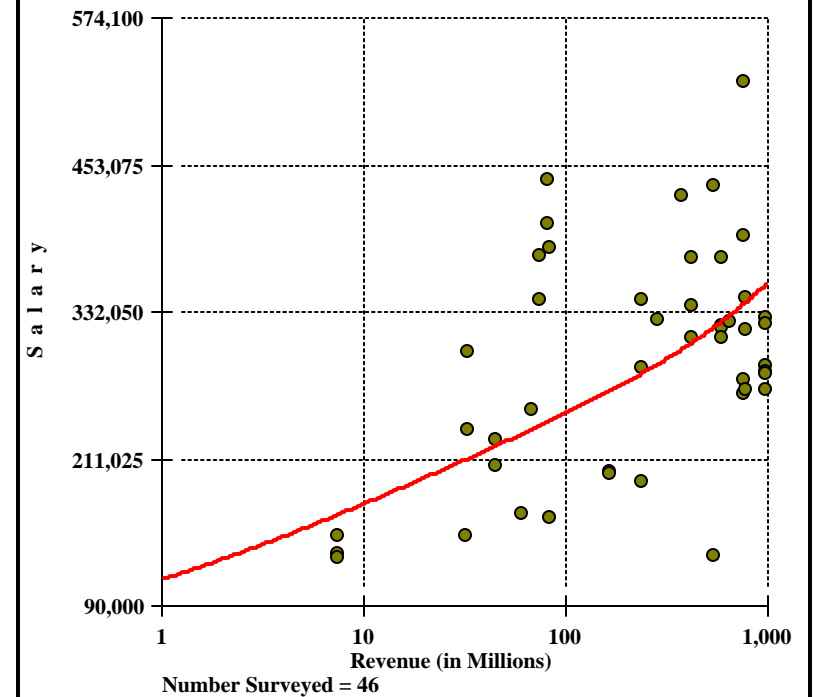
Executive Vice President

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Direct Compensation		\$262,469	\$151,448	\$200,852	\$259,672	\$390,806	\$520,642	
Allowances & Benefits		\$67,200		\$16,128	\$66,528	\$100,125	\$133,389	
Total Annual Compensation		\$329,669	\$151,448	\$216,980	\$326,200	\$490,931	\$654,031	
ERI Assessor Databases								
Annual Salary		\$249,290	\$115,846	\$177,075	\$246,482	\$336,710	\$416,307	
Incentive/Variable Pay		\$69,550	\$30,585	\$46,750	\$65,073	\$88,895	\$109,909	
Total Direct Annual Compensation	47	\$318,840	\$146,431	\$223,825	\$311,555	\$425,605	\$526,216	19.2
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs, plans, approves, revises, and implements overall corporate growth strategies and personnel activities. Oversees a broad range of activities or functions in the organization. This position is distinguished in that it is responsible for a broad range of activities or functions in the organization. In larger organizations, Vice President level position(s) may report to the Executive Vice President. Develops, recommends, evaluates and obtains approval of all major corporate personnel and operational plans and programs. Selects, develops, and motivates necessary management talent. Guides the development of innovative compensation and benefit programs and provides cost control of this element. Contributes to solutions of major public problems. May direct operations and/or administration functions. May provide staff support services to operating groups in the areas of operations, distribution, personnel, and corporate office administrative services, and participate as a member of the Executive Committee in planning and controlling corporate growth and evaluating performance against objectives. eDOT: 189.117-002



Fast Food Cook

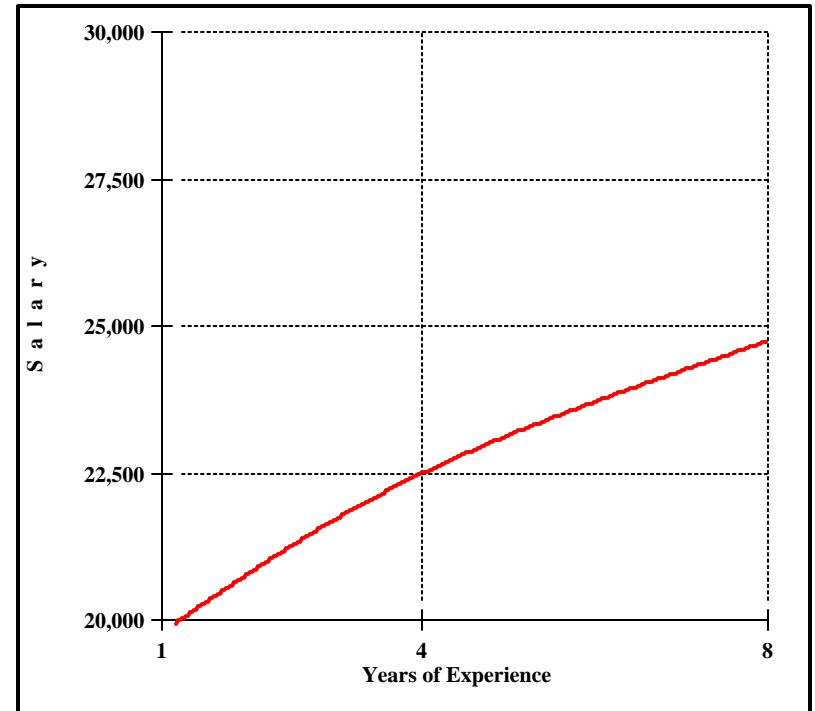
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$25,348	\$20,239	\$21,994	\$24,920	\$29,904	\$32,894	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,348	\$20,239	\$21,994	\$24,920	\$29,904	\$32,894	0.4
ERI Assessor Databases								
Annual Salary		\$22,498	\$19,617	\$20,753	\$22,041	\$23,716	\$25,193	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$22,498	\$19,617	\$20,753	\$22,041	\$23,716	\$25,193	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Cooks and prepares to-order foods requiring short preparation time. Reads food order or receives verbal instructions as to food required by patron, and prepares and cooks food according to instructions. Makes sandwiches. Prepares salads and slices meats and cheese, using slicing machine. Cleans work area and food preparation equipment. May prepare beverages. May serve meals to patrons over counter. eDOT: 313.374-010



Fast Food Cook

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	313.374-010	<i>Understanding & Memory</i>		Strength	M	Far Acuity	N
Occupational Code	313	Memory	F	Occasionally Lift/Carry	2	Depth Perception	O
Specific Vocational Preparation (SVP)	5	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	4	Detailed Instruction Memory	F	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>		Walking	O	Field of Vision	O
Data	3	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	7	Detailed Instruction	O	Standing	F	Exposure to Weather	N
Things	4	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	F
Mathematics Level	2	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	2	Work Distractions	O	Stooping	O	Noise Intensity Level	3
Reasoning Level	3	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	O	Atmospheric Conditions	N
General Learning Ability	3	<i>Social Interaction</i>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	2	Work Behavior	O	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<i>Adaptation</i>		Feeling	N	Exposure to Biohazards	F
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	O	Other Environmental Conditions	F
Manual Dexterity	3	Hazard Awareness	F	Talking	N	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	O	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Fast Food Cook	eDOT Code:	313.374-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Cooks, Fast Food	SOC Code:	352011
	Total	Black or African American	Native Hawaiian or Other Pacific Islander
	White	Asian	Hispanic or Latino
	American Indian or Alaska Native	Two or More Races	
Male	55.8 %	27.1 %	9.1 %
Female	44.2 %	26.2 %	8.0 %
Totals	100.0 %	53.2 %	17.2 %

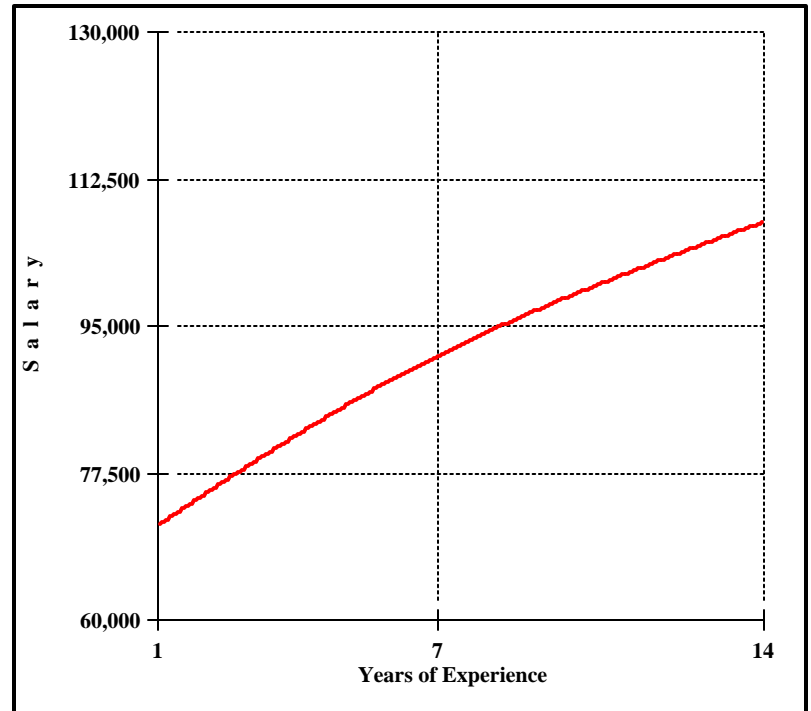
Fast Food Manager (Multiple Locations)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$98,474	\$73,936	\$83,237	\$97,319	\$122,078	\$136,933	0.2
Incentive/Variable Pay		\$4,059		\$974	\$4,019	\$8,509	\$11,203	
Total Direct Annual Compensation		\$102,533	\$73,936	\$84,211	\$101,338	\$130,587	\$148,136	
ERI Assessor Databases								
Annual Salary		\$91,525	\$79,530	\$84,613	\$90,375	\$97,865	\$104,473	
Incentive/Variable Pay		\$5,189	\$4,521	\$4,810	\$5,137	\$5,563	\$5,939	
Total Direct Annual Compensation		\$96,714	\$84,051	\$89,423	\$95,512	\$103,428	\$110,412	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages and coordinates activities of subordinate managerial personnel involved in operating fast food services in assigned area. Acts as District Manager over franchised or independent fast food or wholesale-prepared food establishment. Reviews operation records and reports of subordinate managers to project sales and to determine restaurant profitability. Organizes sales and promotional activities of restaurant managers. Maintains employment records for each manager. Terminates employment of managers whose performance does not meet company standards. Directs through subordinate managerial staff, compliance of workers with established company policies, procedures, and standards. Inspects premises of assigned area to ensure that physical facilities comply with safety, health, and environmental codes and ordinances. Analyzes marketing potential of new and existing restaurant locations and recommends additional sites or deletion of existing area restaurants. eDOT: 185.137-200



Fast Food Manager (Multiple Locations)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	185.137-200	<u>Understanding & Memory</u>		Strength	L	Far Acuity	N
Occupational Code	185	Memory	F	Occasionally Lift/Carry	1	Depth Perception	O
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	6	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	3	Detailed Instruction	O	Standing	F	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	4	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	O	Noise Intensity Level	3
Reasoning Level	5	Work Decisions	F	Kneeling	O	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	4	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	4	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	O	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	F	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	F	Hearing	F	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:					
eDOT Title:	Fast Food Manager (Multiple Locations)	eDOT Code:	185.137-200				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	First-Line Supervisors of Retail Sales Workers	SOC Code:	411011				
		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	Total	Black or African American	Asian	Hispanic or Latino			
Male	58.2 %	White	2.6 %	4.4 %			
Female	41.8 %	American	1.4 %	3.1 %			
Totals	100.0 %	Islander	4.0 %	7.5 %			

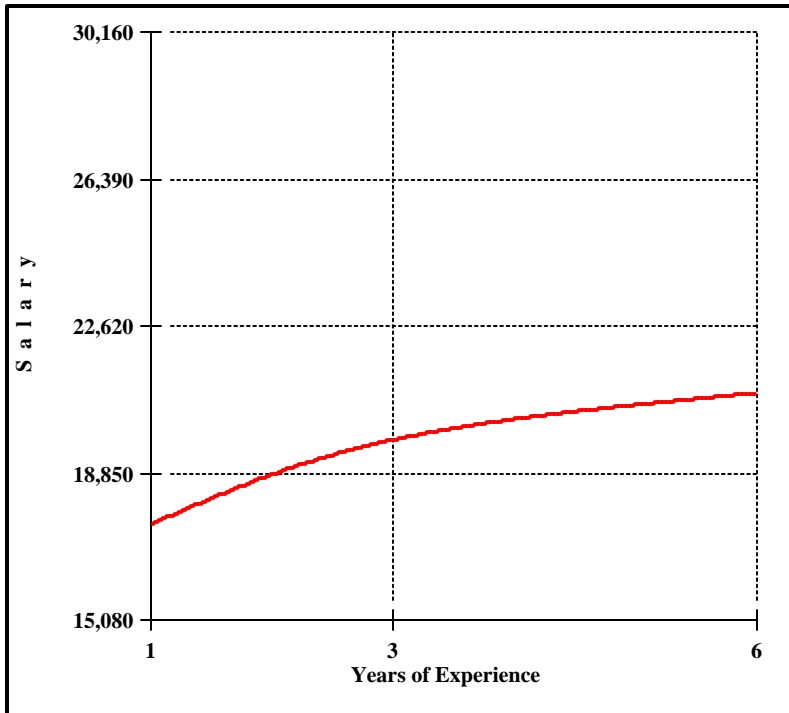
Fast Food Worker

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$22,445	\$16,889	\$18,824	\$22,048	\$25,289	\$27,234	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$22,445	\$16,889	\$18,824	\$22,048	\$25,289	\$27,234	0.3
ERI Assessor Databases								
Annual Salary		\$19,708	\$17,550	\$18,364	\$19,286	\$20,485	\$21,542	
Incentive/Variable Pay		\$199	\$180	\$187	\$197	\$209	\$221	
Total Direct Annual Compensation		\$19,907	\$17,730	\$18,551	\$19,483	\$20,694	\$21,763	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Serves customers at fast food restaurant, performing a variety of duties. Requests customer order and depresses keys of multi-counting machine to simultaneously record order and compute bill. Receives payment. Picks requested food items from serving or storage areas and assembles items on serving tray or in takeout bag. Notifies kitchen personnel of shortages or special orders. Serves cold beverages, frozen milk drinks or deserts. Makes and serves hot beverages. Presses lids onto beverages and places beverages on serving tray or in takeout container. May cook or apportion French fries or perform other minor duties to prepare food, serve customers, or maintain orderly eating or serving areas. eDOT: 311.472-010



Fast Food Worker

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	311.472-010	<u>Understanding & Memory</u>	Strength	L
Occupational Code	311	Memory	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	2	Short Instruction Memory	Frequently Lift/Carry	1
Education Level	3	Detailed Instruction Memory	Push/Pull	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	Walking	F
Data	4	Short Instruction	Sitting	O
People	7	Detailed Instruction	Standing	F
Things	2	Concentration & Attention	Sit/Stand Option	N
<u>Literacy Demands</u>		Work Schedule	Climbing	N
Mathematics Level	2	Work Routine	Balancing	N
Language Level	2	Work Distractions	Stooping	O
Reasoning Level	2	Work Decisions	Kneeling	O
<u>Aptitudes</u>		Work Completion	Crouching	O
General Learning Ability	2	<u>Social Interaction</u>	Crawling	N
Verbal Aptitude	2	Public Interaction	Reaching	F
Numeric Aptitude	2	Assignment/Assistance	Reaching Upward	F
Spatial Aptitude	2	Work Review	Reaching Downward	F
Form Perception	2	Peer Interaction	Handling	F
Clerical Perception	3	Work Behavior	Fingering	O
Motor Coordination	3	<u>Adaptation</u>	Feeling	N
Finger Dexterity	3	Adaptation to Change	Keyboard Use	F
Manual Dexterity	4	Hazard Awareness	Talking	F
Eye-Hand-Foot Coord.	2	Travel	Hearing	O
Color Discrimination	2	Independent Planning	Tasting/Smelling	O
			Near Acuity	F
			Far Acuity	O
			Depth Perception	O
			Accommodation	O
			Color Vision	O
			Field of Vision	N
			<u>Environmental Conditions</u>	
			Exposure to Weather	N
			Extreme Cold	N
			Extreme Heat	N
			Wet and/or Humid	N
			Noise Intensity Level	3
			Vibration	N
			Atmospheric Conditions	N
			Proximity to Moving Parts	N
			Exposure to Electrical Shock	N
			Working In High Places	N
			Exposure to Radiation	N
			Working With Explosives	N
			Exposure to Toxic Chemicals	N
			Exposure to Biohazards	O
			Other Environmental Conditions	N
			<u>Additional Measures</u>	
			Creativity	N
			Administrative Activity	N
			Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:							Codes:		
eDOT Title:		Fast Food Worker					eDOT Code:		
OES Area:		US - National					311.472-010		
SOC Job Family:		Combined Food Preparation and Serving Workers, Including Fast Food					OES Code:		
							193000700000		
							SOC Code:		
							353021		
			Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races	
Male	32.8 %	20.5 %	5.0 %	0.0 %	1.1 %	5.0 %	0.3 %	0.9 %	
Female	67.2 %	47.5 %	9.4 %	0.1 %	1.3 %	6.9 %	0.6 %	1.4 %	
Totals	100.0 %	67.9 %	14.4 %	0.1 %	2.5 %	11.9 %	0.9 %	2.3 %	

Financial Analyst

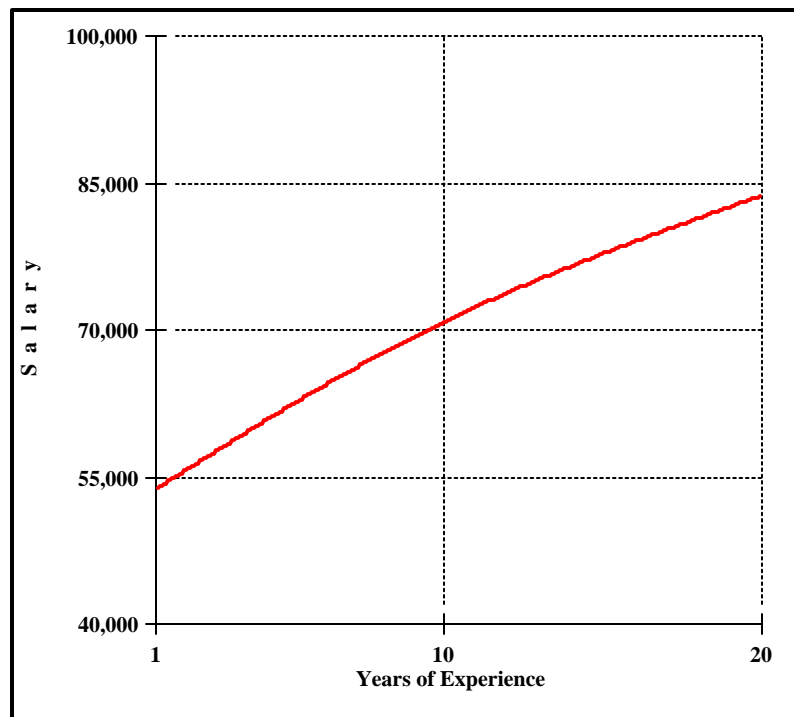
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$76,136	\$46,512	\$58,334	\$75,196	\$96,096	\$108,636	0.7
Incentive/Variable Pay		\$8,119		\$1,948	\$8,038	\$17,301	\$22,859	
Total Direct Annual Compensation		\$84,255	\$46,512	\$60,282	\$83,234	\$113,397	\$131,495	
ERI Assessor Databases								
Annual Salary		\$70,843	\$59,407	\$64,321	\$69,891	\$77,131	\$83,519	3.5
Incentive/Variable Pay		\$3,082	\$2,594	\$2,808	\$3,051	\$3,368	\$3,647	
Total Direct Annual Compensation		\$73,925	\$62,001	\$67,129	\$72,942	\$80,499	\$87,166	
Survey Participants' Databases								
Annual Salary		\$63,826	\$54,566	\$60,399	\$66,464	\$66,645	\$66,820	3.5
Incentive/Variable Pay								
Total Direct Annual Compensation	8	\$63,826	\$54,566	\$60,399	\$66,464	\$66,645	\$66,820	

Position Description

Analyzes past and present financial data of organization and estimates future revenues and expenditures, applying principles of finance. Runs and documents financial analysis projects. Aids organization with financial functions, such as assessing, auditing, planning, budgeting, taxes, consolidation, cost control, and project control. Evaluates and analyzes capital expenditures, depreciation, proposals, investment opportunities, rate of return, profit plans, operating records, financial statements, etc. Analyzes records of present and past operations, trends and costs, estimated and realized revenues, administrative commitments, and obligations incurred to project future revenues and expenses. Documents revenues and expenditures expected and submits to management. Develops financial/accounting concepts for financial planning and control. Assists in preparation of special studies, analyses, and recommendations in areas such as budgets, forecasts, financial plans, governmental requirements, statistical reports, and business forecasts. Advises management on matters, such as effective use of resources and assumptions underlying budget forecasts. Interprets budgets to management. Conducts and may lead audits. May assist in financial analysis of legislative projects to develop capital improvement budget. May act as consultant to management on financial policies, procedures, and applications. May assist communities in developing budget and efficient use of funds. May provide functional and technical direction to other staff members.
eDOT: 161.067-011



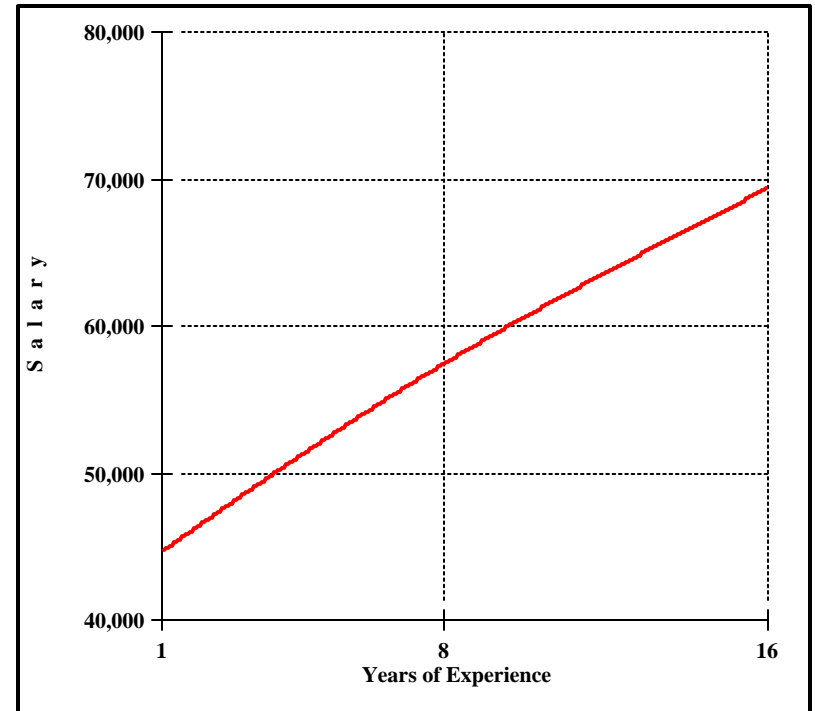
Food Services Manager (Full Menu)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$62,278	\$44,337	\$51,047	\$61,480	\$81,009	\$92,727	0.5
Incentive/Variable Pay		\$2,149		\$516	\$2,127	\$4,705	\$6,252	
Total Direct Annual Compensation		\$64,427	\$44,337	\$51,563	\$63,607	\$85,714	\$98,979	
ERI Assessor Databases								
Annual Salary		\$57,508	\$48,186	\$52,172	\$56,690	\$62,563	\$67,744	5.9
Incentive/Variable Pay		\$1,280	\$1,077	\$1,166	\$1,267	\$1,399	\$1,515	
Total Direct Annual Compensation		\$58,788	\$49,263	\$53,338	\$57,957	\$63,962	\$69,259	
Survey Participants' Databases								
Annual Salary		\$63,139	\$46,914	\$54,747	\$62,890	\$65,318	\$67,654	5.9
Incentive/Variable Pay								
Total Direct Annual Compensation	9	\$63,139	\$46,914	\$54,747	\$62,890	\$65,318	\$67,654	

Position Description

Manages the food services operation of a full-menu restaurant with table service or similar establishments; may also include small- to medium-size institutional facilities. Confers with supervisory personnel in formulating administrative and operational policies and procedures. Directs and coordinates, through subordinate supervisory personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for food services. Prepares recommendations on findings for management evaluation. Recommends capital expenditures for acquisition of new equipment that would increase efficiency and safety of operations. Approves requisitions for equipment, materials, and supplies within limits of operations department budget. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental regulations. May negotiate contracts with equipment and materials suppliers. eDOT: 187.167-410



Food Services Manager (Full Menu)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	187.167-410	Strength	L
Occupational Code	187	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	7	Frequently Lift/Carry	0
Education Level	6	Push/Pull	0
<u>Worker Functions</u>		Walking	0
Data	1	Sitting	F
People	6	Standing	O
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	4	Balancing	N
Language Level	4	Stooping	O
Reasoning Level	5	Kneeling	N
<u>Aptitudes</u>		Crouching	O
General Learning Ability	4	Crawling	N
Verbal Aptitude	4	Reaching	F
Numeric Aptitude	3	Reaching Upward	F
Spatial Aptitude	3	Reaching Downward	F
Form Perception	3	Handling	F
Clerical Perception	3	Fingering	O
Motor Coordination	3	Feeling	O
Finger Dexterity	2	Keyboard Use	O
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	F
Color Discrimination	2	Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	O
		Depth Perception	N
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	O
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	O
		Discretion/Independent Judgment	C

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:							
eDOT Title:	Food Services Manager (Full Menu)					eDOT Code:	187.167-410						
OES Area:	US - National					OES Code:	193000700000						
SOC Job Family:	Food Service Managers					SOC Code:	119051						
		Black or African American		Native Hawaiian or Other Pacific Islander		Asian		Hispanic or Latino		American Indian or Alaska Native		Two or More Races	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native						
Male	55.3 %	39.3 %	3.5 %	0.1 %	4.8 %	6.1 %	0.2 %			1.4 %			
Female	44.7 %	32.8 %	3.6 %	0.1 %	3.2 %	3.8 %	0.2 %			0.8 %			
Totals	100.0 %	72.2 %	7.1 %	0.2 %	8.0 %	9.9 %	0.5 %			2.3 %			

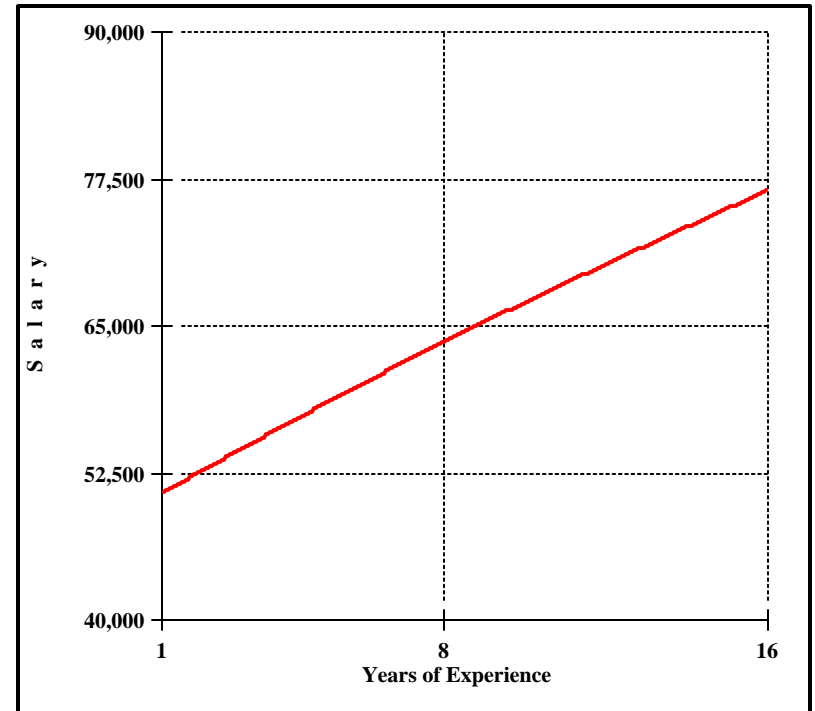
Food Services Manager (Mid-Size Location)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$69,812	\$49,321	\$57,187	\$68,938	\$89,213	\$101,378	0.5
Incentive/Variable Pay		\$3,886		\$933	\$3,847	\$8,372	\$11,087	
Total Direct Annual Compensation		\$73,698	\$49,321	\$58,120	\$72,785	\$97,585	\$112,465	
ERI Assessor Databases								
Annual Salary		\$63,725	\$53,418	\$57,836	\$62,845	\$69,356	\$75,099	
Incentive/Variable Pay		\$2,545	\$2,141	\$2,318	\$2,518	\$2,779	\$3,010	
Total Direct Annual Compensation		\$66,270	\$55,559	\$60,154	\$65,363	\$72,135	\$78,109	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages the food services operation of a mid-sized hotel, mid-sized restaurant, mid-sized institutional cafeteria/food services, or similar establishment. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures. Directs and coordinates activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for food services. Prepares recommendations on findings for management evaluation. Recommends capital expenditures for acquisition of new equipment that would increase efficiency and safety of operations. Approves requisitions for equipment, materials, and supplies within limits of operations department budget. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental regulations. May negotiate contracts with equipment and materials suppliers. eDOT: 187.167-201



Food Services Manager (Mid-Size Location)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	187.167-201	<u>Understanding & Memory</u>		Strength		Far Acuity	
Occupational Code	187	Memory		Occasionally Lift/Carry		Depth Perception	
Specific Vocational Preparation (SVP)	7	Short Instruction Memory		Frequently Lift/Carry		Accommodation	
Education Level	6	Detailed Instruction Memory		Push/Pull		Color Vision	
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking		Field of Vision	
Data	1	Short Instruction		Sitting		<u>Environmental Conditions</u>	
People	6	Detailed Instruction		Standing		Exposure to Weather	
Things	7	Concentration & Attention		Sit/Stand Option		Extreme Cold	
<u>Literacy Demands</u>		Work Schedule		Climbing		Extreme Heat	
Mathematics Level	4	Work Routine		N		Wet and/or Humid	
Language Level	4	Work Distractions		Balancing		Noise Intensity Level	
Reasoning Level	5	Work Decisions		O		Vibration	
<u>Aptitudes</u>		Work Completion		Stooping		Atmospheric Conditions	
General Learning Ability	4	<u>Social Interaction</u>		Kneeling		Proximity to Moving Parts	
Verbal Aptitude	4	Public Interaction		Crouching		Exposure to Electrical Shock	
Numeric Aptitude	3	Assignment/Assistance		N		Working In High Places	
Spatial Aptitude	3	Work Review		Reaching		Exposure to Radiation	
Form Perception	3	Peer Interaction		Reaching Upward		Working With Explosives	
Clerical Perception	3	Work Behavior		Reaching Downward		Exposure to Toxic Chemicals	
Motor Coordination	3	<u>Adaptation</u>		Handling		Exposure to Biohazards	
Finger Dexterity	3	Adaptation to Change		Fingering		Other Environmental Conditions	
Manual Dexterity	3	Hazard Awareness		Feeling		<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel		Keyboard Use		Creativity	
Color Discrimination	2	Independent Planning		Talking		Administrative Activity	
				Hearing		Discretion/Independent Judgment	
				Tasting/Smelling			
				Near Acuity			

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:							Codes:			
eDOT Title:		Food Services Manager (Mid-Size Location)					eDOT Code:		187.167-201	
OES Area:		US - National					OES Code:		193000700000	
SOC Job Family:		Food Service Managers					SOC Code:		119051	
		Black or African American			Native Hawaiian or Other Pacific Islander		Hispanic or Latino		American Indian or Alaska Native	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races		
Male	55.3 %	39.3 %	3.5 %	0.1 %	4.8 %	6.1 %	0.2 %	1.4 %		
Female	44.7 %	32.8 %	3.6 %	0.1 %	3.2 %	3.8 %	0.2 %	0.8 %		
Totals	100.0 %	72.2 %	7.1 %	0.2 %	8.0 %	9.9 %	0.5 %	2.3 %		

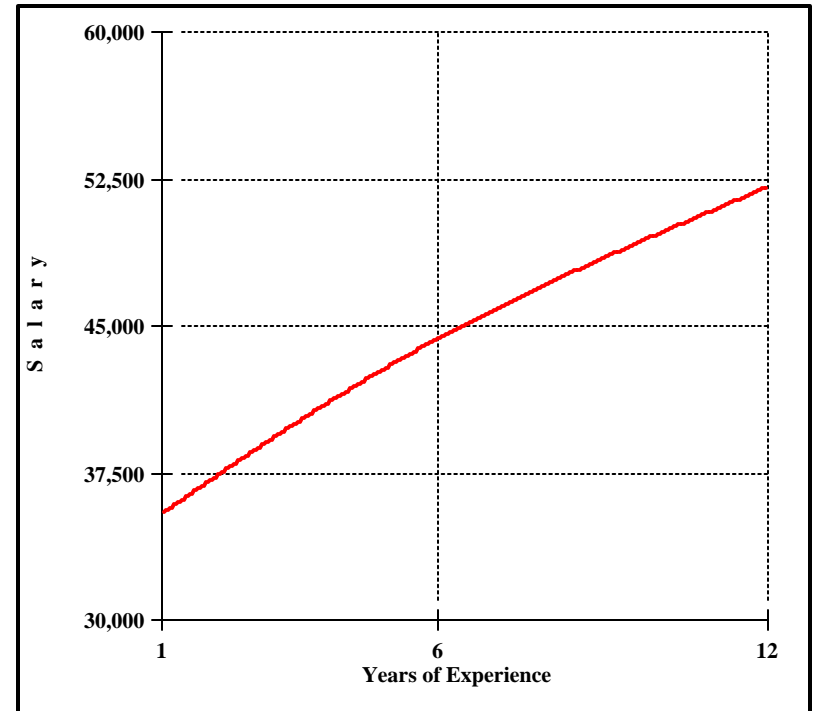
Food Services Supervisor

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$49,936	\$32,868	\$39,262	\$49,264	\$62,377	\$70,245	0.3
Incentive/Variable Pay		\$1,870		\$449	\$1,852	\$3,954	\$5,215	
Total Direct Annual Compensation		\$51,806	\$32,868	\$39,711	\$51,116	\$66,331	\$75,460	
ERI Assessor Databases								
Annual Salary		\$44,372	\$38,450	\$40,907	\$43,693	\$47,314	\$50,509	
Incentive/Variable Pay		\$600	\$523	\$557	\$595	\$645	\$688	
Total Direct Annual Compensation		\$44,972	\$38,973	\$41,464	\$44,288	\$47,959	\$51,197	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises employees engaged in serving food prepared by establishment and in maintaining cleanliness of food services areas and equipment. Develops work schedules and assigns and coordinates work of employees to promote efficiency of operations. Trains workers in performance of duties. Inspects kitchen and dining areas and kitchen utensils and equipment to ensure sanitary standards are met. Keeps records, such as amount and cost of food served and hours worked by employees. Requisitions and inspects foodstuffs, supplies, and equipment to maintain stock levels and ensure standards of quality are met. Evaluates work performance of employees. May direct preparation of foods and beverages. In hospitals or similar institutions, may assist Dietitian in planning menus. May interview, select, or hire new employees.
eDOT: 319.137-010



Food Services Supervisor

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	319.137-010	Strength	L
Occupational Code	319	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	6	Frequently Lift/Carry	0
Education Level	5	Push/Pull	N
<u>Worker Functions</u>		Walking	O
Data	1	Sitting	O
People	3	Standing	F
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	3	Sit/Stand Option	N
Language Level	3	Balancing	N
Reasoning Level	4	Stooping	N
<u>Aptitudes</u>		Kneeling	N
General Learning Ability	3	Crouching	N
Verbal Aptitude	3	Crawling	N
Numeric Aptitude	3	Reaching	F
Spatial Aptitude	2	Reaching Upward	O
Form Perception	2	Reaching Downward	O
Clerical Perception	3	Handling	F
Motor Coordination	2	Fingering	F
Finger Dexterity	2	Feeling	O
Manual Dexterity	2	Keyboard Use	O
Eye-Hand-Foot Coord.	2	Talking	F
Color Discrimination	2	Hearing	O
		Tasting/Smelling	F
		Near Acuity	F
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	O
		Extreme Heat	O
		Wet and/or Humid	O
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	O
		Other Environmental Conditions	O
		<u>Additional Measures</u>	
		Creativity	N
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:			
eDOT Title:	Food Services Supervisor	eDOT Code:	319.137-010	OES Code:	193000700000	SOC Code:	351012
OES Area:	US - National						
SOC Job Family:	First-Line Supervisors of Food Preparation and Serving Workers						
		Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
	Total	White					
Male	42.6 %	27.7 %	0.1 %	1.9 %	6.3 %	0.3 %	1.1 %
Female	57.4 %	39.9 %	0.1 %	1.4 %	6.0 %	0.5 %	1.1 %
Totals	100.0 %	67.5 %	0.2 %	3.4 %	12.3 %	0.7 %	2.2 %

Garde Manger

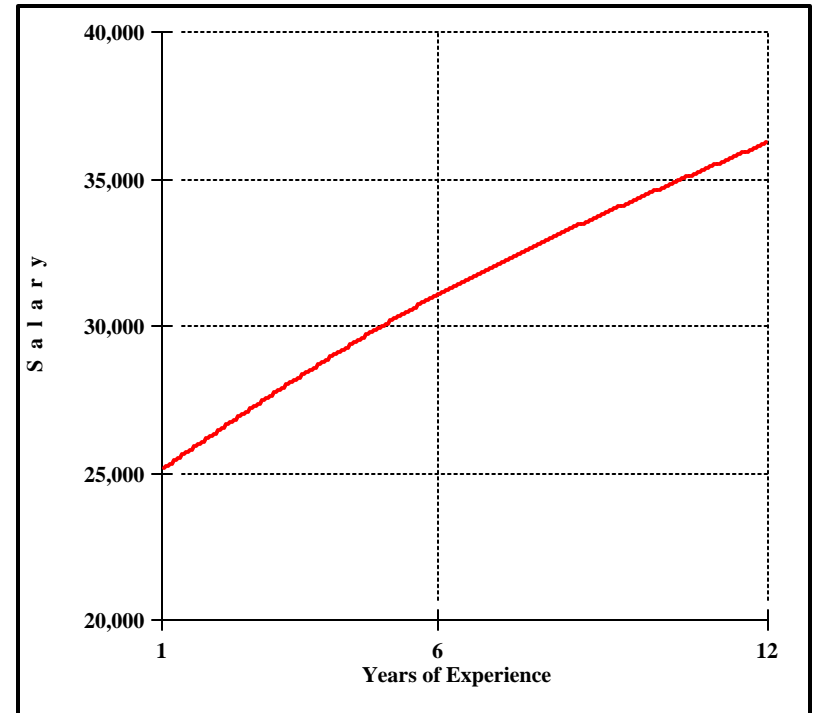
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$34,718	\$24,540	\$28,162	\$34,199	\$42,849	\$48,039	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$34,718	\$24,540	\$28,162	\$34,199	\$42,849	\$48,039	0.3
ERI Assessor Databases								
Annual Salary		\$31,077	\$26,252	\$28,255	\$30,526	\$33,477	\$36,081	
Incentive/Variable Pay		\$372	\$316	\$340	\$367	\$403	\$435	
Total Direct Annual Compensation		\$31,449	\$26,568	\$28,595	\$30,893	\$33,880	\$36,516	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Prepares appetizers, relishes, and hors d'oeuvres. Chops, dices, and grinds meats and vegetables. Slices cold meats and cheese. Prepares such dishes as meat loaves and salads, utilizing leftover meats, seafood, and poultry. Consults with supervisory staff to determine dishes that will use greatest amount of leftovers. Arranges and garnishes cold meat dishes. Prepares cold meat sandwiches. Mixes and prepares cold sauces, meat glazes, jellies, salad dressings, and stuffings. May supervise pantry workers. May follow recipes to prepare foods. eDOT: 313.361-034



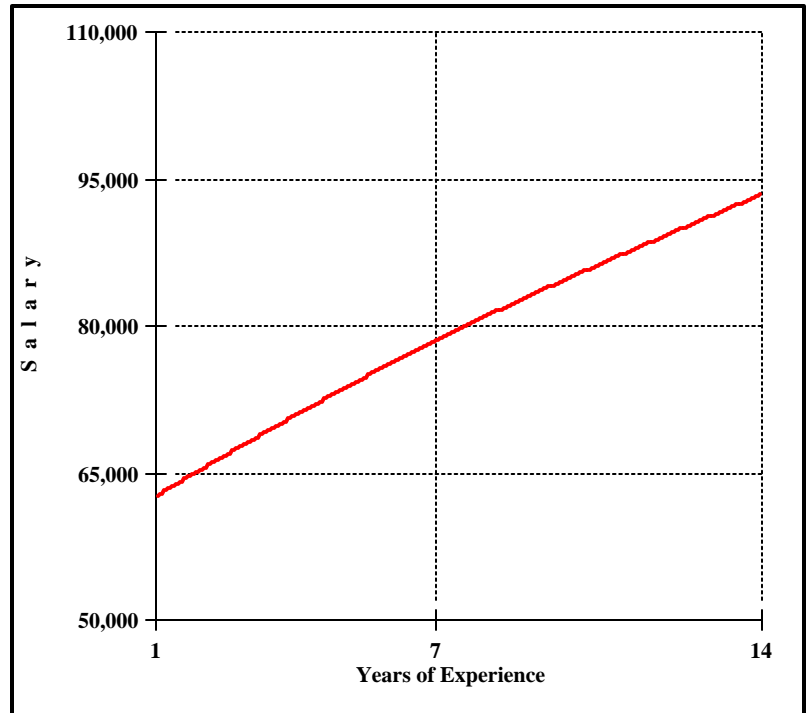
Golf Club Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$84,138	\$55,515	\$67,317	\$83,123	\$106,716	\$120,871	0.4
Incentive/Variable Pay		\$11,042		\$2,650	\$10,931	\$23,622	\$31,237	
Total Direct Annual Compensation		\$95,180	\$55,515	\$69,967	\$94,054	\$130,338	\$152,108	
ERI Assessor Databases								
Annual Salary		\$78,559	\$66,678	\$71,765	\$77,532	\$85,029	\$91,643	
Incentive/Variable Pay		\$7,955	\$6,773	\$7,290	\$7,876	\$8,638	\$9,309	
Total Direct Annual Compensation		\$86,514	\$73,451	\$79,055	\$85,408	\$93,667	\$100,952	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages golf club to provide entertainment for patrons; directs activities of dining room, kitchen workers, and crews that maintain club buildings, equipment, and condition of golf course. Hires and discharges workers. Estimates quantities and costs of foodstuffs, beverages, and groundskeeping equipment to prepare operating budget. Explains necessity of items on budget to Board of Directors and requests approval. Inspects club buildings, equipment, and golf course. Requisitions materials, such as foodstuffs, beverages, seeds, fertilizers, and groundskeeping equipment. Keeps accounts of receipts and expenditures. May assist in planning tournaments. eDOT: 187.167-114



Golf Club Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 187.167-114	<u>Understanding & Memory</u>	Strength L	Depth Perception N
Occupational Code 187	Memory F	Occasionally Lift/Carry 1	Accommodation O
Specific Vocational Preparation (SVP) 6	Short Instruction Memory C	Frequently Lift/Carry 0	Color Vision N
Education Level 7	Detailed Instruction Memory O	Push/Pull N	Field of Vision N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 1	Short Instruction C	Sitting O	Exposure to Weather N
People 6	Detailed Instruction O	Standing F	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule O	Climbing N	Wet and/or Humid N
Mathematics Level 4	Work Routine O	Balancing N	Noise Intensity Level 3
Language Level 3	Work Distractions F	Stooping N	Vibration N
Reasoning Level 4	Work Decisions F	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 4	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction F	Reaching F	Working In High Places N
Numeric Aptitude 4	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Working With Explosives N
Form Perception 2	Peer Interaction F	Handling F	Exposure to Toxic Chemicals N
Clerical Perception 4	Work Behavior C	Fingering O	Exposure to Biohazards N
Motor Coordination 2	<u>Adaptation</u>	Feeling N	Other Environmental Conditions N
Finger Dexterity 2	Adaptation to Change O	Keyboard Use F	<u>Additional Measures</u>
Manual Dexterity 2	Hazard Awareness O	Talking F	Creativity N
Eye-Hand-Foot Coord. 1	Travel N	Hearing O	Administrative Activity O
Color Discrimination 1	Independent Planning F	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Golf Club Manager	eDOT Code:	187.167-114
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping	SOC Code:	371012
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White		Two or More Races
	Total		
Male	93.3 %	71.9 %	4.1 %
Female	6.7 %	0.1 %	0.9 %
Totals	100.0 %	0.0 %	14.5 %
	77.5 %	0.3 %	0.6 %
	4.4 %	0.2 %	0.1 %
	0.2 %	1.0 %	0.6 %
	0.5 %	15.1 %	1.2 %
	0.1 %	0.6 %	0.1 %
	0.6 %	0.6 %	1.3 %

Graphic Designer

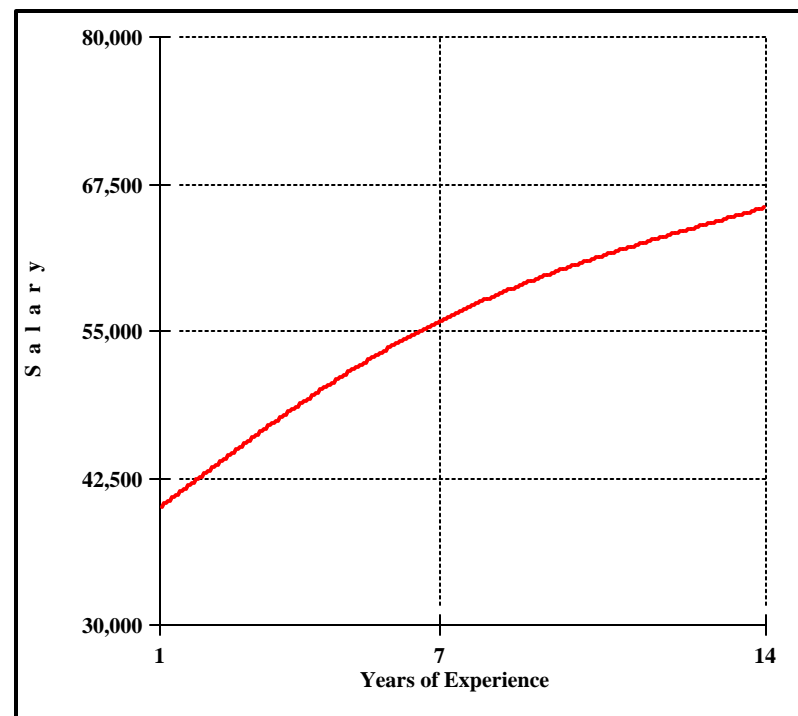
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$59,585	\$40,161	\$47,676	\$58,815	\$74,211	\$83,448	0.4
Incentive/Variable Pay		\$3,956		\$949	\$3,917	\$8,334	\$10,985	
Total Direct Annual Compensation		\$63,541	\$40,161	\$48,625	\$62,732	\$82,545	\$94,433	
ERI Assessor Databases								
Annual Salary		\$55,915	\$46,845	\$50,720	\$55,112	\$60,822	\$65,859	5.6
Incentive/Variable Pay		\$2,179	\$1,834	\$1,985	\$2,157	\$2,380	\$2,577	
Total Direct Annual Compensation		\$58,094	\$48,679	\$52,705	\$57,269	\$63,202	\$68,436	
Survey Participants' Databases								
Annual Salary		\$54,182	\$42,946	\$50,180	\$57,702	\$59,345	\$60,926	5.6
Incentive/Variable Pay								
Total Direct Annual Compensation	6	\$54,182	\$42,946	\$50,180	\$57,702	\$59,345	\$60,926	

Position Description

Designs art and copy layouts for material to be presented by visual communications media such as books, magazines, newspapers, Internet websites, television, and packaging. Prepares materials manually or utilizes graphic software to design and produce finished artwork or product. Plans content, graphic aspects, and presentation of material, product, or service. Ensures consistency of design. Determines size and arrangement of illustrative material and copy, selects style and size of type, and arranges layout based upon available space, knowledge of layout principles, and esthetic design concepts. Draws sample of finished layout. Prepares notes and instructions for workers who assemble and prepare final layouts for printing. Reviews final layout and suggests improvements as needed. May key information into computer equipment to create layouts for client or supervisor. May prepare illustrations or rough sketches of material according to instructions of client or supervisor. May prepare series of drawings to illustrate sequence and timing of story development for television production. May mark up, paste, and assemble final layouts to prepare layouts for printer. May specialize in particular field, medium, or type of layout. May produce still and animated graphic formats for on-air and taped portions of television news broadcasts, using electronic video equipment. May photograph layouts, using camera, to make layout prints for supervisor or client. May develop negatives and prints, using negative and print developing equipment, tools, and work aids to produce layout photographs for client or supervisor. eDOT: 141.061-018



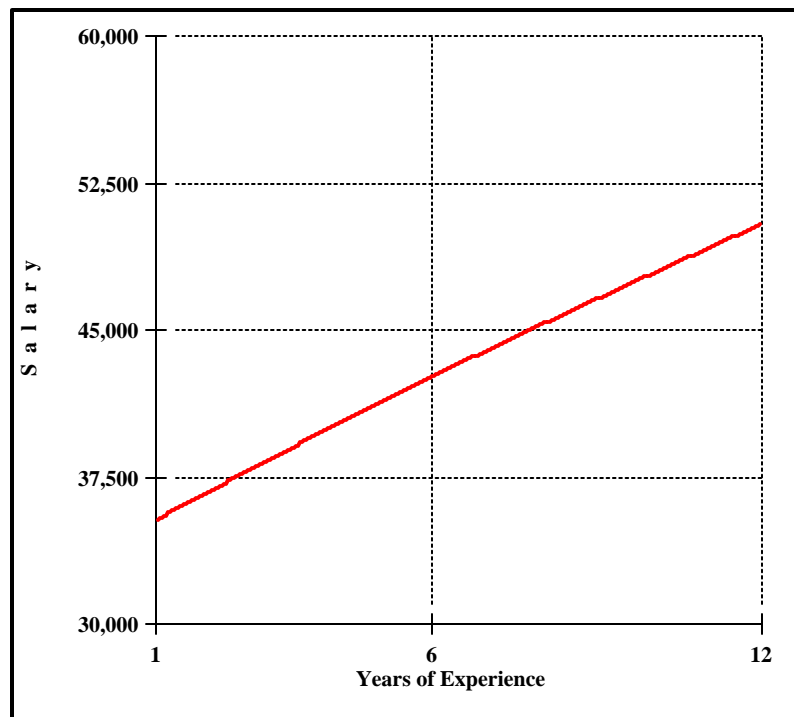
Greenskeeper

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$46,850	\$27,353	\$34,725	\$46,207	\$59,661	\$67,734	0.4
Incentive/Variable Pay		\$2,301		\$552	\$2,278	\$4,949	\$6,551	
Total Direct Annual Compensation		\$49,151	\$27,353	\$35,277	\$48,485	\$64,610	\$74,285	
ERI Assessor Databases								
Annual Salary		\$42,623	\$37,349	\$39,513	\$41,965	\$45,154	\$47,966	
Incentive/Variable Pay		\$483	\$426	\$450	\$479	\$515	\$547	
Total Direct Annual Compensation		\$43,106	\$37,775	\$39,963	\$42,444	\$45,669	\$48,513	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises and coordinates activities of workers engaged in preserving grounds and turf of golf course in playing condition. Confers with superior to plan and review work projects. Interprets specifications and job orders to workers, determines work priorities, and assigns workers to specific tasks, such as fertilizing, irrigating, seeding, mowing, raking, and spraying. Mixes and prepares recommended spray and dust solutions. This position typically reports to a manager and is the first level of supervision in the organization. Establishes or adjusts work procedures to meet schedules, using knowledge of capacities of machines and equipment. Recommends measures to improve production methods, equipment performance, quality, and suggests changes in working conditions and use of equipment to increase efficiency of department, or work crew. Analyzes and resolves work problems, or assists workers in solving work problems. Initiates or suggests plans to motivate workers to achieve work goals. Recommends or initiates personnel actions, such as promotions, transfers, discharges, and disciplinary measures. May train new workers. May direct and assist workers engaged in maintenance and repair of mechanical equipment. May assist workers to perform more critical duties. eDOT: 406.137-010



Greenskeeper

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	406.137-010	Memory	F
Occupational Code	406	<i>Understanding & Memory</i>	
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F
Education Level	4	Detailed Instruction Memory	O
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>	
Data	1	Short Instruction	F
People	3	Detailed Instruction	O
Things	7	Concentration & Attention	F
<u>Literacy Demands</u>		Work Schedule	O
Mathematics Level	3	Work Routine	F
Language Level	3	Work Distractions	F
Reasoning Level	4	Work Decisions	C
<u>Aptitudes</u>		Work Completion	F
General Learning Ability	3	<i>Social Interaction</i>	
Verbal Aptitude	3	Public Interaction	F
Numeric Aptitude	3	Assignment/Assistance	F
Spatial Aptitude	3	Work Review	O
Form Perception	3	Peer Interaction	F
Clerical Perception	2	Work Behavior	O
Motor Coordination	2	<i>Adaptation</i>	
Finger Dexterity	2	Adaptation to Change	F
Manual Dexterity	2	Hazard Awareness	F
Eye-Hand-Foot Coord.	3	Travel	O
Color Discrimination	2	Independent Planning	F
		Occasionally Lift/Carry	M
		Frequently Lift/Carry	2
		Push/Pull	O
		Walking	O
		Sitting	O
		Standing	F
		Sit/Stand Option	F
		Climbing	N
		Balancing	N
		Stooping	O
		Kneeling	N
		Crouching	N
		Crawling	N
		Reaching	F
		Reaching Upward	F
		Reaching Downward	F
		Handling	F
		Fingering	O
		Feeling	N
		Keyboard Use	O
		Talking	F
		Hearing	F
		Tasting/Smelling	N
		Near Acuity	N
		Far Acuity	O
		Depth Perception	O
		Accommodation	N
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	F
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	O
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	O
		Other Environmental Conditions	O
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Greenskeeper	eDOT Code:	406.137-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping	SOC Code:	371012
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	93.3 %	72.3 %	4.2 %
Female	6.7 %	0.1 %	0.9 %
Totals	100.0 %	5.6 %	14.1 %
	78.0 %	0.3 %	0.6 %
	4.4 %	0.0 %	0.1 %
	0.2 %	1.0 %	0.6 %
	0.1 %	0.6 %	1.1 %
	0.1 %	0.6 %	0.1 %
	0.2 %	1.0 %	1.2 %

Groundskeeper

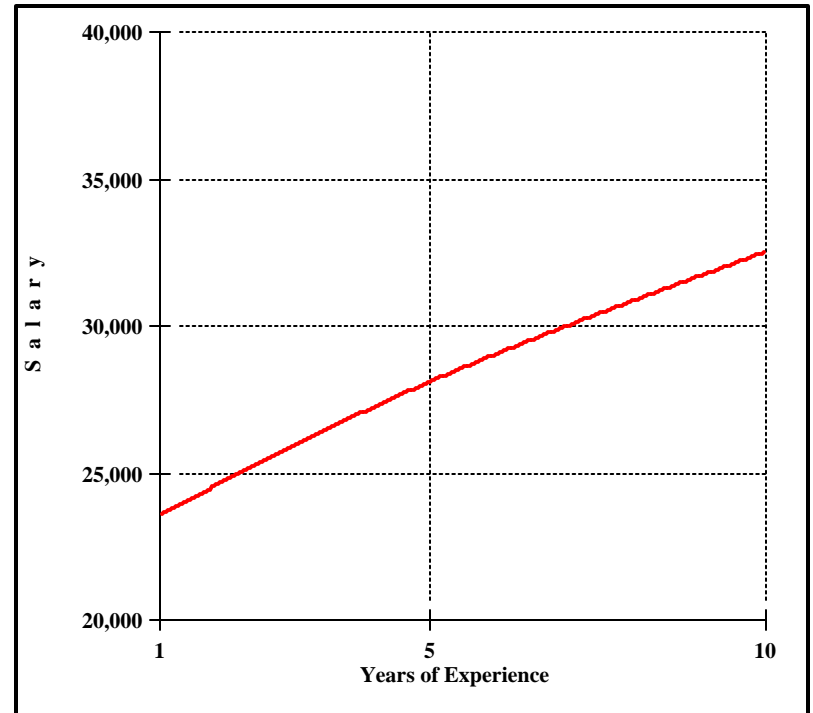
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$30,431	\$22,371	\$25,347	\$29,954	\$37,663	\$42,288	0.3
Incentive/Variable Pay		\$1,010		\$243	\$1,000	\$2,122	\$2,795	
Total Direct Annual Compensation		\$31,441	\$22,371	\$25,590	\$30,954	\$39,785	\$45,083	
ERI Assessor Databases								
Annual Salary		\$28,109	\$24,004	\$25,685	\$27,590	\$30,068	\$32,253	3.4
Incentive/Variable Pay		\$365	\$313	\$335	\$361	\$393	\$422	
Total Direct Annual Compensation		\$28,474	\$24,317	\$26,020	\$27,951	\$30,461	\$32,675	
Survey Participants' Databases								
Annual Salary		\$30,881	\$20,248	\$25,862	\$31,698	\$32,570	\$33,408	3.4
Incentive/Variable Pay								
Total Direct Annual Compensation	29	\$30,881	\$20,248	\$25,862	\$31,698	\$32,570	\$33,408	

Position Description

Sustains grounds of industrial, commercial, or public property. Cuts lawns, using hand mower or power mower. Trims and edges around walks, flowerbeds, and walls, using clippers, weed cutters, and edging tools. Prunes shrubs and trees to shape and improve growth or remove damaged leaves, branches, or twigs, using shears, pruners, or chain saw. Sprays lawn, shrubs, and trees with fertilizer, herbicides, and insecticides, using hand or automatic sprayer. Rakes and bags or burns leaves, using rake. Cleans grounds and removes litter, using spiked stick or broom. Shovels snow from walks and driveways. Spreads salt on public passage ways to prevent ice buildup. Plants grass, flowers, trees, and shrubs, using gardening tools. Waters lawn and shrubs, using hose or by activating fixed or portable sprinkler system. May repair fences, gates, walls, and walks, using carpentry and masonry tools. May paint fences and outbuildings. May clean out drainage ditches and culverts, using shovel and rake. May perform ground maintenance duties, using tractor equipped with attachments, such as mowers, lime or fertilizer spreaders, lawn roller, and snow removal equipment. May sharpen tools, such as weed cutters, edging tools, and shears, using file or knife sharpener. May make minor repairs on equipment, such as lawn mower, spreader, and snow removal equipment, using hand tools and power tools. May perform variety of laboring duties, common to type of employing establishment. eDOT: 406.684-014



Groundskeeper

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	406.684-014	<u>Understanding & Memory</u>		Strength	M	Far Acuity	F
Occupational Code	406	Memory	N	Occasionally Lift/Carry	2	Depth Perception	O
Specific Vocational Preparation (SVP)	4	Short Instruction Memory	O	Frequently Lift/Carry	1	Accommodation	O
Education Level	3	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	6	Short Instruction	O	Sitting	O	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	F	Standing	O	Exposure to Weather	F
Things	4	Concentration & Attention	O	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	O	Extreme Heat	N
Mathematics Level	2	Work Routine	O	Climbing	O	Wet and/or Humid	F
Language Level	2	Work Distractions	O	Balancing	O	Noise Intensity Level	4
Reasoning Level	3	Work Decisions	O	Stooping	O	Vibration	N
<u>Aptitudes</u>		Work Completion	O	Kneeling	O	Atmospheric Conditions	N
General Learning Ability	2	<u>Social Interaction</u>		Crouching	O	Proximity to Moving Parts	N
Verbal Aptitude	1	Public Interaction	F	Crawling	O	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching	O	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Upward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Reaching Downward	O	Working With Explosives	N
Clerical Perception	2	Work Behavior	O	Handling	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Fingering	O	Exposure to Biohazards	O
Finger Dexterity	1	Adaptation to Change	O	Feeling	N	Other Environmental Conditions	O
Manual Dexterity	3	Hazard Awareness	O	Keyboard Use	N	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel	N	Talking	O	Creativity	N
Color Discrimination	2	Independent Planning	O	Hearing	O	Administrative Activity	N
				Tasting/Smelling	N	Discretion/Independent Judgment	O
				Near Acuity	F		

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Groundskeeper	eDOT Code:	406.684-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Landscaping and Groundskeeping Workers	SOC Code:	373011
		Native Hawaiian or Other Pacific Islander	
		Asian	
		Hispanic or Latino	
		American Indian or Alaska Native	
		Two or More Races	
		Black or African American	
		White	
		Total	
Male	92.4 %	51.3 %	8.8 %
Female	7.6 %	5.4 %	0.6 %
Totals	100.0 %	56.8 %	9.4 %

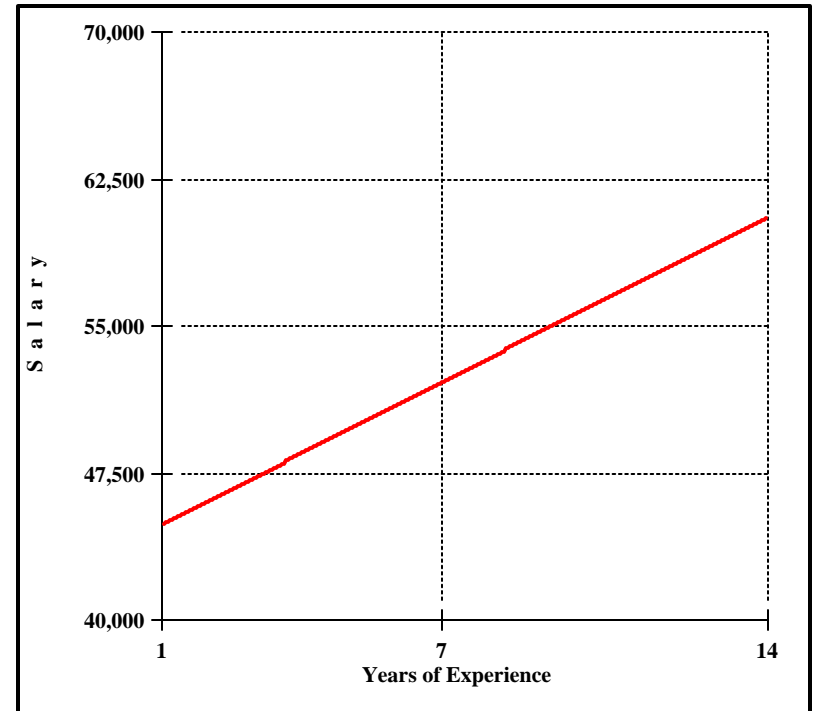
Group Sales Representative

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$50,595	\$38,310	\$42,948	\$49,904	\$63,041	\$70,923	
Incentive/Variable Pay		\$2,213		\$531	\$2,191	\$4,666	\$6,151	
Total Direct Annual Compensation		\$52,808	\$38,310	\$43,479	\$52,095	\$67,707	\$77,074	1.3
ERI Assessor Databases								
Annual Salary		\$52,167	\$44,208	\$47,581	\$51,405	\$56,375	\$60,760	
Incentive/Variable Pay		\$8,383	\$7,137	\$7,682	\$8,299	\$9,102	\$9,810	
Total Direct Annual Compensation		\$60,550	\$51,345	\$55,263	\$59,704	\$65,477	\$70,570	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Sells and promotes sale of group or season tickets for sports or other entertainment events to new or existing customers in assigned area or territory. Develops prospect list and new accounts. Telephones, visits, or writes to organizations, such as chambers of commerce, corporate-employee recreation clubs, social clubs, and professional groups, to persuade them to purchase group tickets or season tickets to sports or other entertainment events, such as baseball, horseracing, or stage plays. Contacts and interacts directly with new and existing customers or clients to explain features and merits of purchasing group tickets, utilizing persuasive sales techniques. Answers all questions concerning group sales, with appropriate referrals where required. Quotes group-ticket rates and arranges for sale of tickets and seating for group on specific date(s). Prepares forms or agreements, closes transactions, secures sales, and obtains payment. Establishes professional customer relationships with appropriate customer personnel. Submits time and expense reports to management. Analyzes and interprets records of present and past sales, trends and costs, estimated and realized revenue, administrative commitments, and obligations incurred for management. Keeps informed of product changes that might affect product sales. Keeps informed of company contract procedures and product prices. May arrange for club to sponsor sports event, such as a race at a horseracing track. eDOT: 259.357-010



Group Sales Representative

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	259.357-010	Strength	L
Occupational Code	259	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	3	Frequently Lift/Carry	0
Education Level	5	Push/Pull	0
<u>Worker Functions</u>		Walking	0
Data	3	Sitting	F
People	5	Standing	O
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	2	Balancing	N
Language Level	3	Stooping	N
Reasoning Level	3	Kneeling	N
<u>Aptitudes</u>		Crouching	N
General Learning Ability	3	Crawling	N
Verbal Aptitude	4	Reaching	O
Numeric Aptitude	3	Reaching Upward	O
Spatial Aptitude	1	Reaching Downward	O
Form Perception	2	Handling	O
Clerical Perception	3	Fingering	N
Motor Coordination	2	Feeling	N
Finger Dexterity	2	Keyboard Use	O
Manual Dexterity	2	Talking	F
Eye-Hand-Foot Coord.	1	Hearing	F
Color Discrimination	1	Tasting/Smelling	N
		Near Acuity	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Group Sales Representative	eDOT Code:	259.357-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Sales and Related Workers, All Other	SOC Code:	419799
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	48.1 %	41.6 %	2.3 %
Female	51.9 %	0.0 %	0.0 %
Totals	100.0 %	84.4 %	5.8 %

Hairdresser

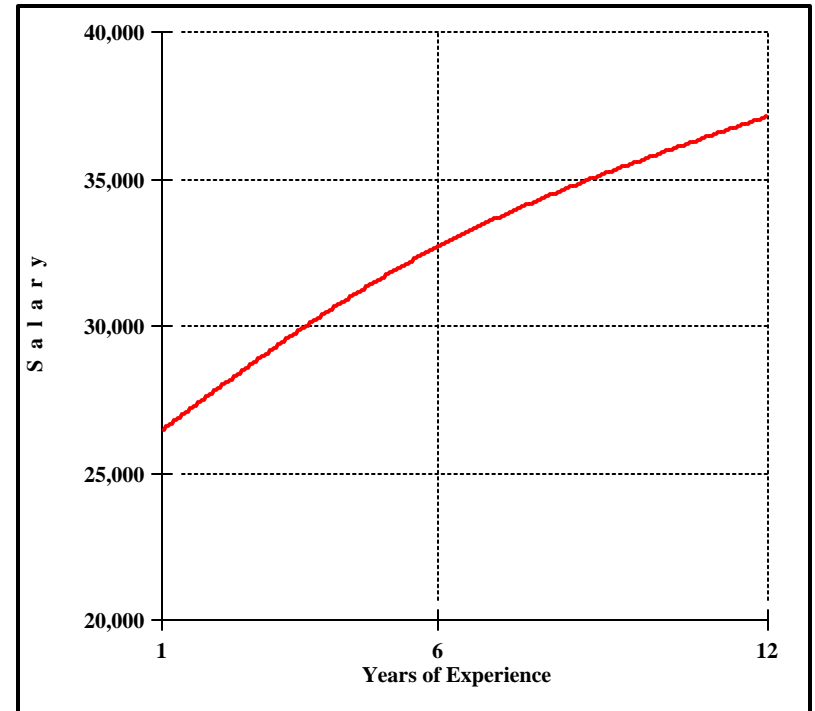
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$35,180	\$24,025	\$28,009	\$34,650	\$41,632	\$45,822	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,180	\$24,025	\$28,009	\$34,650	\$41,632	\$45,822	0.7
ERI Assessor Databases								
Annual Salary		\$32,711	\$27,967	\$29,926	\$32,146	\$35,032	\$37,579	
Incentive/Variable Pay		\$5,626	\$4,845	\$5,184	\$5,569	\$6,069	\$6,510	
Total Direct Annual Compensation		\$38,337	\$32,812	\$35,110	\$37,715	\$41,101	\$44,089	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Styles, dresses, and cares for hair. Checks hair to ascertain condition. Applies bleach, dye, or tint, using applicator or brush, to color customer's hair, first applying solution to portion of customer's skin to determine if customer is allergic to solution. Shampoos hair and scalp with water, liquid soap, dry powder, or egg, and rinses hair with vinegar, water, lemon, or prepared rinses. Massages scalp and gives other hair and scalp-conditioning treatments for hygienic or remedial purposes. Styles hair by blowing, cutting, trimming, and tapering, using clippers, scissors, razors, and blow dryer. Suggests coiffure according to physical features of patron and current styles, or determines coiffure from instructions of patron. Applies water or waving solutions to hair and winds hair around rollers, or pin curls and finger-waves hair. Sets hair by blow-dry or natural-set, or presses hair with straightening comb. eDOT: 332.271-019



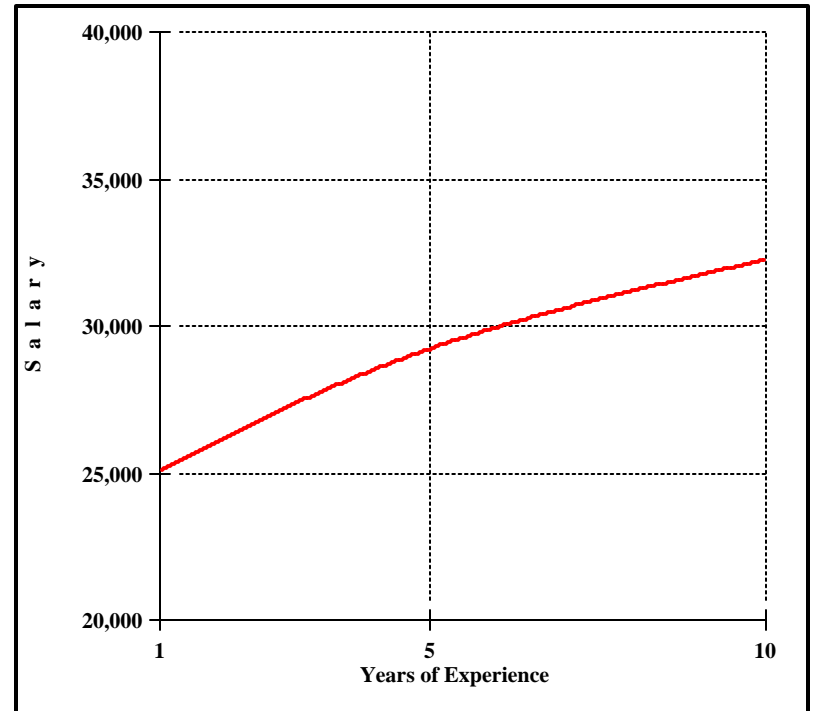
Host/Hostess Restaurant

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$32,948	\$25,090	\$27,848	\$32,444	\$37,550	\$40,613	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$32,948	\$25,090	\$27,848	\$32,444	\$37,550	\$40,613	0.4
ERI Assessor Databases								
Annual Salary		\$29,231	\$25,550	\$27,030	\$28,707	\$30,888	\$32,813	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$29,231	\$25,550	\$27,030	\$28,707	\$30,888	\$32,813	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Welcomes guests to create a favorable impression of restaurant. Attempts to ensure service is prompt and courteous and meals meet expectation. Guides patrons to location for coats, hats, and other personal items. Escorts patrons to tables and provides menus. Books dining reservations and arranges parties or special services for diners. Adjusts complaints of patrons. Assigns work tasks and coordinates activities of dining room personnel to ensure prompt and courteous service to patrons. Inspects dining room serving stations for neatness and cleanliness, and requisitions table linens and other dining room supplies for tables and serving stations. May interview, hire, and discharge dining room personnel. May train dining room employees. May schedule work hours and keep time records of dining room workers. May assist in planning menus. May prepare beverages and expedite food orders. May total receipts, at end of shift, to verify sales and clear cash register. May collect payment from customers. eDOT: 310.137-010



Host/Hostess Restaurant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	310.137-010	Strength	L
Occupational Code	310	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	4	Frequently Lift/Carry	0
Education Level	4	Push/Pull	N
<u>Worker Functions</u>	<u>Understanding & Memory</u>	Walking	F
Data	Memory	Sitting	O
People	Short Instruction Memory	Standing	F
Things	Detailed Instruction Memory	Sit/Stand Option	O
<u>Literacy Demands</u>	<u>Sustained Concentration & Persistence</u>	Climbing	N
Mathematics Level	Short Instruction	Balancing	N
Language Level	Detailed Instruction	Stooping	N
Reasoning Level	Concentration & Attention	Kneeling	N
<u>Aptitudes</u>	Work Schedule	Crouching	N
General Learning Ability	Work Routine	Crawling	N
Verbal Aptitude	Work Distractions	Reaching	F
Numeric Aptitude	Work Decisions	Reaching Upward	O
Spatial Aptitude	Work Completion	Reaching Downward	O
Form Perception	<u>Social Interaction</u>	Handling	F
Clerical Perception	Public Interaction	Fingering	O
Motor Coordination	Assignment/Assistance	Feeling	O
Finger Dexterity	Work Review	Keyboard Use	O
Manual Dexterity	Peer Interaction	Talking	F
Eye-Hand-Foot Coord.	Work Behavior	Hearing	F
Color Discrimination	<u>Adaptation</u>	Tasting/Smelling	N
	Adaptation to Change	Near Acuity	O
	Hazard Awareness		
	Travel		
	Independent Planning		

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Host/Hostess Restaurant	eDOT Code:	310.137-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	SOC Code:	359031
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	12.3 %	8.4 %	1.2 %
Female	87.7 %	0.0 %	0.0 %
Totals	100.0 %	75.5 %	6.9 %

Hotel Attendant

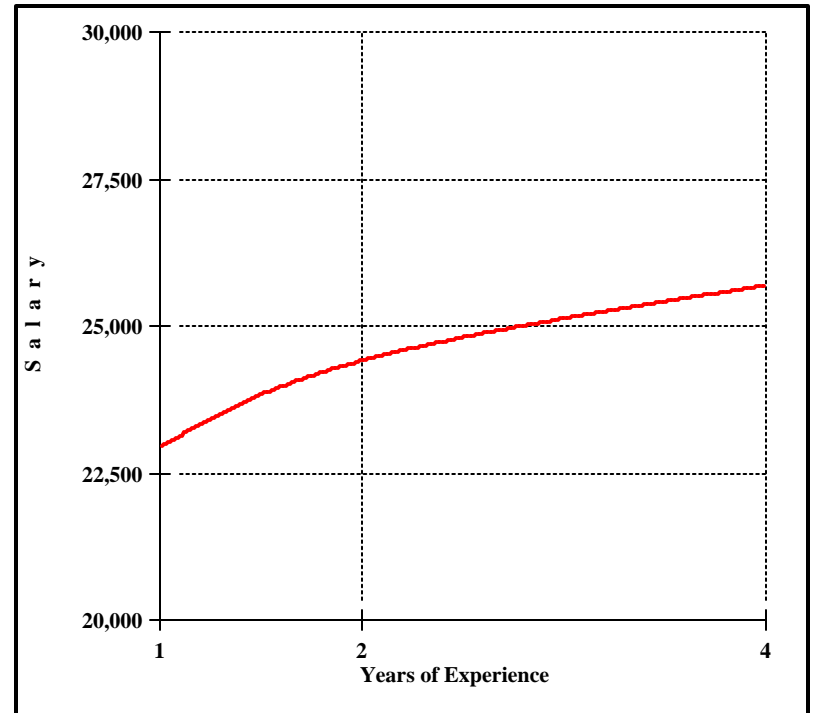
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$25,930	\$21,573	\$23,045	\$25,498	\$28,011	\$29,519	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,930	\$21,573	\$23,045	\$25,498	\$28,011	\$29,519	0.3
ERI Assessor Databases								
Annual Salary		\$24,417	\$21,550	\$22,672	\$23,944	\$25,598	\$27,057	
Incentive/Variable Pay		\$142	\$126	\$133	\$141	\$151	\$159	
Total Direct Annual Compensation		\$24,559	\$21,676	\$22,805	\$24,085	\$25,749	\$27,216	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Keeps hotel premises in a clean and orderly manner. Moves and arranges furniture. Turns mattresses. Hangs draperies. Prepares sample rooms for sales meetings. Arranges decorations, apparatus, or furniture for banquets and social functions. Collects soiled linens for laundering, and receives and stores linen supplies in linen closet. May perform a variety of housecleaning duties, including dusting venetian blinds and polishing metalwork. May deliver television sets, ironing boards, baby cribs, and rollaway beds to guests' rooms. May clean swimming pool with vacuum. May clean and remove debris from driveway and garage areas. eDOT: 323.687-018



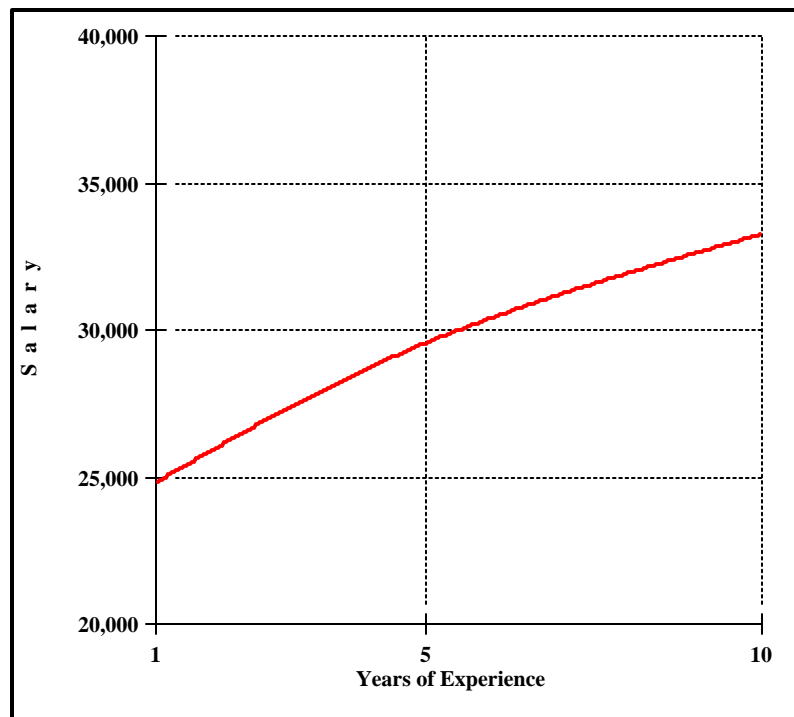
Hotel Clerk

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$32,453	\$26,106	\$28,299	\$31,954	\$38,439	\$42,330	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$32,453	\$26,106	\$28,299	\$31,954	\$38,439	\$42,330	0.4
ERI Assessor Databases								
Annual Salary		\$29,565	\$25,550	\$27,183	\$29,034	\$31,441	\$33,564	
Incentive/Variable Pay		\$269	\$235	\$250	\$267	\$289	\$308	
Total Direct Annual Compensation		\$29,834	\$25,785	\$27,433	\$29,301	\$31,730	\$33,872	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Registers arriving guests, designates rooms, checks out guests at the end of their stay, and performs a variety of services for guests of hotel, motel, or other lodging establishments. Issues room key. Answers inquiries pertaining to hotel services; registration of guests; and shopping, dining, entertainment, and travel directions. Keeps records of room assignments and other registration information. Prepares and explains charges at time of check out and processes payment. Date-stamps, sorts, and racks incoming mail and messages. Transmits and receives messages. Makes and confirms reservations. May issue escort instructions to bellhop. May keep records of room availability and guests' accounts. May post charges, such as room, food, liquor, or telephone, to ledger. May make restaurant, transportation, or entertainment reservation, and arrange for tours. May deposit guests' valuables in hotel safe or safe-deposit box. May order complimentary flowers or champagne for guests. May rent dock space at marina-hotel. eDOT: 238.367-038



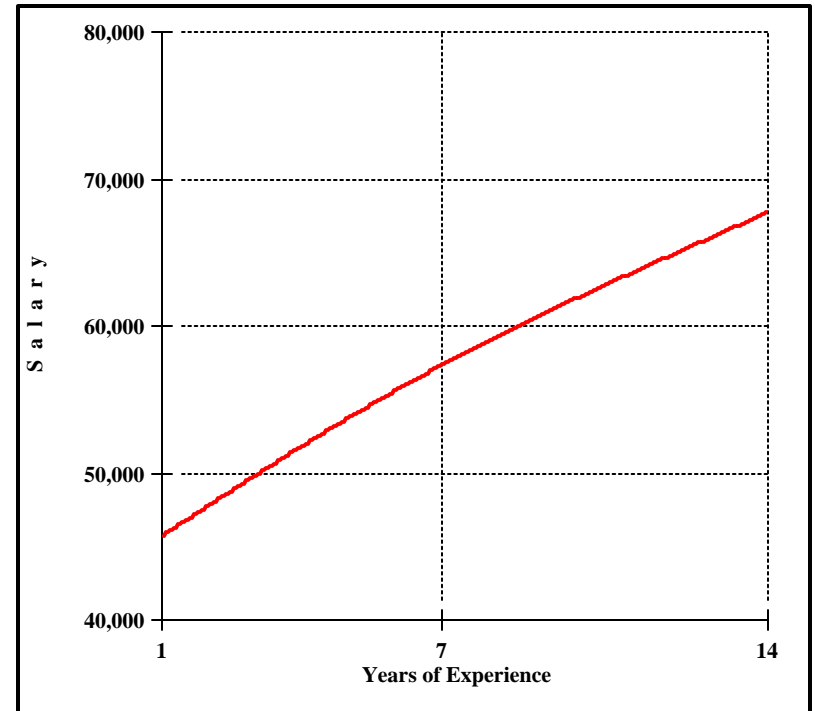
Hotel Facilities Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$57,555	\$37,919	\$45,268	\$56,800	\$72,754	\$82,327	0.8
Incentive/Variable Pay		\$2,049		\$492	\$2,028	\$4,374	\$5,781	
Total Direct Annual Compensation		\$59,604	\$37,919	\$45,760	\$58,828	\$77,128	\$88,108	
ERI Assessor Databases								
Annual Salary		\$57,368	\$49,772	\$52,953	\$56,559	\$61,247	\$65,383	
Incentive/Variable Pay		\$2,142	\$1,866	\$1,986	\$2,121	\$2,297	\$2,451	
Total Direct Annual Compensation		\$59,510	\$51,638	\$54,939	\$58,680	\$63,544	\$67,834	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages lodging facility such as motels (excludes full-service motels), small hotels, small apartment houses, or trailer parks to ensure efficient and profitable operation. Establishes standards for personnel administration and performance, service to patrons, room rates, advertising, publicity, credit, and type of patronage to be solicited. Allocates funds, authorizes expenditures, and assists in planning budgets. Interviews, hires, and evaluates personnel. Shows and rents or assigns accommodations. Registers guests. Collects money and records data pertaining to rates and expenditures. Answers patron's complaints and resolves problems. Purchases supplies and may arrange for outside services, such as fuel delivery, laundry, maintenance and repair, and trash collection. Cleans public areas, such as entrances, halls, and laundry rooms, and fires boilers. Makes minor electrical, plumbing, and structural repairs. Mows and waters lawns, and cultivates flowerbeds and shrubbery. Cleans accommodations after guests' departure. Provides daily maid service in overnight accommodations. May provide telephone answering service for tenants, delivers mail and packages, and answers inquiries concerning travel routes, recreational facilities, scenic attractions, and eating establishments. May rent equipment, such as rowboats, water skis, and fishing tackle. May coordinate intramural activities of patrons of park. May arrange for medical aid for park patron. May sell light lunches, candy, tobacco, and other sundry items. eDOT: 320.137-014



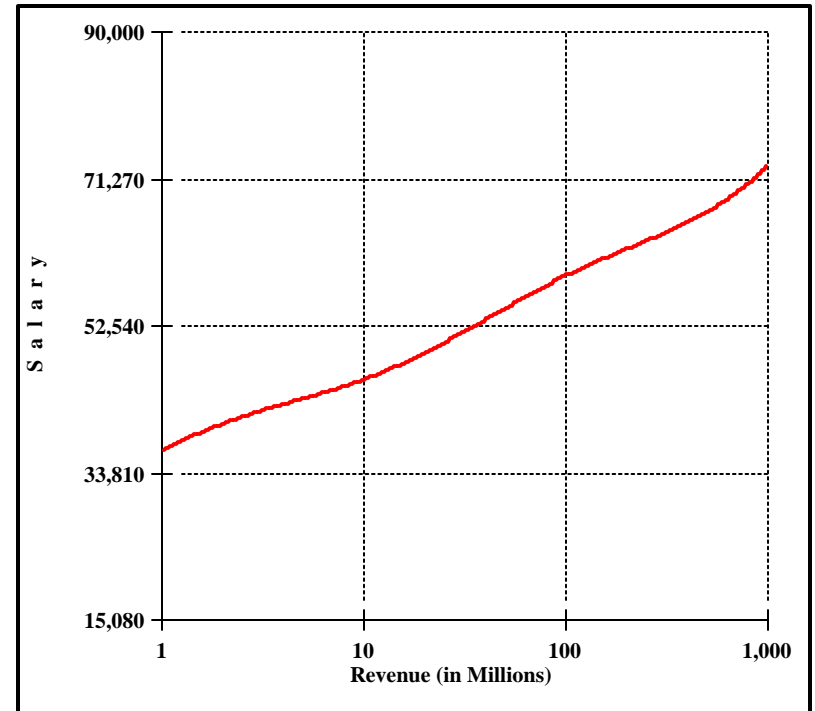
Hotel Front Office Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$62,608	\$36,882	\$46,538	\$61,802	\$84,431	\$98,009	
Incentive/Variable Pay		\$2,372		\$570	\$2,348	\$5,366	\$7,176	
Total Direct Annual Compensation		\$64,980	\$36,882	\$47,108	\$64,150	\$89,797	\$105,185	
ERI Assessor Databases								
Annual Salary		\$59,041	\$48,892	\$53,256	\$58,204	\$64,636	\$70,311	
Incentive/Variable Pay		\$4,221	\$3,511	\$3,825	\$4,180	\$4,642	\$5,049	
Total Direct Annual Compensation		\$63,262	\$52,403	\$57,081	\$62,384	\$69,278	\$75,360	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages and coordinates front office activities of hotel or motel and resolves problems arising from guests' complaints, reservation and room assignment activities, and unusual requests and inquiries. Assigns duties and shifts to workers and oversees performances to ensure adherence to hotel policies and established operating procedures. Confers and cooperates with other department heads to ensure coordination of hotel activities. Answers inquiries pertaining to hotel policies and services. Greets important guests. Arranges for private telephone line and other special services. May patrol public rooms, investigate disturbances, and warn troublemakers. May interview and hire applicants. May receive and process advance registration payments. May send out letters of confirmation or return checks when registration cannot be accepted.
eDOT: 187.137-018



Hotel Front Office Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	187.137-018	<u>Understanding & Memory</u>		Strength	L	Far Acuity	O
Occupational Code	187	Memory	F	Occasionally Lift/Carry	1	Depth Perception	N
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	O
Education Level	7	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	3	Detailed Instruction	N	Standing	F	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Balancing	O	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	4	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	O	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	4	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	O	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	F	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	F	Hearing	F	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	F
				Near Acuity	O	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

<u>Trend to Month/Year:</u>		<u>Codes:</u>	
eDOT Title:	Hotel Front Office Manager	eDOT Code:	187.137-018
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Lodging Managers	SOC Code:	119081
	Total	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
Male	51.9 %	Black or African American	Two or More Races
Female	48.1 %	White	
Totals	100.0 %	Asian	
		Hispanic or Latino	

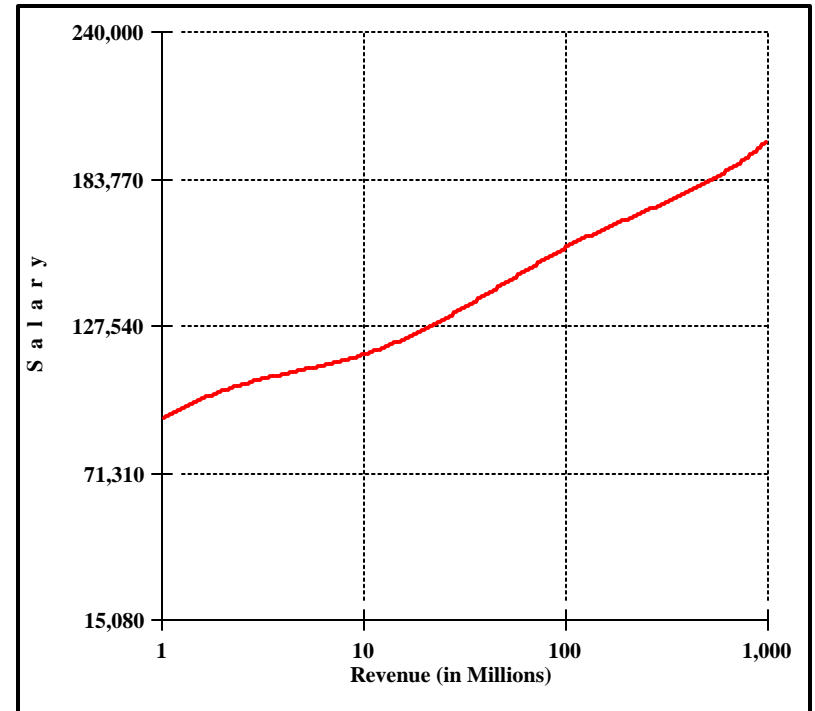
Hotel General Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$178,527	\$106,159	\$136,301	\$176,562	\$252,899	\$298,701	
Incentive/Variable Pay		\$28,500		\$6,840	\$28,215	\$55,290	\$90,685	
Total Direct Annual Compensation		\$207,027	\$106,159	\$143,141	\$204,777	\$308,189	\$389,386	
ERI Assessor Databases								
Annual Salary		\$157,764	\$124,744	\$139,361	\$155,930	\$177,470	\$196,472	
Incentive/Variable Pay		\$17,417	\$13,794	\$15,411	\$17,243	\$19,625	\$21,726	
Total Direct Annual Compensation		\$175,181	\$138,538	\$154,772	\$173,173	\$197,095	\$218,198	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs all aspects and daily operations of a hotel to ensure efficient and profitable operation. Establishes standards for personnel administration and performance, service to patrons, room rates, advertising, publicity, credit, food selection and service, and type of patronage to be solicited. Delegates authority and assigns responsibilities to department heads. Plans dining room, bar, and banquet operations. Allocates funds, authorizes expenditures, and assists in planning budgets for departments. Interviews, hires, and evaluates personnel. Answers patrons' complaints and resolves problems. Inspects guests' rooms, public access areas, and outside grounds for cleanliness and appearance. May negotiate contracts with vendors and negotiate leases with on-site shops. eDOT: 187.117-038



Hotel General Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	187.117-038	Strength	L
Occupational Code	187	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	6	Frequently Lift/Carry	1
Education Level	7	Push/Pull	N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking	F
Data	Short Instruction	Sitting	F
People	Detailed Instruction	Standing	O
Things	Concentration & Attention	Sit/Stand Option	O
<u>Literacy Demands</u>	Work Schedule	Climbing	O
Mathematics Level	Work Routine	Balancing	O
Language Level	Work Distractions	Stooping	O
Reasoning Level	Work Decisions	Kneeling	N
<u>Aptitudes</u>	Work Completion	Crouching	O
General Learning Ability	<u>Social Interaction</u>	Crawling	N
Verbal Aptitude	Public Interaction	Reaching	O
Numeric Aptitude	Assignment/Assistance	Reaching Upward	O
Spatial Aptitude	Work Review	Reaching Downward	O
Form Perception	Peer Interaction	Handling	O
Clerical Perception	Work Behavior	Fingering	O
Motor Coordination	<u>Adaptation</u>	Feeling	O
Finger Dexterity	Adaptation to Change	Keyboard Use	F
Manual Dexterity	Hazard Awareness	Talking	F
Eye-Hand-Foot Coord.	Travel	Hearing	O
Color Discrimination	Independent Planning	Tasting/Smelling	O
		Near Acuity	F
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	O
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	O
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:			
eDOT Title:	Hotel General Manager	eDOT Code:	187.117-038	OES Code:	193000700000	SOC Code:	119081
OES Area:	US - National						
SOC Job Family:	Lodging Managers						
		Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
	Total	White					
Male	51.9 %	37.1 %	2.9 %	0.1 %	6.9 %	3.1 %	0.2 %
Female	48.1 %	36.6 %	3.3 %	0.1 %	3.5 %	3.1 %	0.4 %
Totals	100.0 %	73.7 %	6.2 %	0.2 %	10.5 %	6.2 %	0.7 %

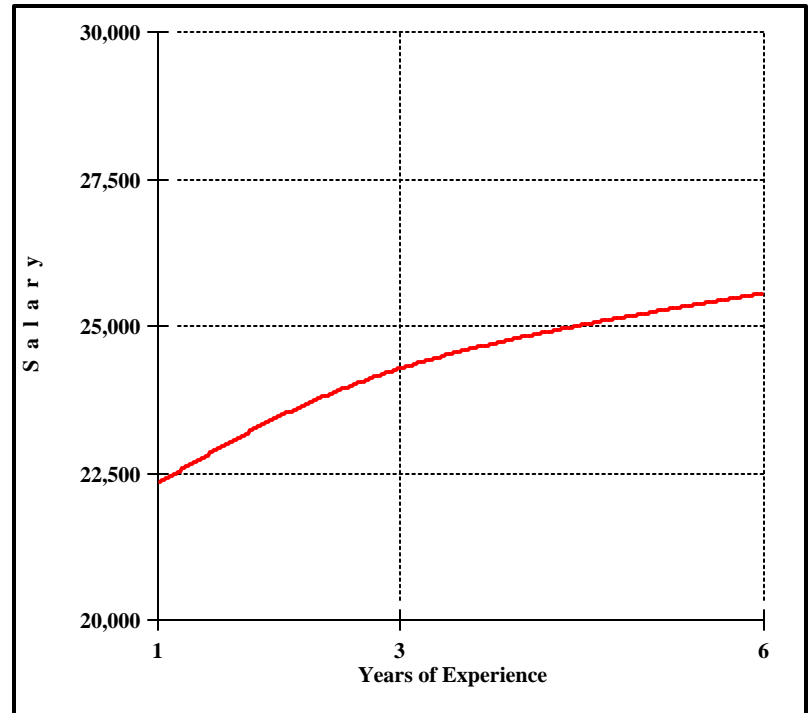
Hotel Housekeeping Attendant

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$25,911	\$20,724	\$22,507	\$25,480	\$28,065	\$29,616	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,911	\$20,724	\$22,507	\$25,480	\$28,065	\$29,616	0.3
ERI Assessor Databases								
Annual Salary		\$24,284	\$21,431	\$22,547	\$23,813	\$25,457	\$26,908	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$24,284	\$21,432	\$22,548	\$23,813	\$25,458	\$26,909	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Cleans rooms, halls, lobbies, restrooms, and stairways in commercial establishments, such as motels and hotels. Sorts, counts, folds, marks, and carries linens. Performs cleaning in conformance to prescribed standards of cleanliness. Sweeps and scrubs floors; cleans and sanitizes sinks, counters, tubs, and toilets; vacuums carpets, upholstered furniture, and draperies; dusts furniture and equipment; empties wastebaskets and empties and cleans ashtrays. Changes linens and makes beds. Replenishes restroom and room supplies, such as soap, drinking glasses, and writing supplies. Inspects rooms to see if any repairs are required. Renders personal assistance to patrons. May move furniture, change drapes, and roll carpet. May clean restaurants, clubs, beauty parlors, or dormitories. eDOT: 323.687-014



Hotel Housekeeping Attendant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code 323.687-014	<u>Understanding & Memory</u>	Strength L	Far Acuity O
Occupational Code 323	Memory F	Occasionally Lift/Carry 1	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory O	Frequently Lift/Carry 1	Accommodation O
Education Level 3	Detailed Instruction Memory O	Push/Pull O	Color Vision N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking F	Field of Vision O
Data 6	Short Instruction F	Sitting O	<u>Environmental Conditions</u>
People 8	Detailed Instruction O	Standing F	Exposure to Weather N
Things 7	Concentration & Attention F	Sit/Stand Option F	Extreme Cold N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Extreme Heat N
Mathematics Level 1	Work Routine F	Balancing N	Wet and/or Humid N
Language Level 1	Work Distractions O	Stooping O	Noise Intensity Level 2
Reasoning Level 2	Work Decisions F	Kneeling O	Vibration N
<u>Aptitudes</u>	Work Completion F	Crouching O	Atmospheric Conditions O
General Learning Ability 3	<u>Social Interaction</u>	Crawling O	Proximity to Moving Parts N
Verbal Aptitude 3	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Numeric Aptitude 2	Assignment/Assistance F	Reaching Upward F	Working In High Places N
Spatial Aptitude 2	Work Review F	Reaching Downward F	Exposure to Radiation N
Form Perception 2	Peer Interaction F	Handling F	Working With Explosives N
Clerical Perception 3	Work Behavior O	Fingering O	Exposure to Toxic Chemicals O
Motor Coordination 2	<u>Adaptation</u>	Feeling O	Exposure to Biohazards O
Finger Dexterity 2	Adaptation to Change F	Keyboard Use O	Other Environmental Conditions N
Manual Dexterity 3	Hazard Awareness O	Talking O	<u>Additional Measures</u>
Eye-Hand-Foot Coord. 2	Travel O	Hearing O	Creativity O
Color Discrimination 1	Independent Planning O	Tasting/Smelling N	Administrative Activity O
		Near Acuity O	Discretion/Independent Judgment O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Hotel Housekeeping Attendant	eDOT Code:	323.687-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Maids and Housekeeping Cleaners	SOC Code:	372012
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	12.2 %	4.5 %	3.3 %
Female	87.8 %	0.0 %	0.2 %
Totals	100.0 %	43.6 %	2.3 %

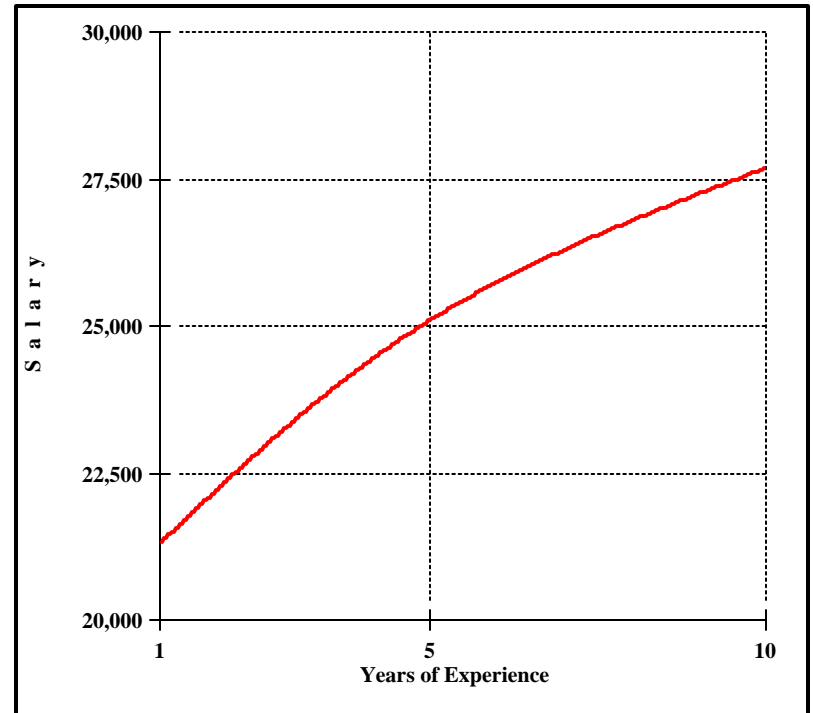
Hotel Laundry Worker

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$27,747	\$21,306	\$23,552	\$27,295	\$31,589	\$34,166	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$27,747	\$21,306	\$23,552	\$27,295	\$31,589	\$34,166	0.4
ERI Assessor Databases								
Annual Salary		\$25,101	\$21,662	\$23,046	\$24,615	\$26,656	\$28,455	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,101	\$21,662	\$23,046	\$24,615	\$26,656	\$28,455	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Washes linens, and performs other laundry duties in hotel. Receives, marks, washes, finishes, checks, and wraps articles in laundry. Classifies and marks incoming laundry with identifying code number, by hand, or using machine. Tends washing machine, extractor, and tumbler to clean and dry laundry. Finishes laundered articles, using hand iron, pressing machine, or feeds and folds flatwork on flatwork ironing machine. Sorts laundry and verifies count on laundry ticket. May perform related tasks, such as mending torn articles, using sewing machine or by affixing adhesive patches. May wrap articles. May specialize in receiving and washing, or in finishing and checking, and be designated according to unit in which work is performed. eDOT: 369.684-014



Hotel Laundry Worker

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	369.684-014	<u>Understanding & Memory</u>		Strength	L	Far Acuity	N
Occupational Code	369	Memory	F	Occasionally Lift/Carry	2	Depth Perception	N
Specific Vocational Preparation (SVP)	3	Short Instruction Memory	O	Frequently Lift/Carry	1	Accommodation	N
Education Level	3	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	N
Data	6	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	N	Standing	F	Exposure to Weather	N
Things	4	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	O
Mathematics Level	1	Work Routine	F	Balancing	N	Wet and/or Humid	O
Language Level	2	Work Distractions	O	Stooping	N	Noise Intensity Level	4
Reasoning Level	2	Work Decisions	O	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	2	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Downward	F	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	2	Work Behavior	O	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	O	Talking	N	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	N	Creativity	N
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:			
eDOT Title:	Hotel Laundry Worker				eDOT Code:	369.684-014			
OES Area:	US - National				OES Code:	193000700000			
SOC Job Family:	Laundry and Dry-Cleaning Workers				SOC Code:	516011			
		Black or African American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native		
Male	40.9 %	21.5 %	5.8 %	0.1 %	3.3 %	9.0 %	0.2 %	0.9 %	
Female	59.1 %	28.3 %	11.7 %	0.1 %	3.3 %	14.1 %	0.5 %	1.1 %	
Totals	100.0 %	49.9 %	17.5 %	0.2 %	6.6 %	23.1 %	0.7 %	2.0 %	

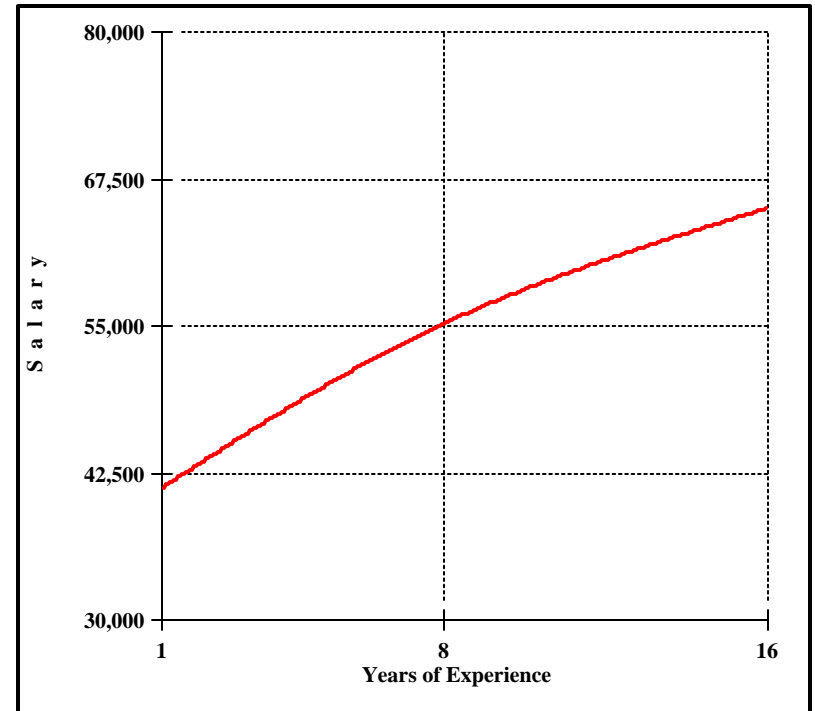
Hotel Sales Representative

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$52,755	\$34,117	\$41,326	\$52,053	\$69,122	\$79,364	0.4
Incentive/Variable Pay		\$3,685		\$885	\$3,649	\$8,127	\$10,813	
Total Direct Annual Compensation		\$56,440	\$34,117	\$42,211	\$55,702	\$77,249	\$90,177	
ERI Assessor Databases								
Annual Salary		\$55,282	\$43,579	\$48,685	\$54,473	\$61,998	\$68,636	
Incentive/Variable Pay		\$15,485	\$12,263	\$13,701	\$15,330	\$17,447	\$19,316	
Total Direct Annual Compensation		\$70,767	\$55,842	\$62,386	\$69,803	\$79,445	\$87,952	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Solicits business for hotel, motel, or resort. Calls on representatives of government, businesses, associations, travel agencies, convention groups, social groups, and other prospects to explain services offered. Outlines available hotel facilities and services offered, and cites prices. Checks and reviews information on sales meetings, conventions, training classes, overnight travel, and other functions held by organization members to select prospective customers for hotel services. Calls on prospects to solicit business, analyzes requirements of function, verifies reservations by letter, or draws up contract and obtains signatures. Confers with customer and hotel department heads to plan function details, such as space requirements, publicity, time schedule, food services, and decorations. May serve as convention advisor or coordinator during function to minimize confusion and resolve problems, such as space adjustment and need for additional equipment. May select and release hotel publicity. May prepare and mail advance brochures to prospective customers. eDOT: 259.157-014



Hotel Sales Representative

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 259.157-014	<u>Understanding & Memory</u>	Strength S	Depth Perception N
Occupational Code 259	Memory O	Occasionally Lift/Carry 1	Accommodation O
Specific Vocational Preparation (SVP) 6	Short Instruction Memory O	Frequently Lift/Carry 0	Color Vision N
Education Level 7	Detailed Instruction Memory F	Push/Pull N	Field of Vision N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 1	Short Instruction O	Sitting F	Exposure to Weather N
People 5	Detailed Instruction O	Standing O	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule O	Climbing N	Wet and/or Humid N
Mathematics Level 3	Work Routine O	Balancing N	Noise Intensity Level 2
Language Level 4	Work Distractions F	Stooping N	Vibration N
Reasoning Level 4	Work Decisions F	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 4	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction C	Reaching O	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward N	Exposure to Radiation N
Spatial Aptitude 2	Work Review F	Reaching Downward N	Working With Explosives N
Form Perception 2	Peer Interaction O	Handling O	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering N	Exposure to Biohazards N
Motor Coordination 2	<u>Adaptation</u>	Feeling N	Other Environmental Conditions N
Finger Dexterity 2	Adaptation to Change O	Keyboard Use O	<u>Additional Measures</u>
Manual Dexterity 2	Hazard Awareness N	Talking F	Creativity N
Eye-Hand-Foot Coord. 1	Travel O	Hearing N	Administrative Activity O
Color Discrimination 1	Independent Planning F	Tasting/Smelling O	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Hotel Sales Representative	eDOT Code:	259.157-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Hotel, Motel, and Resort Desk Clerks	SOC Code:	434081
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	31.1 %	19.2 %	3.8 %
Female	68.9 %	0.1 %	0.3 %
Totals	100.0 %	65.1 %	13.3 %
		0.4 %	6.1 %
		2.5 %	4.3 %
		3.5 %	6.9 %
		11.2 %	1.1 %
		0.9 %	2.0 %
		2.9 %	

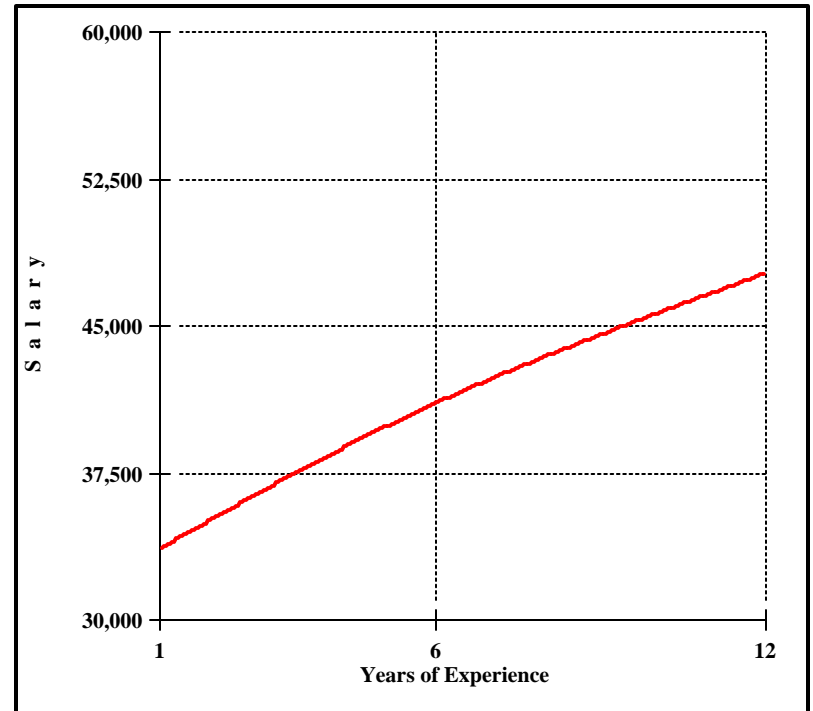
Hotel Supervisor Baggage

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$43,452	\$30,326	\$35,216	\$42,843	\$53,302	\$59,577	0.4
Incentive/Variable Pay		\$1,493		\$358	\$1,478	\$3,106	\$4,083	
Total Direct Annual Compensation		\$44,945	\$30,326	\$35,574	\$44,321	\$56,408	\$63,660	
ERI Assessor Databases								
Annual Salary		\$41,086	\$35,995	\$38,080	\$40,443	\$43,516	\$46,227	
Incentive/Variable Pay		\$956	\$842	\$891	\$947	\$1,019	\$1,082	
Total Direct Annual Compensation		\$42,042	\$36,837	\$38,971	\$41,390	\$44,535	\$47,309	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises and coordinates activities of Baggage Porters engaged in handling baggage and related work for hotel patrons. Adjusts work schedules according to workload and assigns individual tasks. Advises Baggage Porters of action to be taken in response to unusual requests. Resolves guests' complaints pertaining to conduct of Baggage Porters and lost or mishandled baggage. May perform personnel duties, such as screening, hiring, giving directions to new workers, and maintaining time records. May give travel information. May act as agent for transportation company. May participate in baggage handling activities and setting up sample rooms. eDOT: 324.137-010



Hotel Supervisor Baggage

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	324.137-010	<u>Understanding & Memory</u>		Strength		Far Acuity	N
Occupational Code	324	Memory	F	Occasionally Lift/Carry	L	Depth Perception	N
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	N
Education Level	4	Detailed Instruction Memory	O	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking		Field of Vision	N
Data	1	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	3	Detailed Instruction	N	Standing	F	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	3	Work Distractions	O	Stooping	N	Noise Intensity Level	2
Reasoning Level	3	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	O	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	F	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	F	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	O	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:							
eDOT Title:		Hotel Supervisor Baggage				eDOT Code:		324.137-010					
OES Area:		US - National				OES Code:		193000700000					
SOC Job Family:		First-Line Supervisors of Personal Service Workers				SOC Code:		391021					
		Black or African American		Native Hawaiian or Other Pacific Islander		Asian		Hispanic or Latino		American Indian or Alaska Native		Two or More Races	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races					
Male	42.1 %	32.6 %	3.0 %	0.1 %	2.4 %	3.0 %	0.3 %	0.8 %					
Female	57.9 %	46.0 %	3.7 %	0.0 %	2.6 %	4.0 %	0.3 %	1.1 %					
Totals	100.0 %	78.6 %	6.7 %	0.1 %	5.1 %	7.0 %	0.6 %	1.9 %					

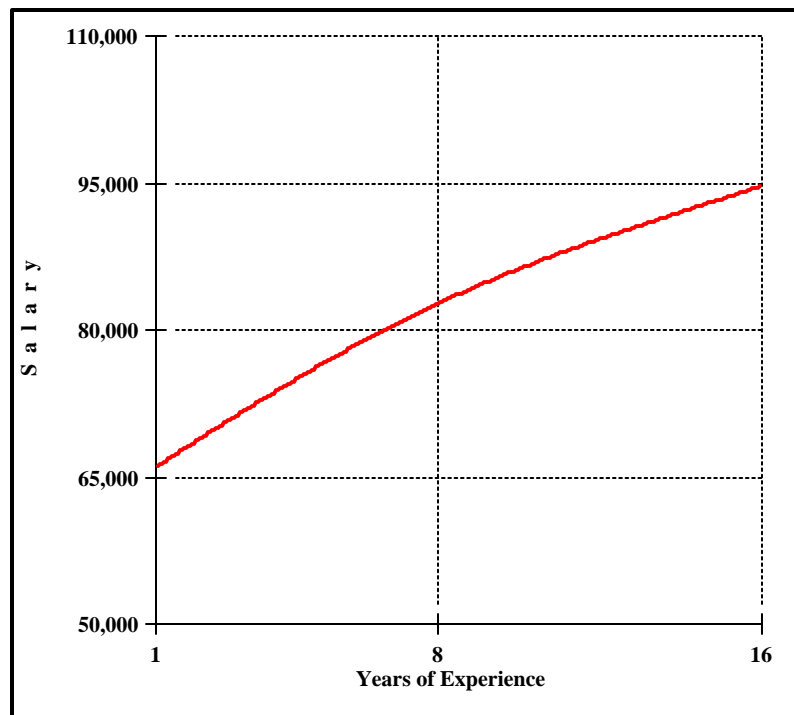
Housekeeping Director

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$92,183	\$68,865	\$77,493	\$91,087	\$111,046	\$123,021	0.4
Incentive/Variable Pay		\$2,248		\$540	\$2,226	\$4,595	\$6,017	
Total Direct Annual Compensation		\$94,431	\$68,865	\$78,033	\$93,313	\$115,641	\$129,038	
ERI Assessor Databases								
Annual Salary		\$82,793	\$72,743	\$76,956	\$81,733	\$87,943	\$93,421	
Incentive/Variable Pay		\$1,603	\$1,412	\$1,495	\$1,587	\$1,707	\$1,814	
Total Direct Annual Compensation		\$84,396	\$74,155	\$78,451	\$83,320	\$89,650	\$95,235	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs institutional housekeeping program to ensure clean, orderly, and attractive conditions of establishment. Establishes standards and procedures for work of housekeeping staff, and works with supervisor to plan work schedules to ensure adequate service. Inspects and evaluates physical condition of establishment, and submits to higher management and maintenance department recommendations for painting, repairs, furnishings, relocation of equipment, and reallocation of space. Periodically inventories supplies and equipment. Reads trade journals to keep informed of new and improved cleaning methods, products, supplies, and equipment. Organizes and directs departmental training programs, resolves personnel problems, hires new employees, and evaluates employees performance and working relationship. Maintains records and prepares periodic activity and personnel reports for review by management. Coordinates activities with those of other departments. May select and purchase new furnishings. May evaluate records to forecast department personnel requirements, and to prepare budget. May perform cleaning duties in cases of emergency or staff shortage. eDOT: 187.167-046



Housekeeping Director

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	187.167-046	Strength	L
Occupational Code	187	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	7	Frequently Lift/Carry	1
Education Level	6	Push/Pull	N
<u>Worker Functions</u>		Walking	F
Data	1	Sitting	O
People	6	Standing	O
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	O
Mathematics Level	3	Balancing	O
Language Level	4	Stooping	O
Reasoning Level	4	Kneeling	N
<u>Aptitudes</u>		Crouching	O
General Learning Ability	4	Crawling	N
Verbal Aptitude	3	Reaching	F
Numeric Aptitude	3	Reaching Upward	O
Spatial Aptitude	3	Reaching Downward	O
Form Perception	3	Handling	F
Clerical Perception	3	Fingering	O
Motor Coordination	2	Feeling	N
Finger Dexterity	2	Keyboard Use	O
Manual Dexterity	2	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	F
Color Discrimination	3	Tasting/Smelling	N
		Near Acuity	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Housekeeping Director	eDOT Code:	187.167-046
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Housekeeping and Janitorial Workers	SOC Code:	371011
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White	Two or More Races	
	Total		
Male	58.6 %	35.4 %	10.3 %
Female	41.4 %	0.1 %	1.3 %
Totals	100.0 %	0.1 %	10.1 %

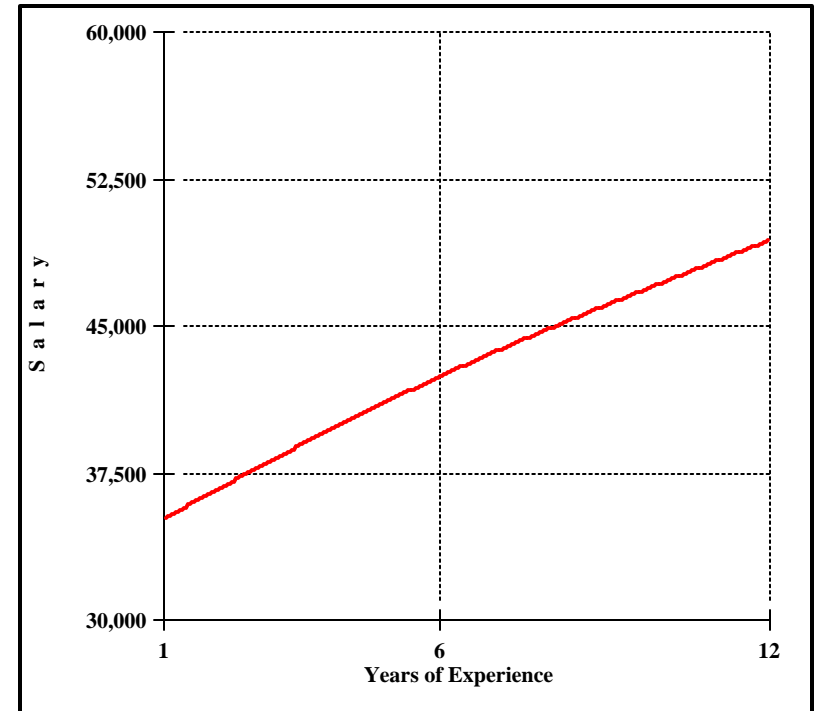
Housekeeping Supervisor

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$47,722	\$35,831	\$40,046	\$47,071	\$60,155	\$68,005	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$47,722	\$35,831	\$40,046	\$47,071	\$60,155	\$68,005	
ERI Assessor Databases								
Annual Salary		\$42,437	\$36,344	\$38,890	\$41,775	\$45,526	\$48,835	
Incentive/Variable Pay		\$698	\$601	\$643	\$691	\$753	\$808	
Total Direct Annual Compensation		\$43,135	\$36,945	\$39,533	\$42,466	\$46,279	\$49,643	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises work activities of cleaning personnel to ensure clean, orderly, attractive rooms in hotels, hospitals, and similar establishments. Assigns workers their duties, and evaluates work to ensure conformance to prescribed standards of cleanliness. Provides orientation, trains, and provides inputs on evaluation of housekeeping aides/janitors. Inventories stock to ensure adequate supplies. Issues supplies and equipment to workers. Inspects and evaluates physical condition of establishment, and submits recommendations for painting, repairs, and furnishings to management. Investigates complaints regarding housekeeping service and equipment, and takes corrective action. eDOT: 321.137-002



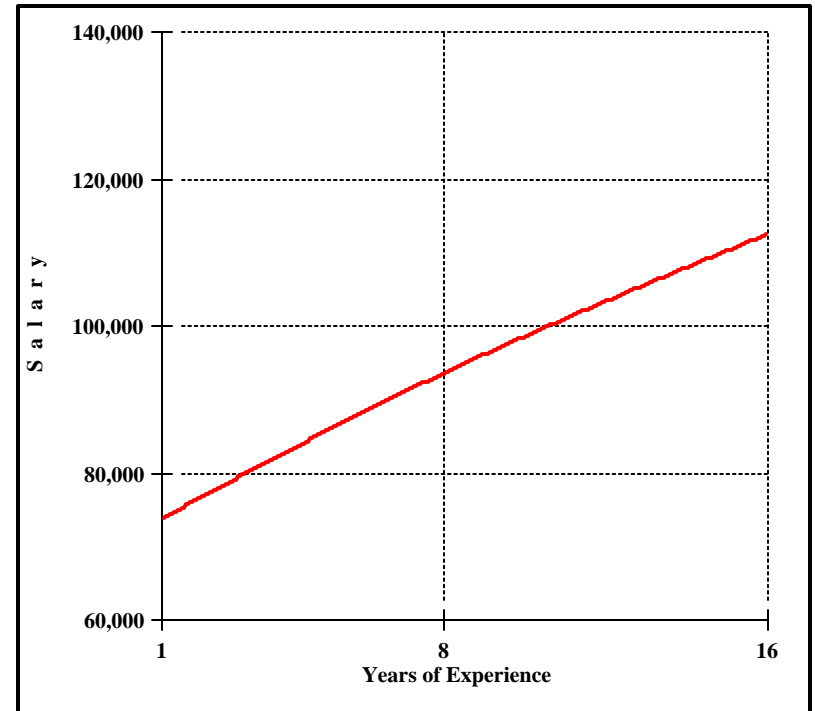
Human Resources Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$99,963	\$70,804	\$82,549	\$98,789	\$130,314	\$149,229	0.4
Incentive/Variable Pay		\$9,529		\$2,287	\$9,434	\$20,887	\$27,759	
Total Direct Annual Compensation		\$109,492	\$70,804	\$84,836	\$108,223	\$151,201	\$176,988	
ERI Assessor Databases								
Annual Salary		\$93,717	\$77,728	\$84,668	\$92,534	\$102,760	\$111,781	
Incentive/Variable Pay		\$5,551	\$4,616	\$5,028	\$5,495	\$6,102	\$6,638	
Total Direct Annual Compensation		\$99,268	\$82,344	\$89,696	\$98,029	\$108,862	\$118,419	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages Human Resources staff and plans, develops, recommends, and implements human resources activities, policies, procedures, and programs for an organization, assisting upper management as requested. Manages activities relating to staffing, employee education and training, management development, labor relations, affirmative action, benefits administration, and salary administration. Plans and conducts new employee orientation to foster positive attitude toward company goals. Keeps records of insurance coverage, pension plan, and personnel transactions, such as hires, promotions, transfers, and terminations. Investigates accidents and prepares reports for insurance carrier. Participates in compensation and benefit surveys and/or conducts wage survey within labor market to determine competitive wage rate and remain apprised of current trends. Writes separation notices for employees separating with cause, and conducts exit interviews to determine reasons behind separations. Prepares reports and recommends procedures to reduce absenteeism and turnover. Hires, trains, evaluates employee performance, and recommends or initiates promotions, transfers, and disciplinary action. Prepares and analyzes department budget to identify budget needs and/or reductions, and may allocate operating budget funds. May represent company at personnel-related hearings and investigations. May contract with outside suppliers to provide employee services such as food services, transportation, or relocation service. May administer pre-employment tests to applicants. May supervise clerical workers. May keep records of hired employee characteristics for governmental reporting purposes. May negotiate collective bargaining agreement. May include management of employee relations activities. eDOT: 166.117-018



HVAC Mechanic

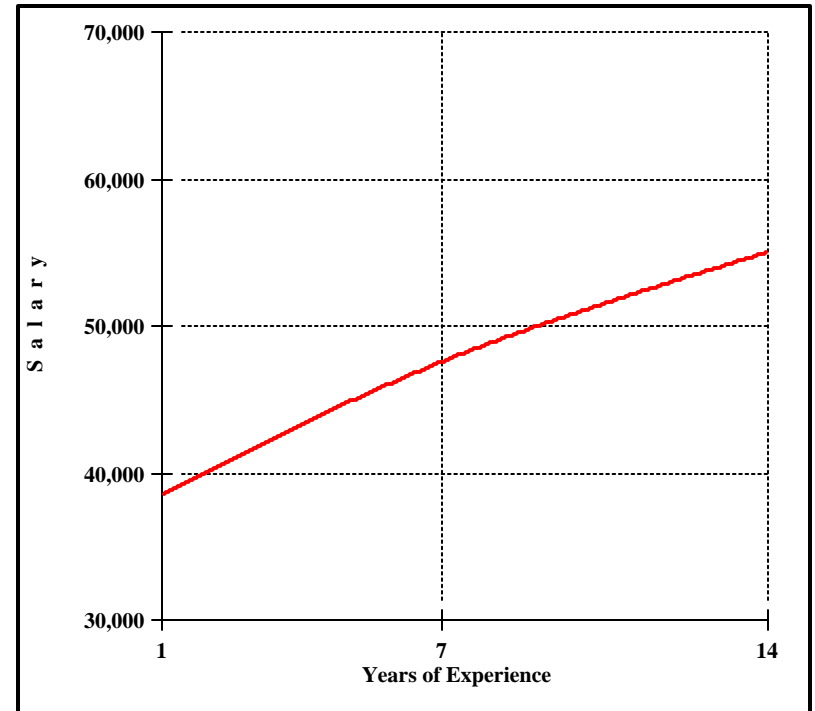
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$55,030	\$37,569	\$44,101	\$54,304	\$67,480	\$75,386	0.5
Incentive/Variable Pay		\$1,952		\$469	\$1,933	\$4,058	\$5,333	
Total Direct Annual Compensation		\$56,982	\$37,569	\$44,570	\$56,237	\$71,538	\$80,719	
ERI Assessor Databases								
Annual Salary		\$47,592	\$40,313	\$43,388	\$46,875	\$51,408	\$55,406	
Incentive/Variable Pay		\$859	\$731	\$788	\$851	\$933	\$1,006	
Total Direct Annual Compensation		\$48,451	\$41,044	\$44,176	\$47,726	\$52,341	\$56,412	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Installs, services, and repairs heating, ventilating, air conditioning systems, and related environmental-control systems utilizing knowledge of heating and refrigeration theory, pipefitting, and structural layout. Mounts compressor and condenser units on platform or floor, using hand tools, following blueprints or engineering specifications. Fabricates, assembles, and installs ductwork and chassis parts, using portable metalworking tools and welding equipment. Installs evaporator unit in chassis or in air-duct system, using hand tools. Cuts and bends tubing to correct length and shape, using cutting and bending equipment and tools. Cuts and threads pipe, using machine-threading or hand-threading equipment. Joins tubing or pipes to various refrigerating units by means of sleeves, couplings, or unions, and solders joints, using torch, forming complete circuit for refrigerant. Installs expansion and discharge valves in circuit. Connects motors, compressors, temperature controls, humidity controls, and circulating-ventilation fans to control panels, and connects control panels to power source. Installs air and water filters in completed installation. Injects small amount of refrigerant into compressor to test systems, and adds Freon gas to build up prescribed operating pressure. Observes pressure and vacuum gauges and adjusts controls to ensure efficient operation. Tests joints and connections for gas leaks, using gauges or soap-and-water solution. Wraps pipes in insulation batting and secures them in place with cement or wire bands. Replaces defective breaker controls, thermostats, switches, fuses, and electrical wiring to repair installed units, using electrician's hand tools and test equipment. May install, repair, and service air conditioners, ranging from 15 to 20 tons of cooling capacity, in warehouses and factory buildings. eDOT: 637.261-014



HVAC Mechanic

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 637.261-014	<i><u>Understanding & Memory</u></i>	Strength M	Depth Perception F
Occupational Code 637	Memory F	Occasionally Lift/Carry 2	Accommodation F
Specific Vocational Preparation (SVP) 7	Short Instruction Memory F	Frequently Lift/Carry 1	Color Vision O
Education Level 5	Detailed Instruction Memory F	Push/Pull O	Field of Vision O
<u>Worker Functions</u>	<i><u>Sustained Concentration & Persistence</u></i>	Walking O	<u>Environmental Conditions</u>
Data 2	Short Instruction F	Sitting O	Exposure to Weather O
People 6	Detailed Instruction F	Standing F	Extreme Cold N
Things 1	Concentration & Attention F	Sit/Stand Option O	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule O	Climbing O	Wet and/or Humid O
Mathematics Level 3	Work Routine F	Balancing O	Noise Intensity Level 4
Language Level 3	Work Distractions O	Stooping O	Vibration N
Reasoning Level 4	Work Decisions F	Kneeling O	Atmospheric Conditions O
<u>Aptitudes</u>	Work Completion O	Crouching O	Proximity to Moving Parts O
General Learning Ability 3	<i><u>Social Interaction</u></i>	Crawling O	Exposure to Electrical Shock O
Verbal Aptitude 2	Public Interaction F	Reaching O	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 3	Work Review F	Reaching Downward F	Working With Explosives N
Form Perception 3	Peer Interaction O	Handling F	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior O	Fingering O	Exposure to Biohazards O
Motor Coordination 3	<i><u>Adaptation</u></i>	Feeling O	Other Environmental Conditions O
Finger Dexterity 3	Adaptation to Change O	Keyboard Use O	<u>Additional Measures</u>
Manual Dexterity 4	Hazard Awareness O	Talking O	Creativity O
Eye-Hand-Foot Coord. 3	Travel O	Hearing N	Administrative Activity O
Color Discrimination 3	Independent Planning F	Tasting/Smelling O	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:					
eDOT Title:	HVAC Mechanic	eDOT Code:	637.261-014				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	SOC Code:	499021				
Total	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
Male	98.2 %	79.9 %	5.2 %	0.1 %	1.3 %	9.7 %	0.6 %
Female	1.8 %	1.2 %	0.3 %	0.0 %	0.0 %	0.2 %	0.0 %
Totals	100.0 %	81.2 %	5.5 %	0.1 %	1.4 %	9.9 %	0.6 %

Internal Auditor

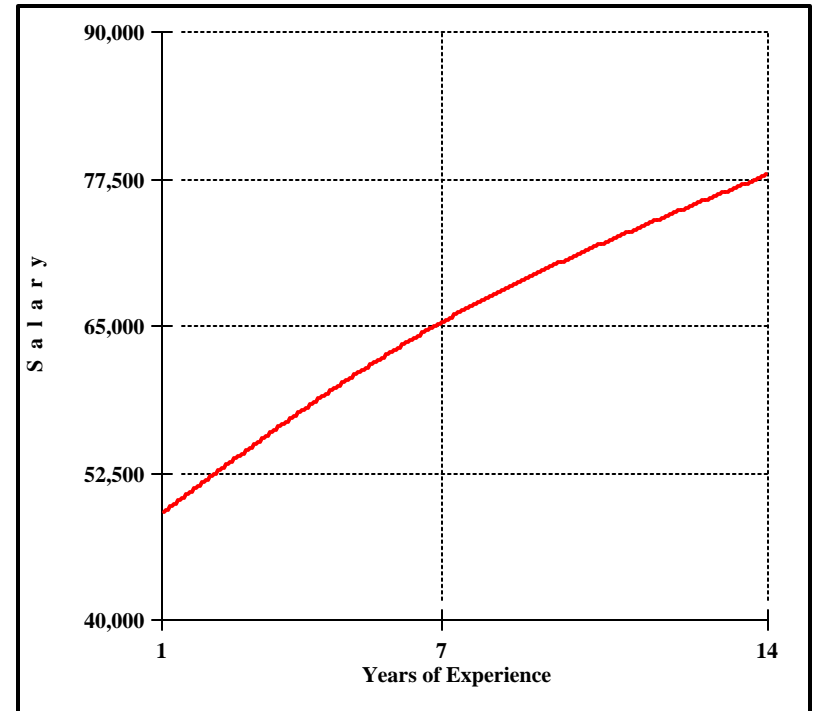
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$70,719	\$47,592	\$56,509	\$69,842	\$90,589	\$103,037	0.2
Incentive/Variable Pay		\$4,367		\$1,048	\$4,323	\$9,429	\$12,493	
Total Direct Annual Compensation		\$75,086	\$47,592	\$57,557	\$74,165	\$100,018	\$115,530	
ERI Assessor Databases								
Annual Salary		\$65,366	\$54,798	\$59,331	\$64,468	\$71,148	\$77,040	
Incentive/Variable Pay		\$2,516	\$2,118	\$2,293	\$2,492	\$2,749	\$2,977	
Total Direct Annual Compensation		\$67,882	\$56,916	\$61,624	\$66,960	\$73,897	\$80,017	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Reviews and determines effectiveness of controls, accuracy of financial records, and efficiency of operations for management in an organization. Studies accounting and statistical records of departments, and interviews individuals to ensure recording of transactions and compliance with applicable laws and regulations. Determines efficiency and protective value of accounting systems. Inspects items in books of original entry to determine if accepted accounting procedure was followed in recording transactions. Reviews records pertaining to material assets through physical count, inventory, and confirmation, and determines degree to which they are utilized. Counts cash on hand, inspects notes receivable and payable, negotiable securities, and cancelled checks. Verifies journal and ledger entries of cash and check payments, purchases, expenses, and trial balances by examining and authenticating inventory items. Analyzes data obtained for evidence of deficiencies in controls, duplication of effort, extravagance, fraud, or lack of compliance with laws, government regulations, and management policies or procedures. Prepares reports of findings and recommendations for management. Cooperates with outside auditors in any undertaking that may expedite their work. May review data regarding material assets, net worth, liabilities, capital stock, surplus, income, and expenditures. May conduct special studies for management, such as those required to discover mechanics of detected fraud and to develop controls for fraud prevention. May audit employer business records for governmental agency to determine unemployment insurance premiums, liabilities, and employer compliance with state tax laws. eDOT: 160.167-034



Internal Auditor

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	160.167-034	<i>Understanding & Memory</i>		Strength	S	Far Acuity	N
Occupational Code	160	Memory	O	Occasionally Lift/Carry	0	Depth Perception	N
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	O
Education Level	9	Detailed Instruction Memory	C	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>		Walking	O	Field of Vision	N
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	C	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	C	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	N	Extreme Heat	N
Mathematics Level	4	Work Routine	O	Balancing	N	Wet and/or Humid	N
Language Level	5	Work Distractions	F	Stooping	N	Noise Intensity Level	2
Reasoning Level	5	Work Decisions	C	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<i>Social Interaction</i>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	C	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	4	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	N	Working With Explosives	N
Clerical Perception	4	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<i>Adaptation</i>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	2	Adaptation to Change	F	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	1	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	1	Travel	O	Hearing	N	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	O	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Internal Auditor		Codes:				
eDOT Title:		Internal Auditor		eDOT Code:		160.167-034		
OES Area:		US - National		OES Code:		193000700000		
SOC Job Family:		Accountants and Auditors		SOC Code:		132011		
		Black or African	Native Hawaiian			American Indian or		
		American	or Other Pacific			Alaska Native		
		Islander	Asian			Two or More Races		
	Total	White	Hispanic or Latino	Asian	Hispanic or Latino	American Indian or	Two or More Races	
Male	42.2 %	34.1 %	2.6 %	0.0 %	2.8 %	2.1 %	0.1 %	0.5 %
Female	57.8 %	43.4 %	5.4 %	0.1 %	4.8 %	3.1 %	0.3 %	0.8 %
Totals	100.0 %	77.5 %	8.0 %	0.1 %	7.5 %	5.2 %	0.4 %	1.3 %

Janitor

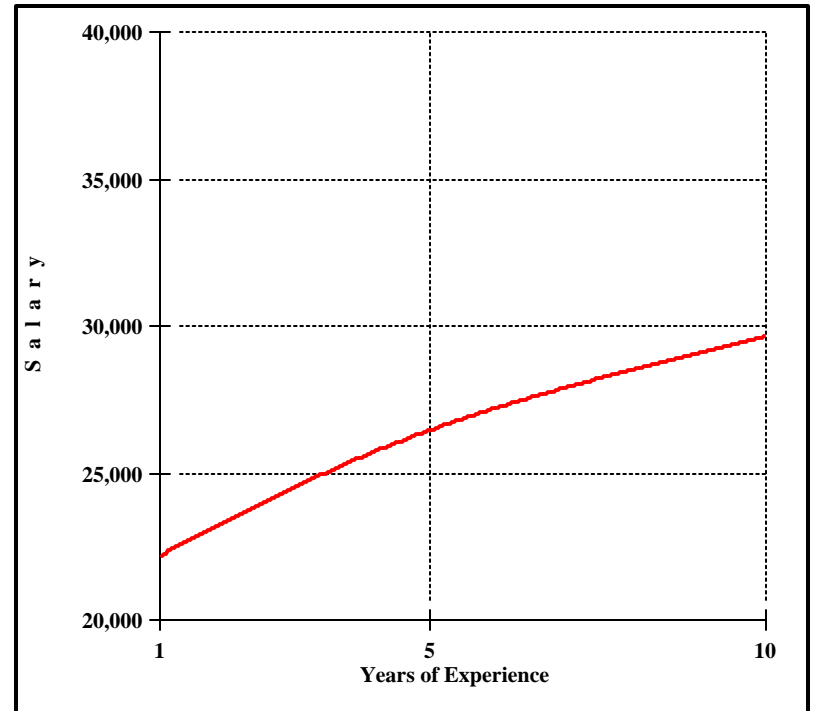
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$28,344	\$20,586	\$23,324	\$27,888	\$33,794	\$37,337	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$28,344	\$20,586	\$23,324	\$27,888	\$33,794	\$37,337	0.3
ERI Assessor Databases								
Annual Salary		\$26,462	\$22,847	\$24,307	\$25,962	\$28,114	\$30,012	
Incentive/Variable Pay		\$218	\$190	\$202	\$216	\$234	\$250	
Total Direct Annual Compensation		\$26,680	\$23,037	\$24,509	\$26,178	\$28,348	\$30,262	
Survey Participants' Databases								
Annual Salary		\$30,436	\$16,002	\$23,693	\$31,690	\$32,563	\$33,402	
Incentive/Variable Pay								
Total Direct Annual Compensation	124	\$30,436	\$16,002	\$23,693	\$31,690	\$32,563	\$33,402	1.4

Position Description

Cleans and keeps hotel, office building, apartment house, or similar building in an orderly condition. Sweeps, mops, scrubs, and vacuums hallways, stairs, and office space. Empties trash and garbage containers. Notifies supervisor concerning need for major repairs or additions to lighting, heating, and ventilating equipment. May perform minor and routine painting, plumbing, electrical wiring, and other related maintenance activities, using hand tools. May replace air-conditioner filters. May clean snow and debris from sidewalk and mow lawn, trim shrubbery, and cultivate flowers, using hand tools and power tools. May tend furnace, air-conditioner, and boiler to provide heat, cool air, and hot water. May regulate flow of fuel into automatic furnace. eDOT: 382.664-010



Janitor

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	382.664-010	Strength	M
Occupational Code	382	Occasionally Lift/Carry	2
Specific Vocational Preparation (SVP)	3	Frequently Lift/Carry	1
Education Level	3	Push/Pull	O
<u>Worker Functions</u>		Walking	F
Data	6	Sitting	O
People	6	Standing	O
Things	4	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	O
Mathematics Level	2	Balancing	O
Language Level	2	Stooping	O
Reasoning Level	2	Kneeling	O
<u>Aptitudes</u>		Crouching	O
General Learning Ability	3	Crawling	O
Verbal Aptitude	2	Reaching	F
Numeric Aptitude	2	Reaching Upward	O
Spatial Aptitude	2	Reaching Downward	F
Form Perception	2	Handling	F
Clerical Perception	2	Fingering	O
Motor Coordination	3	Feeling	N
Finger Dexterity	2	Keyboard Use	N
Manual Dexterity	3	Talking	O
Eye-Hand-Foot Coord.	2	Hearing	O
Color Discrimination	2	Tasting/Smelling	N
		Near Acuity	O
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	O
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	O
		Other Environmental Conditions	O
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	O
		Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:			
eDOT Title:	Janitor	eDOT Code:	382.664-010	OES Code:	193000700000	SOC Code:	372011
OES Area:	US - National						
SOC Job Family:	Janitors and Cleaners, Except Maids and Housekeeping Cleaners						
		Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
	Total	White					
Male	70.1 %	40.2 %	12.3 %	0.1 %	1.6 %	13.8 %	0.7 %
Female	29.9 %	16.1 %	5.2 %	0.0 %	0.7 %	7.0 %	0.3 %
Totals	100.0 %	56.3 %	17.5 %	0.1 %	2.3 %	20.8 %	1.0 %

Kitchen Helper

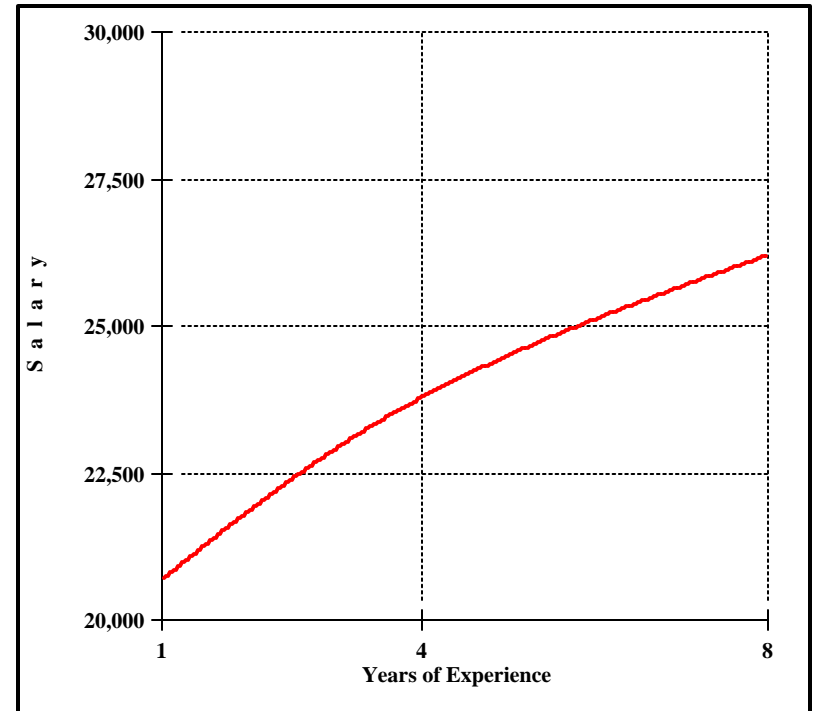
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$26,631	\$19,874	\$22,244	\$26,192	\$30,391	\$32,910	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$26,631	\$19,874	\$22,244	\$26,192	\$30,391	\$32,910	0.3
ERI Assessor Databases								
Annual Salary		\$23,794	\$21,231	\$22,215	\$23,331	\$24,781	\$26,061	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$23,794	\$21,231	\$22,215	\$23,331	\$24,781	\$26,061	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Maintains kitchen work areas and restaurant equipment and utensils in clean and orderly condition. Sweeps and mops floors. Washes worktables, walls, refrigerators, and meat blocks. Segregates and removes trash and garbage and places it in designated containers. Steam-cleans or hoses-out garbage cans. Sorts bottles and breaks disposable ones in bottle-crushing machine. Washes pots, pans, and trays by hand. Scrapes food from dirty dishes and washes them by hand or places them in racks or on conveyor to dishwashing machine. Polishes silver, using burnishing-machine tumbler, chemical dip, buffing wheel, and hand cloth. Holds inverted glasses over revolving brushes to clean inside surfaces. Transfers supplies and equipment between storage and work areas by hand or by use of hand truck. Sets up banquet tables. Washes and peels vegetables, using knife or peeling machine. Loads or unloads trucks picking up or delivering supplies and food. eDOT: 318.687-010



Lifeguard

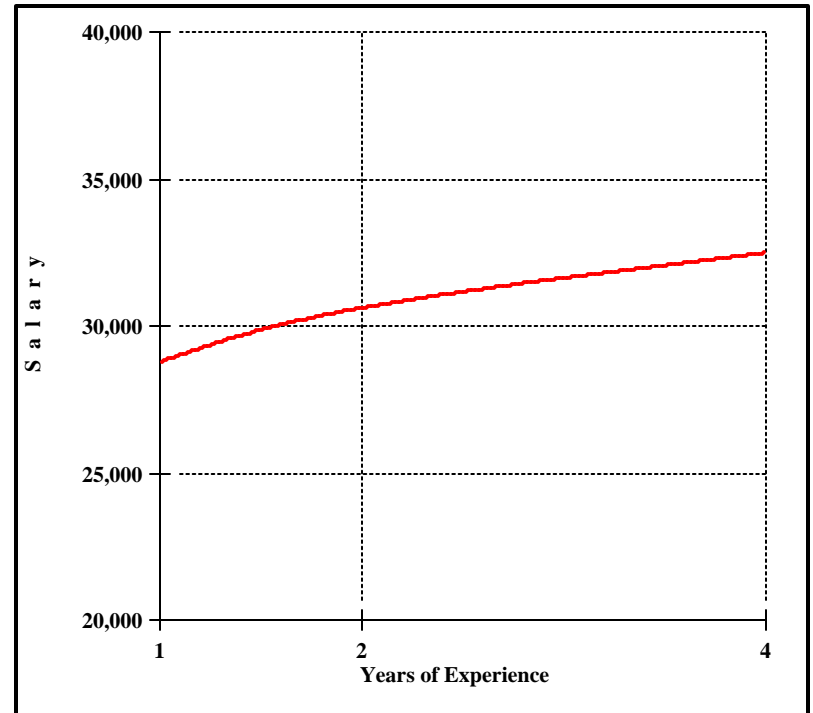
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$34,668	\$28,098	\$30,363	\$34,139	\$37,404	\$39,363	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$34,668	\$28,098	\$30,363	\$34,139	\$37,404	\$39,363	1.0
ERI Assessor Databases								
Annual Salary		\$30,628	\$27,084	\$28,494	\$30,093	\$32,172	\$34,005	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$30,628	\$27,084	\$28,494	\$30,093	\$32,172	\$34,005	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Monitors activities in swimming areas to prevent accidents, and assists swimmers. Cautions swimmers regarding unsafe areas. Rescues swimmers in danger of drowning and applies and administers first aid. Maintains order in swimming areas. Inspects facilities for cleanliness. May clean and refill swimming pool. May determine chlorine content and pH value of water, using water testing kit. May conduct or officiate at swimming meets. May give swimming instructions. eDOT: 379.667-014



Lifeguard

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	379.667-014	Strength	M
Occupational Code	379	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	5	Frequently Lift/Carry	0
Education Level	4	Push/Pull	0
<u>Worker Functions</u>		Walking	F
Data	6	Sitting	0
People	6	Standing	0
Things	7	Sit/Stand Option	0
<u>Literacy Demands</u>		Climbing	0
Mathematics Level	2	Balancing	0
Language Level	3	Stooping	0
Reasoning Level	3	Kneeling	0
<u>Aptitudes</u>		Crouching	N
General Learning Ability	3	Crawling	N
Verbal Aptitude	2	Reaching	0
Numeric Aptitude	2	Reaching Upward	0
Spatial Aptitude	3	Reaching Downward	0
Form Perception	2	Handling	0
Clerical Perception	3	Fingering	0
Motor Coordination	3	Feeling	N
Finger Dexterity	2	Keyboard Use	N
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	0
Color Discrimination	2	Tasting/Smelling	N
		Near Acuity	0
		Far Acuity	F
		Depth Perception	F
		Accommodation	O
		Color Vision	O
		Field of Vision	F
		<u>Environmental Conditions</u>	
		Exposure to Weather	F
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	O
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	N
		Administrative Activity	N
		Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Lifeguard	eDOT Code:	379.667-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	SOC Code:	339092
	Native Hawaiian or Other Pacific Islander		
	Black or African American		
	Asian		
	Hispanic or Latino		
	American Indian or Alaska Native		
	Two or More Races		
	Total		
Male	43.4 %	34.8 %	3.1 %
Female	56.6 %	45.0 %	5.7 %
Totals	100.0 %	79.8 %	8.8 %

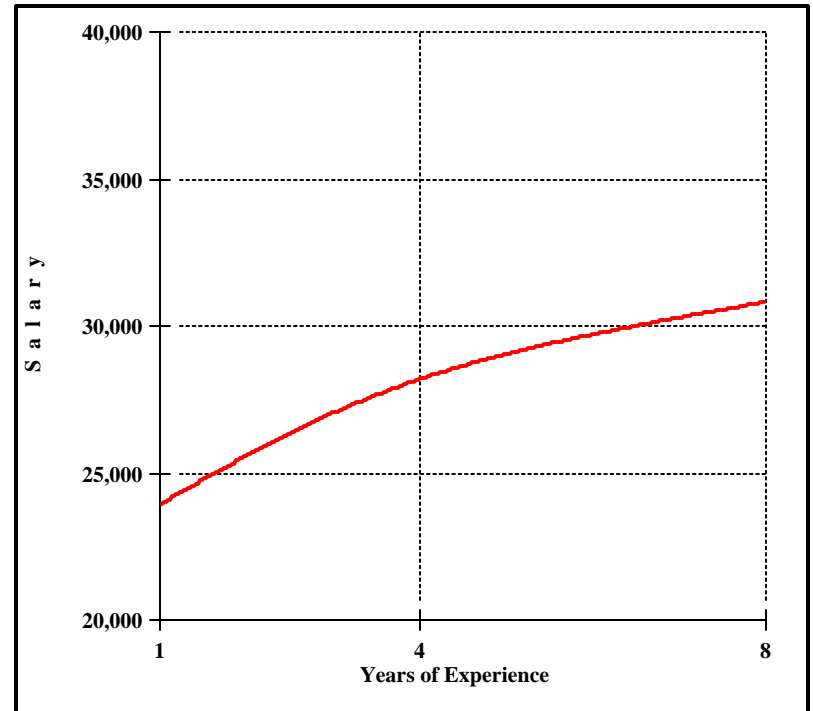
Linen Room Attendant

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$30,184	\$21,284	\$24,445	\$29,712	\$34,431	\$37,263	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$30,184	\$21,284	\$24,445	\$29,712	\$34,431	\$37,263	0.2
ERI Assessor Databases								
Annual Salary		\$28,202	\$24,642	\$26,070	\$27,688	\$29,792	\$31,648	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$28,202	\$24,642	\$26,070	\$27,688	\$29,792	\$31,648	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Stores, inventories, and issues or distributes bed and table linens and uniforms in establishments, such as hotels, hospitals, and clinics. Collects or receives, and segregates, counts, and records number of items of soiled linens and uniforms for repair or laundry, and places items in containers. Examines laundered items to ensure cleanliness and serviceability. Stamps items with identifying marks. Stores laundered items on shelves, after verifying numbers and types of items. Counts and assembles laundered items on cart or linen truck, records amounts of linens and uniforms to fill requisitions, and transports carts to floors. Conducts monthly and yearly inventories to identify items for replacement. Keeps linen room in clean and orderly condition. May mend torn articles with needle and thread or sewing machine. eDOT: 222.387-030



Linen Room Attendant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 222.387-030	<u>Understanding & Memory</u>	Strength L	Depth Perception N
Occupational Code 222	Memory N	Occasionally Lift/Carry 0	Accommodation O
Specific Vocational Preparation (SVP) 4	Short Instruction Memory N	Frequently Lift/Carry 0	Color Vision O
Education Level 4	Detailed Instruction Memory O	Push/Pull N	Field of Vision N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking N	<u>Environmental Conditions</u>
Data 3	Short Instruction O	Sitting F	Exposure to Weather N
People 8	Detailed Instruction F	Standing O	Extreme Cold N
Things 7	Concentration & Attention C	Sit/Stand Option N	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule O	Climbing N	Wet and/or Humid N
Mathematics Level 3	Work Routine F	Balancing N	Noise Intensity Level 2
Language Level 3	Work Distractions O	Stooping O	Vibration N
Reasoning Level 3	Work Decisions O	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion O	Crouching N	Proximity to Moving Parts N
General Learning Ability 2	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 2	Public Interaction C	Reaching F	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward F	Working With Explosives N
Form Perception 2	Peer Interaction O	Handling F	Exposure to Toxic Chemicals N
Clerical Perception 4	Work Behavior C	Fingering O	Exposure to Biohazards N
Motor Coordination 2	<u>Adaptation</u>	Feeling N	Other Environmental Conditions N
Finger Dexterity 2	Adaptation to Change N	Keyboard Use F	<u>Additional Measures</u>
Manual Dexterity 3	Hazard Awareness N	Talking O	Creativity N
Eye-Hand-Foot Coord. 1	Travel N	Hearing N	Administrative Activity N
Color Discrimination 2	Independent Planning O	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:								
eDOT Title: Linen Room Attendant		Codes:						
OES Area: US - National		eDOT Code: 222.387-030						
SOC Job Family: Stock Clerks and Order Fillers		OES Code: 193000700000						
		SOC Code: 435081						
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>	<u>Two or More Races</u>
Male	65.2 %	42.3 %	10.4 %	0.1 %	1.8 %	8.8 %	0.4 %	1.3 %
Female	34.8 %	24.3 %	4.7 %	0.1 %	0.9 %	3.9 %	0.3 %	0.6 %
Totals	100.0 %	66.6 %	15.1 %	0.2 %	2.7 %	12.7 %	0.7 %	1.9 %

Locksmith

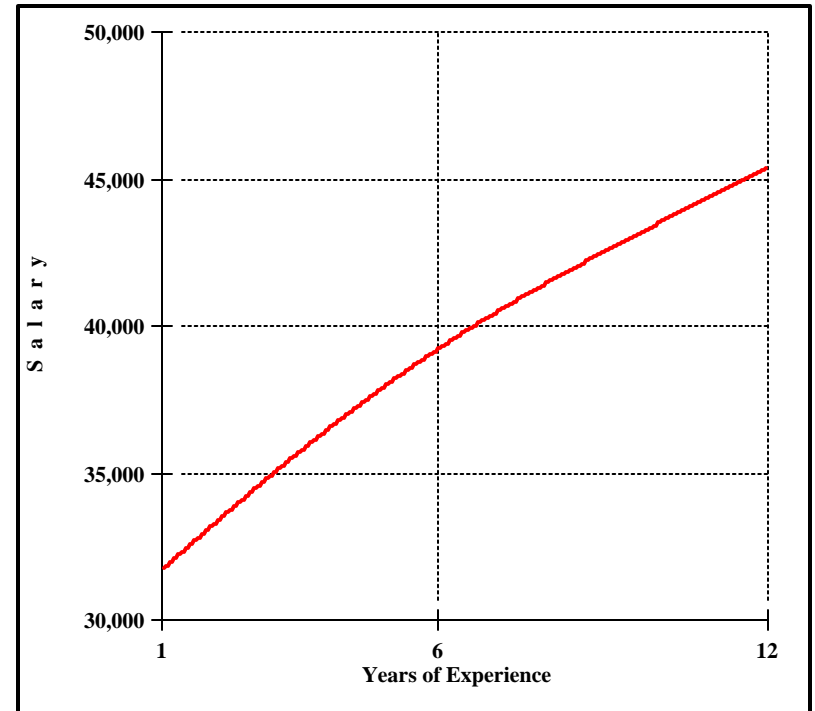
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$43,847	\$29,734	\$35,006	\$43,225	\$53,904	\$60,312	
Incentive/Variable Pay		\$1,620		\$389	\$1,604	\$3,378	\$4,442	
Total Direct Annual Compensation		\$45,467	\$29,734	\$35,395	\$44,829	\$57,282	\$64,754	1.1
ERI Assessor Databases								
Annual Salary		\$39,222	\$33,186	\$35,719	\$38,589	\$42,320	\$45,612	
Incentive/Variable Pay		\$594	\$506	\$544	\$588	\$645	\$695	
Total Direct Annual Compensation		\$39,816	\$33,692	\$36,263	\$39,177	\$42,965	\$46,307	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Installs, repairs, rebuilds, and services mechanical or electrical locking devices, using hand tools and special equipment. Disassembles locks, such as padlocks, safe locks, and door locks, and repairs or replaces worn tumblers, springs, and other parts. Inserts new or repaired tumblers into lock to change combination. Cuts new or duplicate keys, using key cutting machine. Moves lock pick in cylinder to open door locks without keys. Opens safe locks by drilling. May keep records of company locks and keys. eDOT: 709.281-010



Locksmith

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	709.281-010	<u>Understanding & Memory</u>	Strength	L
Occupational Code	709	Memory	Occasionally Lift/Carry	2
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	Frequently Lift/Carry	1
Education Level	4	Detailed Instruction Memory	Push/Pull	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	Walking	O
Data	2	Short Instruction	Sitting	O
People	8	Detailed Instruction	Standing	O
Things	1	Concentration & Attention	Sit/Stand Option	O
<u>Literacy Demands</u>		Work Schedule	Climbing	O
Mathematics Level	3	Work Routine	Balancing	N
Language Level	3	Work Distractions	Stooping	O
Reasoning Level	4	Work Decisions	Kneeling	O
<u>Aptitudes</u>		Work Completion	Crouching	O
General Learning Ability	3	<u>Social Interaction</u>	Crawling	O
Verbal Aptitude	2	Public Interaction	Reaching	O
Numeric Aptitude	3	Assignment/Assistance	Reaching Upward	F
Spatial Aptitude	3	Work Review	Reaching Downward	F
Form Perception	3	Peer Interaction	Handling	F
Clerical Perception	3	Work Behavior	Fingering	F
Motor Coordination	3	<u>Adaptation</u>	Feeling	N
Finger Dexterity	4	Adaptation to Change	Keyboard Use	O
Manual Dexterity	4	Hazard Awareness	Talking	O
Eye-Hand-Foot Coord.	2	Travel	Hearing	O
Color Discrimination	2	Independent Planning	Tasting/Smelling	N
			Near Acuity	F
			Far Acuity	O
			Depth Perception	F
			Accommodation	O
			Color Vision	O
			Field of Vision	O
			<u>Environmental Conditions</u>	
			Exposure to Weather	O
			Extreme Cold	N
			Extreme Heat	N
			Wet and/or Humid	O
			Noise Intensity Level	3
			Vibration	N
			Atmospheric Conditions	N
			Proximity to Moving Parts	N
			Exposure to Electrical Shock	N
			Working In High Places	N
			Exposure to Radiation	N
			Working With Explosives	N
			Exposure to Toxic Chemicals	N
			Exposure to Biohazards	N
			Other Environmental Conditions	N
			<u>Additional Measures</u>	
			Creativity	N
			Administrative Activity	O
			Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:			
eDOT Title:	Locksmith					eDOT Code:	709.281-010		
OES Area:	US - National					OES Code:	193000700000		
SOC Job Family:	Locksmiths and Safe Repairers					SOC Code:	499094		
		Black or African American		Native Hawaiian or Other Pacific Islander		Hispanic or Latino		American Indian or Alaska Native	Two or More Races
	Total	White	American	Islander	Asian				
Male	93.2 %	77.4 %	4.5 %	0.1 %	1.1 %	8.2 %		0.4 %	1.6 %
Female	6.8 %	4.9 %	0.7 %	0.0 %	0.2 %	0.7 %		0.1 %	0.2 %
Totals	100.0 %	82.3 %	5.1 %	0.1 %	1.3 %	8.8 %		0.5 %	1.8 %

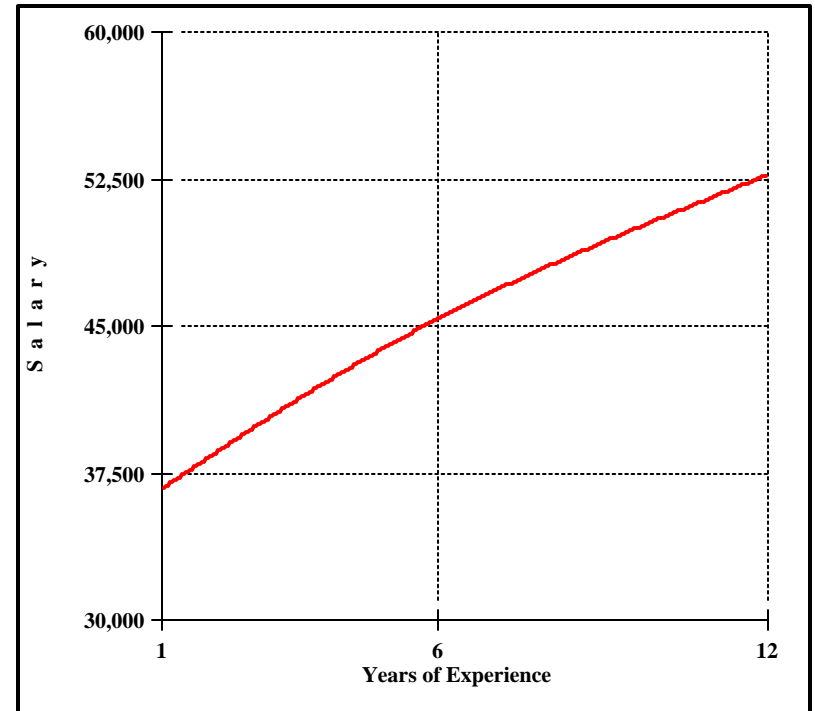
Maintenance Mechanic

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$48,756	\$34,380	\$40,226	\$48,096	\$60,261	\$67,560	0.3
Incentive/Variable Pay		\$5,348		\$1,283	\$5,295	\$11,198	\$14,739	
Total Direct Annual Compensation		\$54,104	\$34,380	\$41,509	\$53,391	\$71,459	\$82,299	
ERI Assessor Databases								
Annual Salary		\$45,380	\$39,328	\$41,842	\$44,691	\$48,395	\$51,663	
Incentive/Variable Pay		\$1,238	\$1,079	\$1,148	\$1,226	\$1,328	\$1,417	
Total Direct Annual Compensation		\$46,618	\$40,407	\$42,990	\$45,917	\$49,723	\$53,080	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Repairs and maintains, in accordance with diagrams, sketches, operation manuals, and manufacturer's specifications, machinery and mechanical equipment, such as engines, motors, pneumatic tools, conveyor systems, and production machines and equipment, using hand tools, power tools, and precision measuring and testing instruments. Observes mechanical devices in operation and listens to their sounds to locate causes of trouble. Dismantles devices to gain access to and remove defective parts, using hoists, cranes, hand tools and power tools. Examines form and texture of parts to detect imperfections. Inspects used parts to determine changes in dimensional requirements, using rules, calipers, micrometers, and other measuring instruments. Adjusts functional parts of devices and control instruments, using hand tools, levels, plumb bobs, and straightedges. Repairs or replaces defective parts, using hand tools and power tools. Installs special functional and structural parts in devices, using hand tools. Starts devices to test their performance. Lubricates and cleans parts. May set up and operate lathe, drill press, grinder, and other metalworking tools to make and repair parts. May initiate purchase order for parts and machines. May repair electrical equipment. eDOT: 638.281-014



Maintenance Mechanic

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	638.281-014	<u>Understanding & Memory</u>		Strength	M	Far Acuity	O
Occupational Code	638	Memory	O	Occasionally Lift/Carry	2	Depth Perception	F
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	O	Frequently Lift/Carry	1	Accommodation	F
Education Level	4	Detailed Instruction Memory	F	Push/Pull	O	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	2	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	F	Standing	F	Exposure to Weather	O
Things	1	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Climbing	O	Extreme Heat	N
Mathematics Level	3	Work Routine	O	Balancing	O	Wet and/or Humid	O
Language Level	2	Work Distractions	O	Stooping	O	Noise Intensity Level	4
Reasoning Level	4	Work Decisions	F	Kneeling	O	Vibration	N
<u>Aptitudes</u>		Work Completion	O	Crouching	O	Atmospheric Conditions	O
General Learning Ability	3	<u>Social Interaction</u>		Crawling	O	Proximity to Moving Parts	O
Verbal Aptitude	2	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	3	Work Review	F	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	O	Handling	F	Working With Explosives	N
Clerical Perception	4	Work Behavior	O	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	O	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	O	Other Environmental Conditions	O
Manual Dexterity	4	Hazard Awareness	O	Talking	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel	N	Hearing	O	Creativity	N
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	N
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:						
eDOT Title:	Maintenance Mechanic	eDOT Code:	638.281-014					
OES Area:	US - National	OES Code:	193000700000					
SOC Job Family:	Industrial Machinery Mechanics	SOC Code:	499041					
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>	<u>Two or More Races</u>
Male	96.2 %	77.9 %	6.6 %	0.0 %	1.7 %	8.2 %	0.5 %	1.2 %
Female	3.8 %	2.7 %	0.5 %	0.0 %	0.1 %	0.4 %	0.0 %	0.1 %
Totals	100.0 %	80.6 %	7.1 %	0.1 %	1.8 %	8.6 %	0.6 %	1.3 %

Manicurist

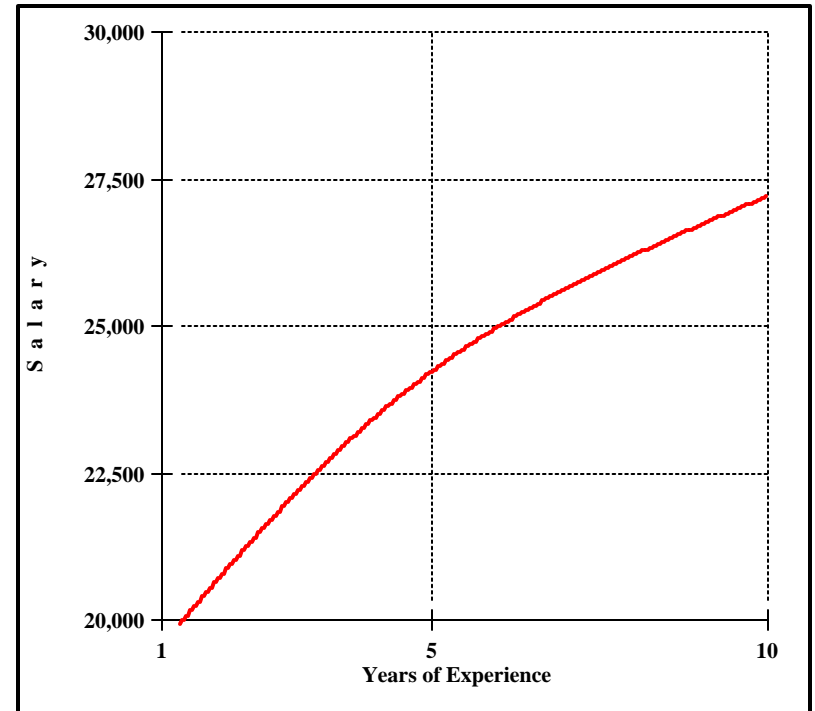
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$26,433	\$20,159	\$22,344	\$25,986	\$31,107	\$34,179	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$26,433	\$20,159	\$22,344	\$25,986	\$31,107	\$34,179	1.1
ERI Assessor Databases								
Annual Salary		\$24,235	\$20,907	\$22,243	\$23,757	\$25,726	\$27,464	
Incentive/Variable Pay		\$3,128	\$2,725	\$2,899	\$3,097	\$3,354	\$3,579	
Total Direct Annual Compensation		\$27,363	\$23,632	\$25,142	\$26,854	\$29,080	\$31,043	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Cleans, shapes, and polishes customers' fingernails and toenails. Removes previously applied nail polish, using liquid remover and swabs. Shapes and smoothes ends of nails, using scissors, files, and emery boards. Cleans customers' nails in soapy water, using swabs, files, and orange sticks. Softens nail cuticles with water and oil, pushes back cuticles, using cuticle knife, and trims cuticles, using scissors or nippers. Whitens underside of nails with white paste or pencil. Polishes nails, using powdered polish and buffer, or applies clear or colored liquid polish onto nails with brush. May perform other beauty services, such as giving facials and shampooing, tinting, and curling hair. eDOT: 331.674-010



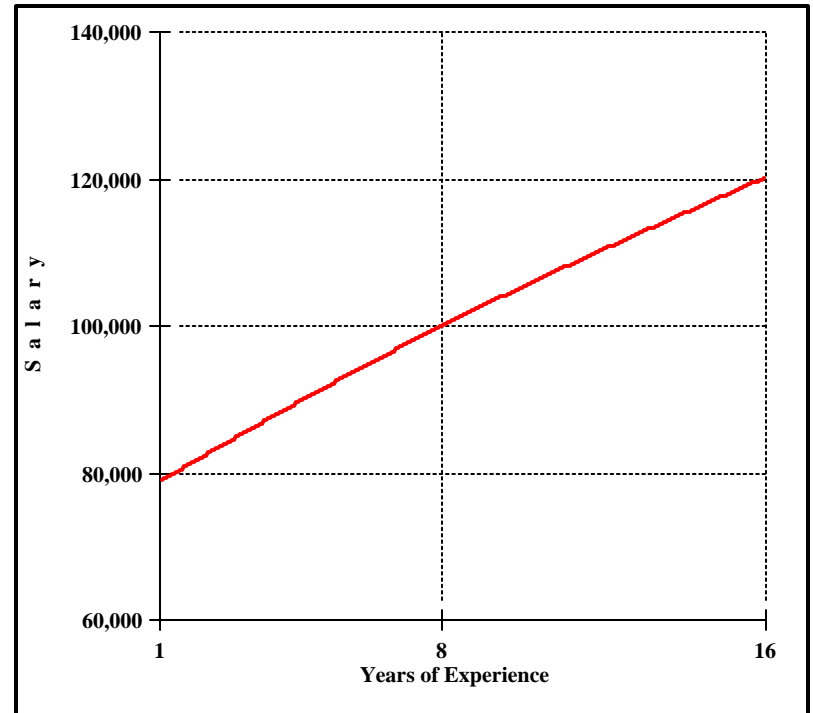
Marketing Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$111,490	\$72,282	\$87,993	\$110,201	\$142,775	\$162,319	0.4
Incentive/Variable Pay		\$11,365		\$2,728	\$11,251	\$24,514	\$32,472	
Total Direct Annual Compensation		\$122,855	\$72,282	\$90,721	\$121,452	\$167,289	\$194,791	
ERI Assessor Databases								
Annual Salary		\$100,139	\$83,068	\$90,484	\$98,891	\$109,819	\$119,460	
Incentive/Variable Pay		\$6,543	\$5,442	\$5,928	\$6,478	\$7,194	\$7,826	
Total Direct Annual Compensation		\$106,682	\$88,510	\$96,412	\$105,369	\$117,013	\$127,286	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages the promotion and direction of the advertising and marketing activities and campaigns, improvement of company's product image, market data, and information. Studies market conditions, determines the demand for company's services or products, and indicates the need for new products or services. Identifies potential customers. Develops and evaluates marketing strategies, striving to achieve maximum profits or market share and achieve and maintain customer satisfaction. Provides marketing advice to organizational units. Formulates marketing policies to promote products and services, working with advertising and promotion managers. Consults with buying personnel to gain advice regarding the types of products or services expected to be in demand. eDOT: 163.167-141



Marketing Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 163.167-141	<u>Understanding & Memory</u>	Strength S	Depth Perception O
Occupational Code 163	Memory F	Occasionally Lift/Carry 0	Accommodation O
Specific Vocational Preparation (SVP) 7	Short Instruction Memory F	Frequently Lift/Carry 0	Color Vision O
Education Level 8	Detailed Instruction Memory F	Push/Pull N	Field of Vision O
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 1	Short Instruction O	Sitting F	Exposure to Weather N
People 6	Detailed Instruction N	Standing O	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option O	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Wet and/or Humid N
Mathematics Level 3	Work Routine F	Balancing N	Noise Intensity Level 3
Language Level 5	Work Distractions F	Stooping N	Vibration N
Reasoning Level 5	Work Decisions F	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 4	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 4	Public Interaction F	Reaching O	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 3	Work Review O	Reaching Downward O	Working With Explosives N
Form Perception 3	Peer Interaction F	Handling O	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering O	Exposure to Biohazards N
Motor Coordination 2	<u>Adaptation</u>	Feeling N	Other Environmental Conditions N
Finger Dexterity 2	Adaptation to Change F	Keyboard Use F	<u>Additional Measures</u>
Manual Dexterity 2	Hazard Awareness O	Talking F	Creativity O
Eye-Hand-Foot Coord. 2	Travel F	Hearing F	Administrative Activity F
Color Discrimination 2	Independent Planning F	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Marketing Manager	eDOT Code:	163.167-141
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Marketing Managers	SOC Code:	112021
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	57.2 %	50.0 %	2.0 %
Female	42.8 %	0.0 %	0.0 %
Totals	100.0 %	86.0 %	4.2 %
	0.0 %	0.1 %	3.4 %
	0.1 %	1.9 %	2.5 %
	0.1 %	1.4 %	2.3 %
	0.2 %	4.9 %	0.6 %

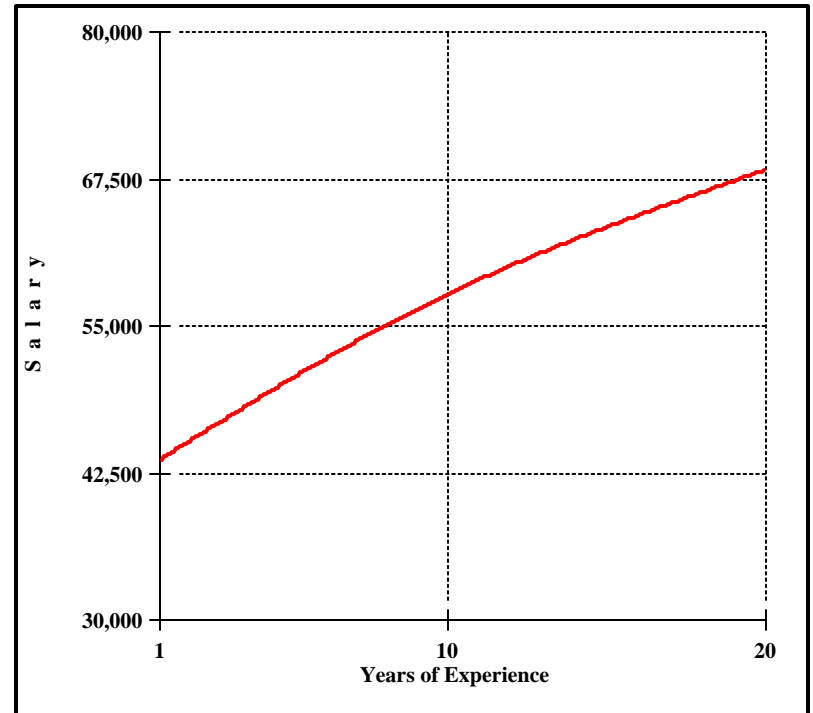
Marketing Representative

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$61,601	\$42,421	\$49,845	\$60,809	\$79,319	\$90,425	0.5
Incentive/Variable Pay		\$4,023		\$965	\$3,983	\$8,730	\$11,579	
Total Direct Annual Compensation		\$65,624	\$42,421	\$50,810	\$64,792	\$88,049	\$102,004	
ERI Assessor Databases								
Annual Salary		\$57,729	\$47,801	\$52,068	\$56,905	\$63,194	\$68,742	
Incentive/Variable Pay		\$5,870	\$4,881	\$5,318	\$5,812	\$6,454	\$7,020	
Total Direct Annual Compensation		\$63,599	\$52,682	\$57,386	\$62,717	\$69,648	\$75,762	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Encourages sales and creates goodwill for firm's products or services among customers or prospects, and supports a broad range of marketing activities. Calls on existing or potential customers. Participates in sales meetings. This is a professional level non-supervisory position. Keeps informed of changes that might affect product sales or services. Makes forecasts on anticipated market sales. Submits reports of sales activity and maintains records. Supports advertising programs and communication programs designed to promote products or services. Plans own work schedules within limits assigned. Works closely with company personnel to ensure prompt service to customers. Keeps informed on company contract procedures and product prices. May prepare displays, tour territories, make speeches at dealers' conventions, and call on individual merchants to advise on ways and means for increasing sales. May demonstrate products representing technological advances in industry. eDOT: 165.167-010



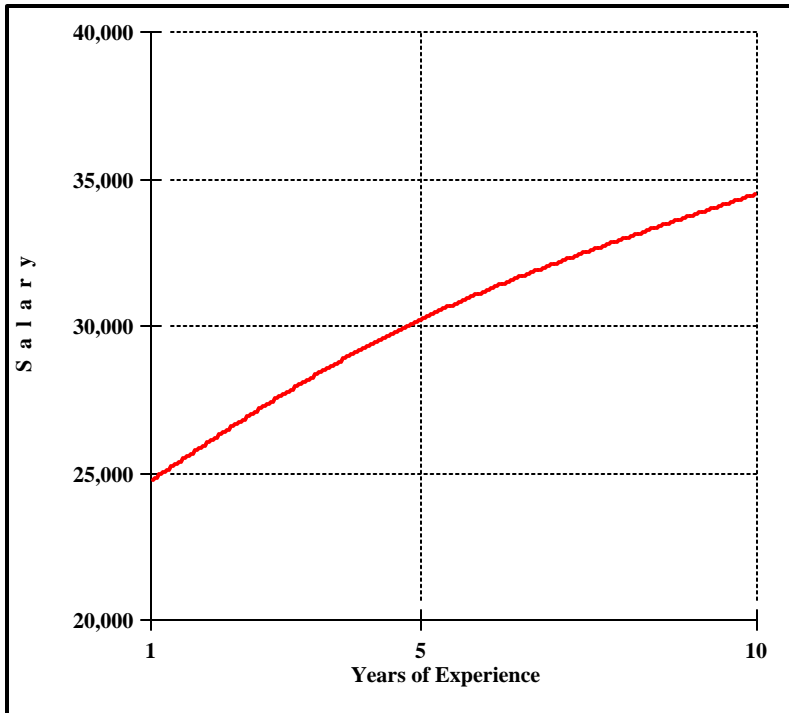
Massage Therapist

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$32,847	\$21,870	\$25,794	\$32,334	\$40,085	\$44,736	1.3
Incentive/Variable Pay								
Total Direct Annual Compensation		\$32,847	\$21,870	\$25,794	\$32,334	\$40,085	\$44,736	
ERI Assessor Databases								
Annual Salary		\$30,232	\$26,131	\$27,801	\$29,695	\$32,156	\$34,327	
Incentive/Variable Pay		\$3,591	\$3,129	\$3,329	\$3,555	\$3,850	\$4,110	
Total Direct Annual Compensation		\$33,823	\$29,260	\$31,130	\$33,250	\$36,006	\$38,437	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Massages customers and administers other body conditioning treatments for hygienic or remedial purposes. Applies alcohol, lubricants, or other rubbing compounds. Massages body, using such techniques as kneading, rubbing, and stroking flesh, to stimulate blood circulation, relax contracted muscles, facilitate elimination of waste matter, or to relieve other conditions, using hands or vibrating equipment. Administers steam or dry heat, ultraviolet or infrared, or water treatments on request of customer or instructions of physician. May give directions to clients in activities, such as reducing or remedial exercises. May examine client and recommend body conditioning activities or treatments. May record treatments furnished to customers. eDOT: 334.374-010



Massage Therapist

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	334.374-010	<u>Understanding & Memory</u>		Strength		Far Acuity	O
Occupational Code	334	Memory	F	Occasionally Lift/Carry	M	Depth Perception	O
Specific Vocational Preparation (SVP)	5	Short Instruction Memory	F	Frequently Lift/Carry	2	Accommodation	N
Education Level	6	Detailed Instruction Memory	O	Push/Pull	F	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	3	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	7	Detailed Instruction	O	Standing	F	Exposure to Weather	N
Things	4	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Balancing	N	Extreme Heat	N
Mathematics Level	2	Work Routine	F	Stooping	O	Wet and/or Humid	O
Language Level	3	Work Distractions	O	Kneeling	O	Noise Intensity Level	2
Reasoning Level	3	Work Decisions	F	Crouching	O	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crawling	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Reaching	F	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching Upward	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Downward	F	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Handling	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Fingering	O	Working With Explosives	N
Clerical Perception	2	Work Behavior	F	Feeling	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Keyboard Use	O	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	F	Talking	O	Other Environmental Conditions	N
Manual Dexterity	4	Hazard Awareness	O	Hearing	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Tasting/Smelling	N	Creativity	O
Color Discrimination	2	Independent Planning	F	Near Acuity	O	Administrative Activity	O
						Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:					
eDOT Title:	Massage Therapist	eDOT Code:	334.374-010				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	Massage Therapists	SOC Code:	319011				
				<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>
Male	62.5 %	47.4 %	5.8 %	0.1 %	1.6 %	5.6 %	0.5 %
Female	37.5 %	26.8 %	4.5 %	0.1 %	0.9 %	3.9 %	0.5 %
Totals	100.0 %	74.2 %	10.3 %	0.2 %	2.6 %	9.4 %	1.0 %
							<u>Two or More Races</u>
							2.3 %

Parking Attendant

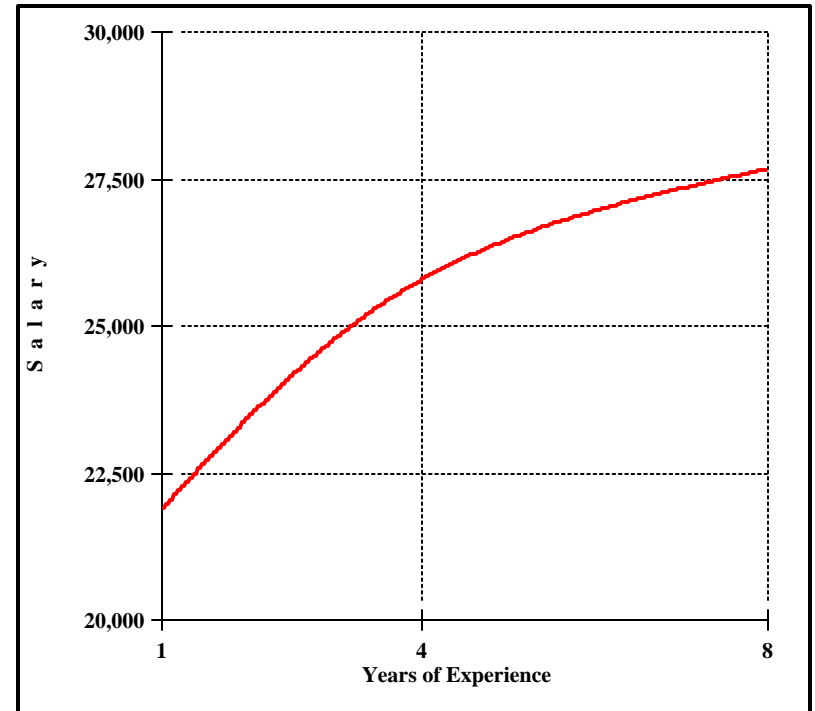
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$27,757	\$21,245	\$23,516	\$27,302	\$30,312	\$32,118	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$27,757	\$21,245	\$23,516	\$27,302	\$30,312	\$32,118	0.6
ERI Assessor Databases								
Annual Salary		\$25,797	\$22,523	\$23,828	\$25,307	\$27,230	\$28,926	
Incentive/Variable Pay		\$651	\$574	\$607	\$645	\$694	\$737	
Total Direct Annual Compensation		\$26,448	\$23,097	\$24,435	\$25,952	\$27,924	\$29,663	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Parks automobiles for customers in parking lot or storage garage or guides customer to a parking space. Places numbered tag on windshield of automobile to be parked and hands customer similar tag to be used later in locating parked automobile. Records time and drives automobile to parking space, or points out parking space for customer's use. Patrols area to prevent thefts from parked automobiles. Collects parking fee from customer, based on charges for time automobile is parked. Takes numbered tag from customer, locates automobile, and surrenders it to customer, or directs customer to parked automobile. May service automobiles with gasoline, oil, and water. eDOT: 915.473-010



Parking Attendant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 915.473-010	<u>Understanding & Memory</u>	Strength L	Depth Perception F
Occupational Code 915	Memory F	Occasionally Lift/Carry 1	Accommodation F
Specific Vocational Preparation (SVP) 2	Short Instruction Memory O	Frequently Lift/Carry 0	Color Vision O
Education Level 3	Detailed Instruction Memory O	Push/Pull N	Field of Vision F
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 4	Short Instruction F	Sitting F	Exposure to Weather F
People 7	Detailed Instruction O	Standing O	Extreme Cold N
Things 3	Concentration & Attention O	Sit/Stand Option N	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Wet and/or Humid O
Mathematics Level 1	Work Routine O	Balancing N	Noise Intensity Level 4
Language Level 1	Work Distractions O	Stooping N	Vibration N
Reasoning Level 2	Work Decisions F	Kneeling N	Atmospheric Conditions O
<u>Aptitudes</u>	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 2	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 2	Public Interaction F	Reaching F	Working In High Places N
Numeric Aptitude 2	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward F	Working With Explosives N
Form Perception 2	Peer Interaction F	Handling F	Exposure to Toxic Chemicals N
Clerical Perception 2	Work Behavior O	Fingering F	Exposure to Biohazards O
Motor Coordination 2	<u>Adaptation</u>	Feeling N	Other Environmental Conditions N
Finger Dexterity 2	Adaptation to Change F	Keyboard Use O	<u>Additional Measures</u>
Manual Dexterity 3	Hazard Awareness F	Talking O	Creativity O
Eye-Hand-Foot Coord. 3	Travel O	Hearing N	Administrative Activity O
Color Discrimination 1	Independent Planning F	Tasting/Smelling O	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Parking Attendant	eDOT Code:	915.473-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Parking Lot Attendants	SOC Code:	536021
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White		Two or More Races
	Total		
Male	87.0 %	41.5 %	16.6 %
Female	13.0 %	0.2 %	0.2 %
Totals	100.0 %	4.4 %	20.9 %
	47.6 %	0.5 %	2.3 %
	20.2 %	4.8 %	23.2 %
	0.6 %	0.4 %	3.1 %
	0.1 %	0.3 %	0.3 %
	3.4 %	0.6 %	3.4 %

Payroll Clerk

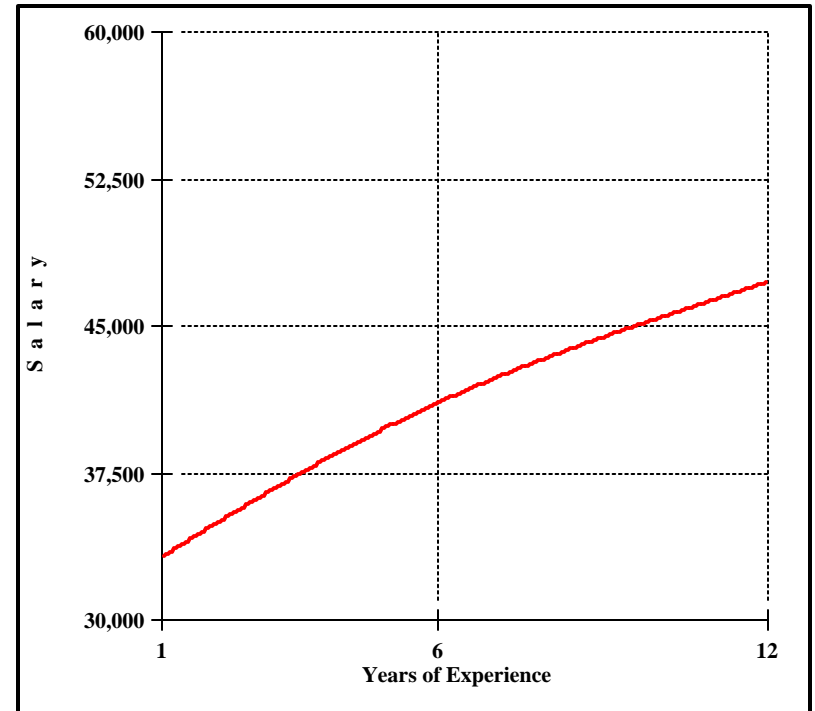
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$44,633	\$29,114	\$34,844	\$44,014	\$54,824	\$61,310	0.3
Incentive/Variable Pay		\$1,086		\$261	\$1,076	\$2,263	\$2,975	
Total Direct Annual Compensation		\$45,719	\$29,114	\$35,105	\$45,090	\$57,087	\$64,285	
ERI Assessor Databases								
Annual Salary		\$41,100	\$35,192	\$37,657	\$40,451	\$44,083	\$47,287	3.9
Incentive/Variable Pay		\$610	\$526	\$562	\$604	\$658	\$706	
Total Direct Annual Compensation		\$41,710	\$35,718	\$38,219	\$41,055	\$44,741	\$47,993	
Survey Participants' Databases								
Annual Salary		\$43,291	\$35,164	\$40,279	\$45,598	\$46,324	\$47,022	3.9
Incentive/Variable Pay								
Total Direct Annual Compensation	8	\$43,291	\$35,164	\$40,279	\$45,598	\$46,324	\$47,022	

Position Description

Compiles payroll data, such as hours worked, sales or piecework, taxes, insurance, union dues to be withheld, and employee identification number, from time sheets and other records. Screens time-worked inputs for calculating, coding, or other errors. Performs action necessary to determine pay and deductions including Federal and State taxes, insurance, retirement, union dues, savings, and other deductions. Monitors computer reports alerting payroll clerk to problems or errors. Prepares computer input forms and enters data into computer files. Reconciles errors and maintain payroll records. Compiles payroll data, enters data, computes and posts wages, and reconciles errors to maintain payroll records. Prepares computer input forms, enters data into computer files, or computes wages and deductions, and posts to payroll records. Reviews wages computed and corrects errors to ensure accuracy of payroll. Records changes affecting net wages, such as exemptions, insurance coverage, and loan payments for each employee, to update master payroll records. Records data concerning transfer of employees between departments. May prorate expenses to be debited or credited to each department for cost accounting records. May prepare periodic reports of earnings, taxes, and deductions. May keep records of leave pay and nontaxable wages. May prepare and issue paychecks. eDOT: 215.382-014



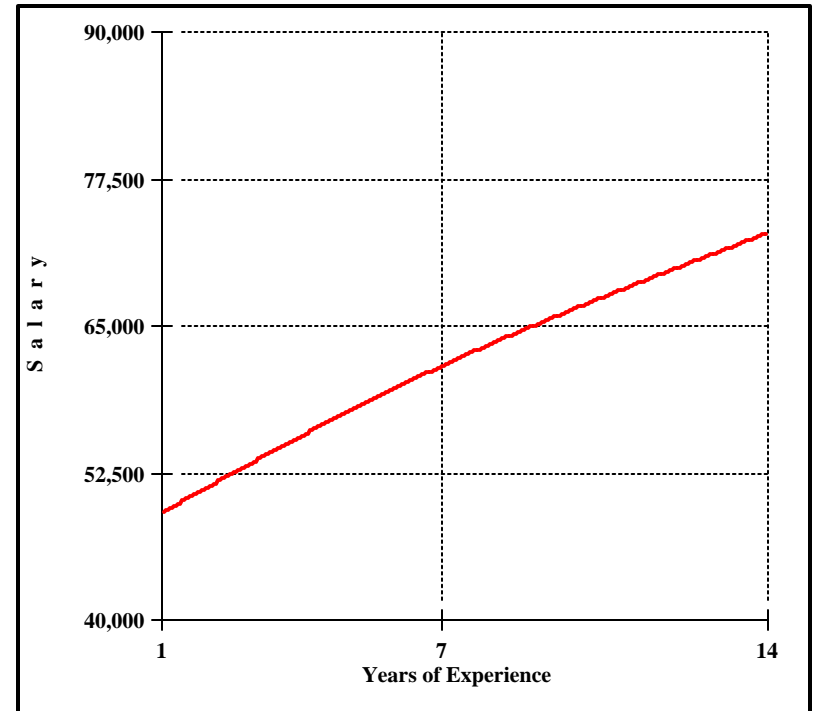
Payroll Supervisor

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$69,220	\$48,787	\$56,450	\$68,361	\$89,371	\$101,977	0.1
Incentive/Variable Pay		\$2,459		\$590	\$2,434	\$5,345	\$7,091	
Total Direct Annual Compensation		\$71,679	\$48,787	\$57,040	\$70,795	\$94,716	\$109,068	
ERI Assessor Databases								
Annual Salary		\$61,635	\$51,659	\$55,931	\$60,775	\$67,071	\$72,626	
Incentive/Variable Pay		\$1,190	\$1,001	\$1,085	\$1,178	\$1,301	\$1,408	
Total Direct Annual Compensation		\$62,825	\$52,660	\$57,016	\$61,953	\$68,372	\$74,034	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises and coordinates activities of workers engaged the payroll function of recording hours of work, processing time records, compiling payroll statistics, maintaining payroll control records, and calculating payrolls. Oversees computation of pay according to company policy and in accordance with government regulations and tax codes. Reviews, or directs review of, personnel records to determine names, rates of pay, and occupations of newly hired workers, and changes in wage rates and occupations of employees on payroll. Documents, or directs recording of, new or changed pay rates in payroll register or computer files. Supervises computation of pay according to company policy. Directs compilation and preparation of other payroll data, such as pension, insurance, and credit union payments. Reviews and approves payroll deductions. Interprets company policies and government regulations affecting payroll procedures. Directs preparation of government reports. Reviews payroll to ensure accuracy. May direct activities of workers engaged in computing costs of production, such as labor and equipment. eDOT: 215.137-014



Payroll Supervisor

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code 215.137-014	<u>Understanding & Memory</u>	Strength S	Far Acuity N
Occupational Code 215	Memory O	Occasionally Lift/Carry 0	Depth Perception N
Specific Vocational Preparation (SVP) 6	Short Instruction Memory F	Frequently Lift/Carry 0	Accommodation F
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	Field of Vision N
Data 1	Short Instruction F	Sitting F	<u>Environmental Conditions</u>
People 3	Detailed Instruction F	Standing O	Exposure to Weather N
Things 7	Concentration & Attention C	Sit/Stand Option N	Extreme Cold N
<u>Literacy Demands</u>	Work Schedule O	Climbing N	Extreme Heat N
Mathematics Level 3	Work Routine F	Balancing N	Wet and/or Humid N
Language Level 4	Work Distractions F	Stooping N	Noise Intensity Level 3
Reasoning Level 4	Work Decisions F	Kneeling N	Vibration N
<u>Aptitudes</u>	Work Completion F	Crouching N	Atmospheric Conditions N
General Learning Ability 3	<u>Social Interaction</u>	Crawling N	Proximity to Moving Parts N
Verbal Aptitude 2	Public Interaction F	Reaching O	Exposure to Electrical Shock N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward O	Working In High Places N
Spatial Aptitude 2	Work Review F	Reaching Downward O	Exposure to Radiation N
Form Perception 2	Peer Interaction O	Handling O	Working With Explosives N
Clerical Perception 4	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Motor Coordination 2	<u>Adaptation</u>	Feeling N	Exposure to Biohazards N
Finger Dexterity 3	Adaptation to Change O	Keyboard Use F	Other Environmental Conditions N
Manual Dexterity 2	Hazard Awareness O	Talking F	<u>Additional Measures</u>
Eye-Hand-Foot Coord. 1	Travel N	Hearing O	Creativity O
Color Discrimination 1	Independent Planning F	Tasting/Smelling N	Administrative Activity O
		Near Acuity F	Discretion/Independent Judgment F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Payroll Supervisor	eDOT Code:	215.137-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Office and Administrative Support Workers	SOC Code:	431011
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	32.4 %	23.8 %	3.6 %
Female	67.6 %	0.0 %	0.0 %
Totals	100.0 %	76.8 %	10.3 %

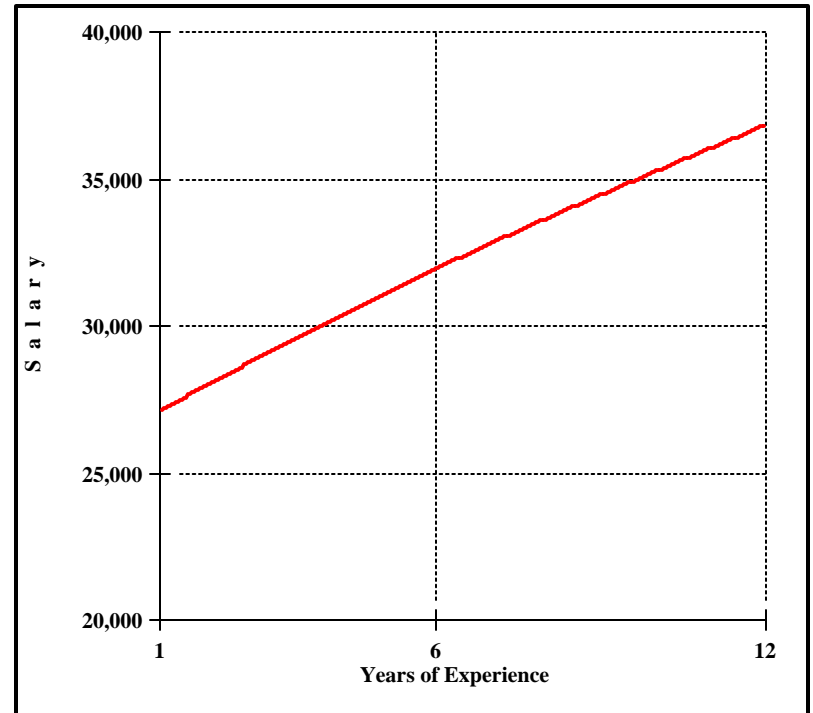
PBX Operator Receptionist

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$35,565	\$26,798	\$29,888	\$35,037	\$43,899	\$49,216	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,565	\$26,798	\$29,888	\$35,037	\$43,899	\$49,216	0.3
ERI Assessor Databases								
Annual Salary		\$31,957	\$27,318	\$29,231	\$31,400	\$34,219	\$36,706	
Incentive/Variable Pay		\$443	\$381	\$408	\$438	\$478	\$513	
Total Direct Annual Compensation		\$32,400	\$27,699	\$29,639	\$31,838	\$34,697	\$37,219	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Operates switchboard equipment to relay incoming, outgoing, and/or interoffice calls. Directs caller to destination and records name, time of call, nature of business, and person called upon. Supplies information to callers/visitors, takes messages, and announces callers/visitors. May issue visitor's pass when required. May perform clerical duties, such as word processing, proofreading, and sorting mail. May receive callers at establishment, determine nature of business, and arrange for appointment with person called upon. May type memos, correspondence, reports, and other documents. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. eDOT: 235.662-019



PBX Operator Receptionist

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 235.662-019	<u>Understanding & Memory</u>	Strength S	Depth Perception N
Occupational Code 235	Memory F	Occasionally Lift/Carry 0	Accommodation N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	Color Vision N
Education Level 5	Detailed Instruction Memory F	Push/Pull N	Field of Vision O
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 6	Short Instruction F	Sitting C	Exposure to Weather N
People 6	Detailed Instruction N	Standing O	Extreme Cold N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Wet and/or Humid N
Mathematics Level 2	Work Routine F	Balancing N	Noise Intensity Level 2
Language Level 3	Work Distractions F	Stooping N	Vibration N
Reasoning Level 3	Work Decisions F	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 3	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 4	Public Interaction F	Reaching F	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Working With Explosives N
Form Perception 2	Peer Interaction F	Handling C	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering F	Exposure to Biohazards O
Motor Coordination 3	<u>Adaptation</u>	Feeling O	Other Environmental Conditions N
Finger Dexterity 3	Adaptation to Change F	Keyboard Use F	<u>Additional Measures</u>
Manual Dexterity 3	Hazard Awareness O	Talking C	Creativity O
Eye-Hand-Foot Coord. 1	Travel O	Hearing F	Administrative Activity F
Color Discrimination 1	Independent Planning F	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	PBX Operator Receptionist	eDOT Code:	235.662-019
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Switchboard Operators, Including Answering Service	SOC Code:	432011
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	11.9 %	8.0 %	1.5 %
Female	88.1 %	0.0 %	0.6 %
Totals	100.0 %	61.9 %	1.5 %
	69.8 %	14.7 %	7.5 %
	16.2 %	0.1 %	9.0 %
	0.1 %	2.1 %	0.9 %
	0.2 %	0.6 %	0.1 %
	1.7 %	1.5 %	0.7 %
	1.9 %	2.1 %	0.9 %

Plumber

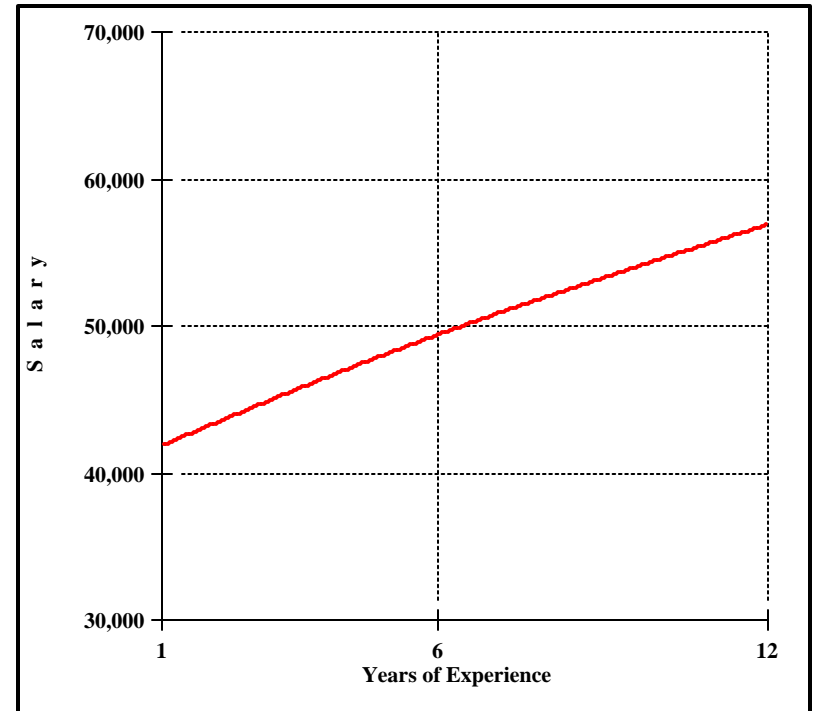
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$51,869	\$36,107	\$42,374	\$51,175	\$63,141	\$70,321	0.5
Incentive/Variable Pay		\$4,699		\$1,128	\$4,652	\$9,704	\$12,734	
Total Direct Annual Compensation		\$56,568	\$36,107	\$43,502	\$55,827	\$72,845	\$83,055	
ERI Assessor Databases								
Annual Salary		\$49,421	\$41,381	\$44,804	\$48,683	\$53,727	\$58,177	
Incentive/Variable Pay		\$937	\$788	\$853	\$928	\$1,024	\$1,108	
Total Direct Annual Compensation		\$50,358	\$42,169	\$45,657	\$49,611	\$54,751	\$59,285	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Assembles, installs, and repairs pipes, fittings, and fixtures of heating, water, and drainage systems, according to specifications and plumbing codes. Checks building plans and working drawings to determine work aids required and sequence of installations. Inspects structure to ascertain obstructions to be avoided to prevent weakening of structure resulting from installation of pipe. Locates and marks position of pipe and pipe connections and passage holes for pipes in walls and floors, using ruler, spirit level, and plumb bob. Cuts openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and power tools. Cuts and threads pipe, using pipe cutters, cutting torch, and pipe-threading machine. Bends pipe to required angle by use of pipe-bending machine or by placing pipe over block and bending it by hand. Assembles and installs valves, pipefittings, and pipes composed of metals, such as iron, steel, brass, and lead, and nonmetals, such as glass, vitrified clay, and plastic, using hand tools and power tools. Joins pipes by use of screws, bolts, fittings, solder, plastic solvent, and caulks joints. Fills pipe system with water or air and reads pressure gauges to determine whether system is leaking. Installs and repairs plumbing fixtures, such as sinks, commodes, bathtubs, water heaters, hot water tanks, garbage disposal units, dishwashers, and water softeners. Repairs and maintains plumbing by replacing washers in leaky faucets, mending burst pipes, and opening clogged drains. May weld holding fixtures to steel structural members. May specialize in maintenance and repair of heating, water, and drainage systems in industrial or commercial establishments. eDOT: 862.381-030



Plumber

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	862.381-030	<i>Understanding & Memory</i>		Strength	H	Far Acuity	O
Occupational Code	862	Memory	F	Occasionally Lift/Carry	3	Depth Perception	F
Specific Vocational Preparation (SVP)	7	Short Instruction Memory	F	Frequently Lift/Carry	2	Accommodation	O
Education Level	6	Detailed Instruction Memory	O	Push/Pull	F	Color Vision	O
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>		Walking	F	Field of Vision	O
Data	3	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	F	Standing	F	Exposure to Weather	O
Things	1	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	O	Extreme Heat	N
Mathematics Level	3	Work Routine	F	Balancing	O	Wet and/or Humid	O
Language Level	3	Work Distractions	F	Stooping	O	Noise Intensity Level	4
Reasoning Level	4	Work Decisions	F	Kneeling	O	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	O	Atmospheric Conditions	O
General Learning Ability	3	<i>Social Interaction</i>		Crawling	O	Proximity to Moving Parts	O
Verbal Aptitude	3	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	2	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	O
Motor Coordination	3	<i>Adaptation</i>		Feeling	O	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	O	Keyboard Use	O	Other Environmental Conditions	O
Manual Dexterity	4	Hazard Awareness	O	Talking	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel	O	Hearing	O	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:					
eDOT Title:	Plumber	eDOT Code:	862.381-030				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	Plumbers, Pipefitters, and Steamfitters	SOC Code:	472152				
		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	Total	White	Black or African American	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races
Male	98.3 %	77.0 %	6.7 %	0.1 %	0.7 %	11.6 %	0.9 %
Female	1.7 %	1.3 %	0.2 %	0.0 %	0.0 %	0.2 %	0.0 %
Totals	100.0 %	78.3 %	6.8 %	0.1 %	0.7 %	11.7 %	0.9 %

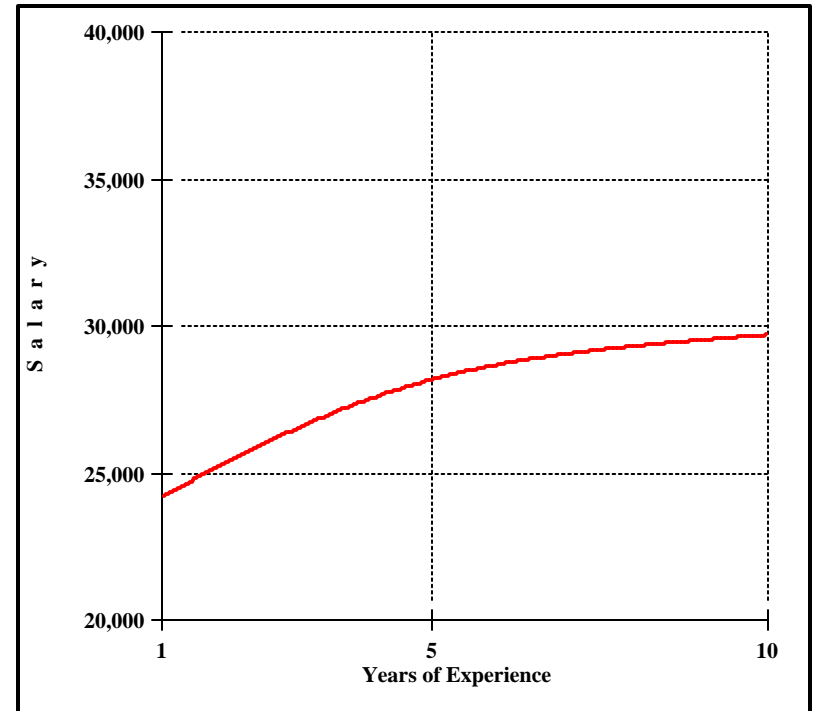
Porter

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$31,209	\$24,530	\$26,847	\$30,708	\$33,237	\$34,755	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$31,209	\$24,530	\$26,847	\$30,708	\$33,237	\$34,755	1.8
ERI Assessor Databases								
Annual Salary		\$28,185	\$23,789	\$25,605	\$27,662	\$30,337	\$32,697	
Incentive/Variable Pay		\$6,348	\$5,405	\$5,817	\$6,285	\$6,893	\$7,428	
Total Direct Annual Compensation		\$34,533	\$29,194	\$31,422	\$33,947	\$37,230	\$40,125	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Carries baggage for passengers of airline, railroad, or motorbus by hand or hand truck, to waiting or baggage room, onto train or bus, or to taxicab or private automobile. Performs related services, such as calling taxicabs, directing people to ticket windows and restrooms, and assisting disabled passengers upon their arrival or departure. May clean terminal floors; wash walls, windows, and counters; and dust furniture.
eDOT: 357.677-010



Porter

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	357.677-010	Strength	M
Occupational Code	357	Occasionally Lift/Carry	2
Specific Vocational Preparation (SVP)	2	Frequently Lift/Carry	1
Education Level	2	Push/Pull	O
<u>Worker Functions</u>		Walking	F
Data	6	Sitting	N
People	7	Standing	O
Things	7	Sit/Stand Option	N
<u>Literacy Demands</u>		Climbing	O
Mathematics Level	1	Balancing	O
Language Level	2	Stooping	F
Reasoning Level	2	Kneeling	O
<u>Aptitudes</u>		Crouching	O
General Learning Ability	2	Crawling	N
Verbal Aptitude	2	Reaching	F
Numeric Aptitude	2	Reaching Upward	O
Spatial Aptitude	2	Reaching Downward	O
Form Perception	2	Handling	F
Clerical Perception	2	Fingering	N
Motor Coordination	2	Feeling	N
Finger Dexterity	2	Keyboard Use	N
Manual Dexterity	2	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	O
Color Discrimination	1	Tasting/Smelling	N
		Near Acuity	N

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Porter	eDOT Code:	357.677-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Baggage Porters and Bellhops	SOC Code:	396011
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	83.4 %	38.5 %	21.8 %
Female	16.6 %	0.6 %	0.6 %
Totals	100.0 %	47.9 %	24.8 %

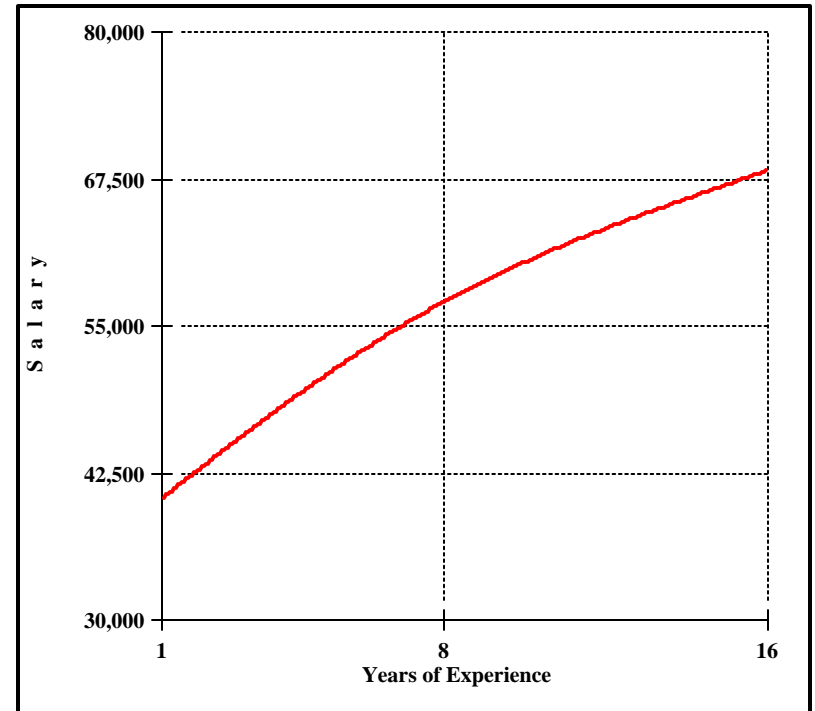
Public Relations Representative

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$59,808	\$36,219	\$45,259	\$59,034	\$76,309	\$86,674	0.5
Incentive/Variable Pay		\$3,691		\$886	\$3,654	\$7,945	\$10,520	
Total Direct Annual Compensation		\$63,499	\$36,219	\$46,145	\$62,688	\$84,254	\$97,194	
ERI Assessor Databases								
Annual Salary		\$57,142	\$47,313	\$51,537	\$56,325	\$62,549	\$68,040	
Incentive/Variable Pay		\$1,411	\$1,173	\$1,277	\$1,396	\$1,551	\$1,687	
Total Direct Annual Compensation		\$58,553	\$48,486	\$52,814	\$57,721	\$64,100	\$69,727	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Plans and organizes public relations program designed to create and maintain favorable public image for employer or client. Plans and oversees development and communication of information designed to keep the public informed of employer's programs, accomplishments, or point of view. Coordinates public relations efforts in order to meet needs, objectives, and policies of individual, special interest group, business concern, nonprofit organization, or governmental agency. Represents organization as in-house staff member or serves as an outside consultant. Prepares and distributes fact sheets, news releases, photographs, scripts, motion pictures, recordings, or website addresses or articles to media representatives and other people who may be interested in learning about or publicizing employer's activities or message. Purchases advertising space and time as required. Arranges for and conducts public-contact programs designed to meet employer's objectives, utilizing knowledge of changing attitudes and opinions of consumers, clients, employees, or other interest groups. Promotes goodwill through such publicity efforts as speeches, exhibits, films, tours, and question/answer sessions. Represents employer during community projects and at public, social, and business gatherings. May research data, create ideas, write copy, lay out artwork, contact media representatives, or represent employer directly before general public. May develop special projects such as campaign fundraisers or public awareness about political issues. May direct activities of subordinates. May confer with production and support personnel to coordinate production of television advertisements and on-air promotions. May prepare press releases and fact sheets and compose letters. May disseminate facts and information about organization's activities or governmental agency's programs to the general public. eDOT: 165.167-014



Public Relations Representative

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	165.167-014	<u>Understanding & Memory</u>		Strength	S	Far Acuity	O
Occupational Code	165	Memory	F	Occasionally Lift/Carry	0	Depth Perception	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	O
Education Level	7	Detailed Instruction Memory	F	Push/Pull	N	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	O
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	O	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Work Routine	N	Extreme Heat	N
Mathematics Level	3	Work Routine	O	Balancing	N	Wet and/or Humid	N
Language Level	4	Work Distractions	F	Stooping	N	Noise Intensity Level	2
Reasoning Level	4	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	4	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	4	Public Interaction	F	Reaching	O	Exposure to Electrical Shock	N
Numeric Aptitude	3	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	F	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	O	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	N
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	F	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Hearing	N	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	O	Administrative Activity	F
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:			
eDOT Title:	Public Relations Representative				eDOT Code:	165.167-014			
OES Area:	US - National				OES Code:	193000700000			
SOC Job Family:	Public Relations Specialists				SOC Code:	273031			
		Black or African	Native Hawaiian			American Indian or			
	Total	American	or Other Pacific		Asian	Alaska Native	Two or More Races		
Male	38.3 %	2.5 %	Islander	Asian	Hispanic or Latino	0.1 %		0.7 %	
Female	61.7 %	4.6 %				0.4 %		1.1 %	
Totals	100.0 %	7.1 %				0.5 %		1.8 %	

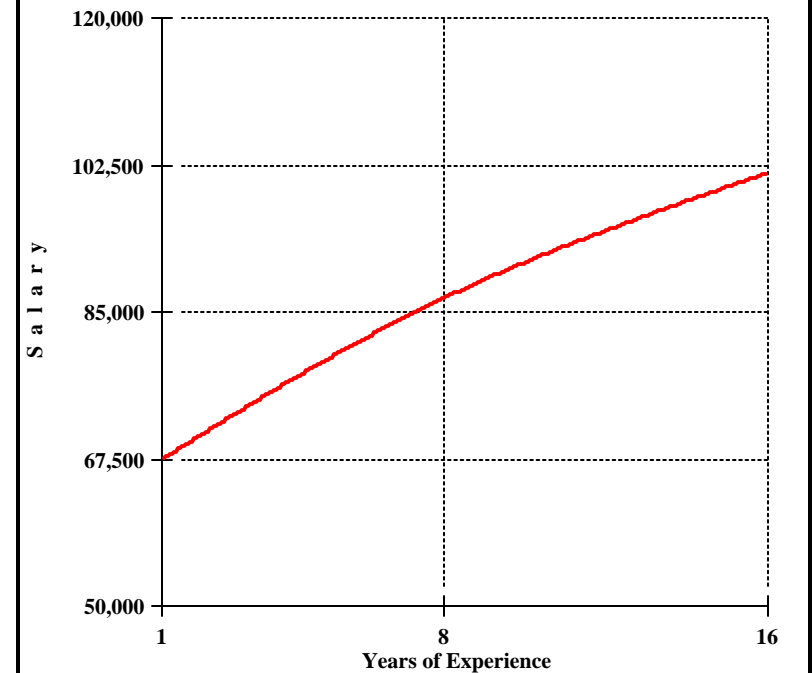
Purchasing Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$93,853	\$68,534	\$78,267	\$92,740	\$119,334	\$135,291	0.4
Incentive/Variable Pay		\$4,993		\$1,198	\$4,943	\$10,703	\$14,159	
Total Direct Annual Compensation		\$98,846	\$68,534	\$79,465	\$97,683	\$130,037	\$149,450	
ERI Assessor Databases								
Annual Salary		\$86,763	\$71,945	\$78,368	\$85,649	\$95,114	\$103,464	
Incentive/Variable Pay		\$3,594	\$2,989	\$3,256	\$3,558	\$3,951	\$4,298	
Total Direct Annual Compensation		\$90,357	\$74,934	\$81,624	\$89,207	\$99,065	\$107,762	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages and coordinates activities of buyers and support staff engaged in purchasing and distributing raw materials, equipment, machinery, and supplies in industrial plant, public utility, or other organization. Establishes purchasing policies and procedures and directs purchasing programs accordingly. Establishes procedures to accomplish procurement of a variety of materials in a cost-effective manner. Prepares and assigns purchase orders and change notices to purchasing agents. Analyzes market and delivery conditions to determine present and future material availability and prepares market analysis reports. Keeps informed of economic, industrial and other trends that affect markets, prices, and delivery conditions. Reviews and monitors requisitions, supply sources, supplies, quotations, terms, etc. Recommends major purchases of materials on the basis of anticipated changes in prices or on unusual availability situations. Reviews purchase order claims and contracts for conformance to company policy. Participates in contract negotiations and vendor selection. Monitors performance and capabilities of vendors to ensure maintenance of delivery, quality, and price commitments. Develops and installs clerical and office procedures and practices, and studies work flow, sequence of operations, and office arrangement to determine expediency of installing new or improved office machines. Arranges for disposal of surplus materials. Hires, trains new staff members, and supervises and evaluates job performance of purchasing department personnel. Acts as a liaison in dealings between vendors and user departments when necessary. May perform duties of Buyer. eDOT: 162.167-022



Receiving Clerk

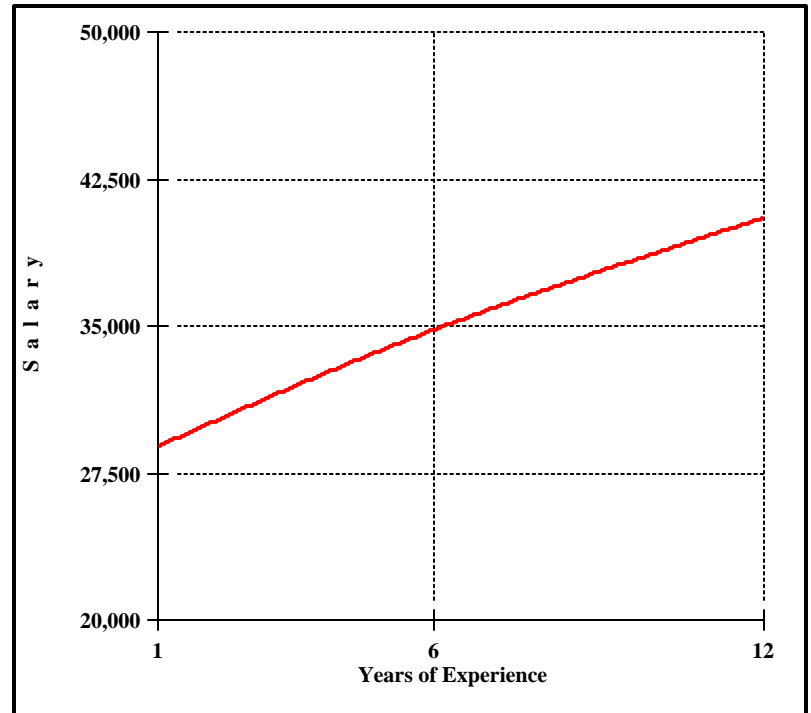
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$37,649	\$25,859	\$30,244	\$37,102	\$47,196	\$53,253	
Incentive/Variable Pay		\$1,285		\$308	\$1,273	\$2,728	\$3,600	
Total Direct Annual Compensation		\$38,934	\$25,859	\$30,552	\$38,375	\$49,924	\$56,853	0.2
ERI Assessor Databases								
Annual Salary		\$34,813	\$30,468	\$32,233	\$34,233	\$36,834	\$39,129	
Incentive/Variable Pay		\$458	\$403	\$427	\$454	\$488	\$518	
Total Direct Annual Compensation		\$35,271	\$30,871	\$32,660	\$34,687	\$37,322	\$39,647	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Verifies and keeps records on incoming shipments. Unpacks and examines incoming shipments, rejects damaged items, records shortages, and contacts shipper to rectify damages and shortages. Compares identifying information and counts, weighs, or measures items of incoming shipments to verify information against bills of lading, invoices, orders, or other records. May use hand-held scanner to record barcode on incoming products or enter the information into a computer. May route items to departments, warehouse, section, or stockroom. May operate tier-lift truck or use hand truck to move, convey, or hoist shipments from shipping-and-receiving platform to storage or work area. May direct others in receiving incoming shipment. eDOT: 222.387-244



Reservation Clerk

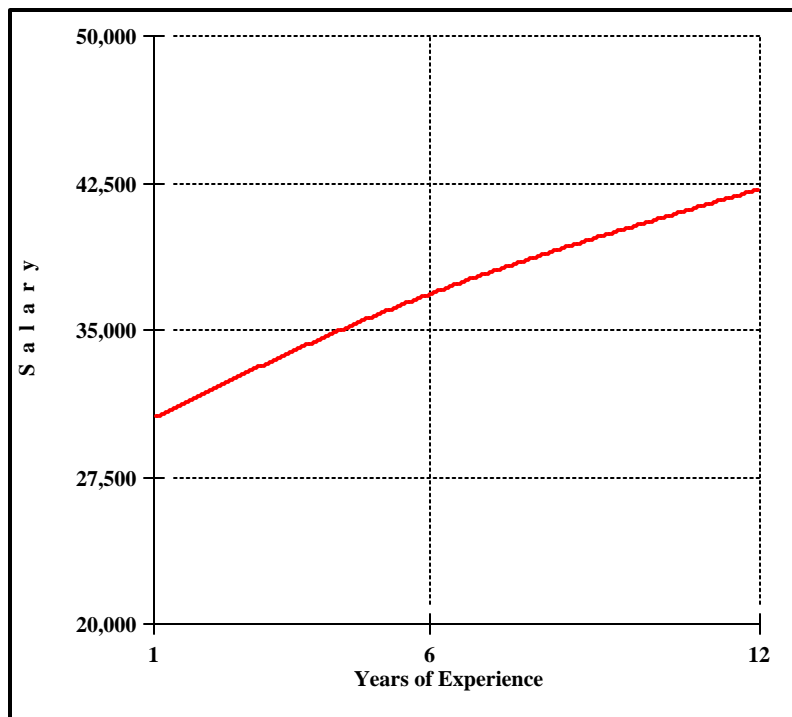
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$37,232	\$26,498	\$30,316	\$36,679	\$45,741	\$51,178	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$37,232	\$26,498	\$30,316	\$36,679	\$45,741	\$51,178	0.9
ERI Assessor Databases								
Annual Salary		\$36,849	\$31,896	\$33,935	\$36,246	\$39,250	\$41,900	
Incentive/Variable Pay		\$1,468	\$1,279	\$1,360	\$1,453	\$1,574	\$1,680	
Total Direct Annual Compensation		\$38,317	\$33,175	\$35,295	\$37,699	\$40,824	\$43,580	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Obtains travel, hotel, and restaurant accommodations for employees or clients. Issues tickets, prepares itineraries, and compiles reports of transactions. Obtains confirmation of travel and lodging space and rate information. Plans trips, offers travel suggestions, and prepares itinerary, which may include points of interest, restaurants, and availability of emergency services during the trip. Answers inquiries concerning routes, fares, and accommodations. Reviews routine invoices of transportation charges, and types and submits reports to company and to transportation agencies. Prepares claim forms for refunds and adjustments and reports of transactions processed. eDOT: 238.362-014



Reservation Clerk

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	238.362-014	Strength	S
Occupational Code	238	Occasionally Lift/Carry	0
Specific Vocational Preparation (SVP)	5	Frequently Lift/Carry	0
Education Level	5	Push/Pull	N
<u>Worker Functions</u>		Walking	O
Data	3	Sitting	F
People	6	Standing	O
Things	2	Sit/Stand Option	N
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	3	Balancing	N
Language Level	3	Stooping	N
Reasoning Level	3	Kneeling	N
<u>Aptitudes</u>		Crouching	N
General Learning Ability	3	Crawling	N
Verbal Aptitude	2	Reaching	F
Numeric Aptitude	3	Reaching Upward	O
Spatial Aptitude	2	Reaching Downward	O
Form Perception	2	Handling	O
Clerical Perception	4	Fingering	F
Motor Coordination	3	Feeling	N
Finger Dexterity	3	Keyboard Use	F
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	1	Hearing	O
Color Discrimination	1	Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	N
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	N
		Administrative Activity	O
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Reservation Clerk	eDOT Code:	238.362-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Reservation and Transportation Ticket Agents and Travel Clerks	SOC Code:	434181
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White		Two or More Races
	Total		
Male	33.7 %	20.7 %	5.2 %
Female	66.3 %	0.2 %	0.2 %
Totals	100.0 %	63.2 %	15.6 %
		0.6 %	4.8 %
		1.9 %	4.6 %
		3.0 %	7.8 %
		4.8 %	12.5 %
		0.4 %	0.4 %
		0.4 %	0.6 %
		0.6 %	0.9 %
		0.4 %	1.8 %
		0.6 %	2.7 %

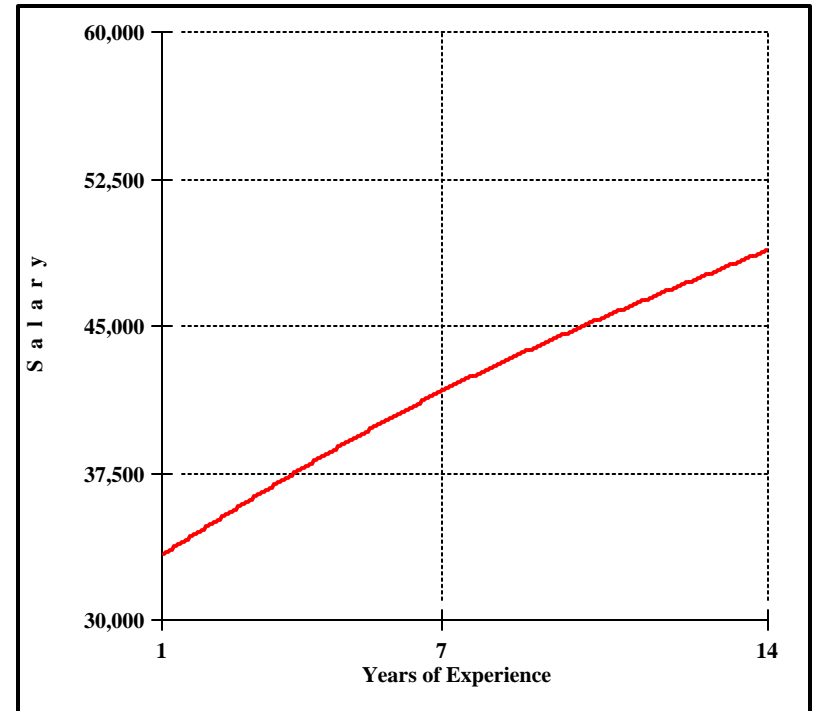
Restaurant Assistant Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$47,313	\$31,890	\$37,686	\$46,666	\$58,676	\$65,882	0.4
Incentive/Variable Pay		\$1,947		\$468	\$1,927	\$4,089	\$5,386	
Total Direct Annual Compensation		\$49,260	\$31,890	\$38,154	\$48,593	\$62,765	\$71,268	
ERI Assessor Databases								
Annual Salary		\$41,688	\$36,112	\$38,420	\$41,036	\$44,437	\$47,438	
Incentive/Variable Pay		\$1,442	\$1,256	\$1,337	\$1,428	\$1,547	\$1,650	
Total Direct Annual Compensation		\$43,130	\$37,368	\$39,757	\$42,464	\$45,984	\$49,088	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages a franchised or independent fast food or wholesale-prepared food establishment, in an assistant role. Directs, participates in, and/or coordinates preparation of, and cooking, wrapping, or packing, food served or prepared by establishment. Oversees collection of monies from in-house or take-out customers, or assembling of food orders for wholesale customers. May coordinate activities of workers engaged in keeping business records, collecting and paying accounts, ordering or purchasing supplies, and delivery of foodstuffs to wholesale or retail customers. May interview, hire, and train personnel. May contact prospective wholesale customers, such as mobile food vendors, vending machine operators, bar and tavern owners, and institutional personnel, to promote sale of prepared foods, such as doughnuts, sandwiches, and specialty food items. May establish delivery routes and schedules for supplying wholesale customers. Workers may be known according to type or name of franchised establishment or type of prepared foodstuff retailed or wholesaled. eDOT: 185.167-202



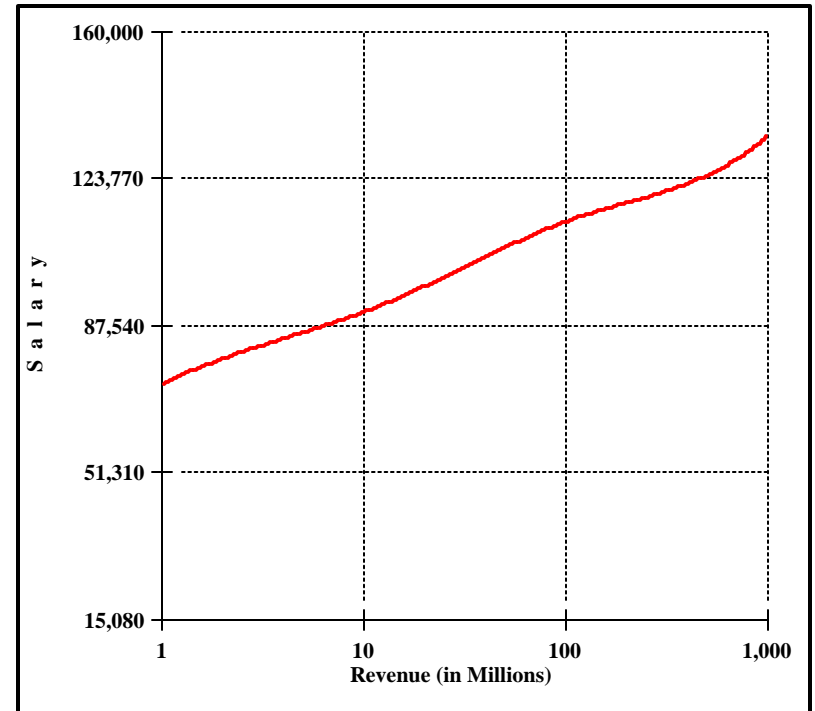
Restaurant Manager (Large)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$116,926	\$72,601	\$89,839	\$115,581	\$151,446	\$172,965	
Incentive/Variable Pay		\$8,534		\$2,048	\$8,449	\$18,594	\$24,681	
Total Direct Annual Compensation		\$125,460	\$72,601	\$91,887	\$124,030	\$170,040	\$197,646	
ERI Assessor Databases								
Annual Salary		\$113,391	\$70,539	\$89,957	\$111,967	\$140,581	\$165,823	
Incentive/Variable Pay		\$5,282	\$3,294	\$4,200	\$5,229	\$6,565	\$7,744	
Total Direct Annual Compensation		\$118,673	\$73,833	\$94,157	\$117,196	\$147,146	\$173,567	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Directs the food services operation of a large hotel, large restaurant, large institutional food facility, or similar establishment. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures. Directs and coordinates, through subordinate managerial personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for food services. Prepares recommendations on findings for management evaluation. Recommends capital expenditures for acquisition of new equipment that would increase efficiency and safety of operations. Approves requisitions for equipment, materials, and supplies within limits of operations department budget. Enforces compliance of operations personnel with administrative policies, procedures, safety rules, and governmental regulations. May negotiate contracts with equipment and materials suppliers.
eDOT: 187.167-106



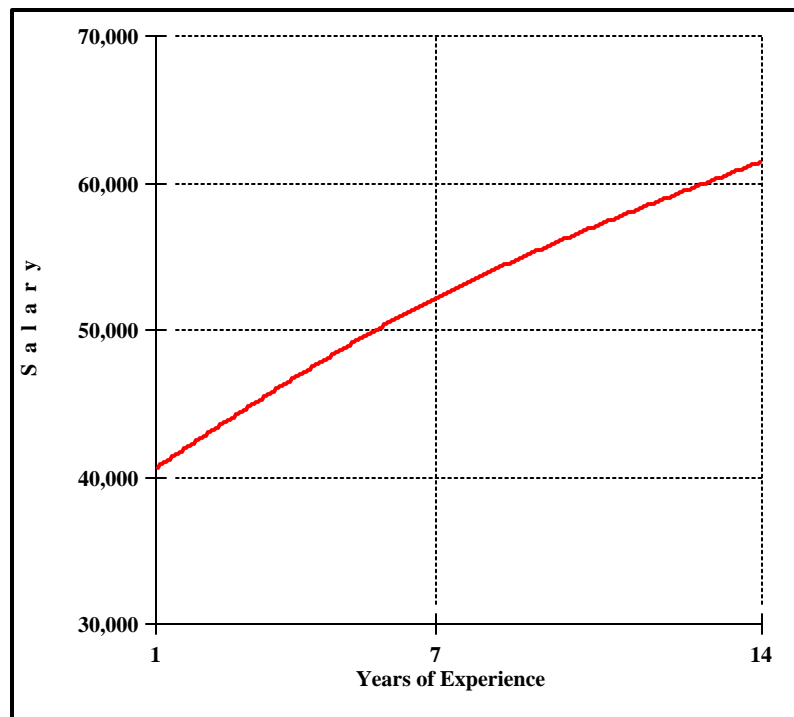
Restaurant Manager (Small)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$52,586	\$37,038	\$42,843	\$51,884	\$65,541	\$73,736	0.5
Incentive/Variable Pay		\$1,813		\$435	\$1,795	\$3,825	\$5,042	
Total Direct Annual Compensation		\$54,399	\$37,038	\$43,278	\$53,679	\$69,366	\$78,778	
ERI Assessor Databases								
Annual Salary		\$52,208	\$45,277	\$48,171	\$51,451	\$55,715	\$59,477	
Incentive/Variable Pay		\$2,443	\$2,129	\$2,264	\$2,419	\$2,620	\$2,797	
Total Direct Annual Compensation		\$54,651	\$47,406	\$50,435	\$53,870	\$58,335	\$62,274	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages smaller single outlet restaurant, cafeteria, franchised independent fast food, or wholesale-prepared food establishment. Directs, coordinates, and contributes to the preparation of, and cooking, serving, wrapping or packing types of, food served or prepared by establishment, collecting of monies from in-house or take-out customers, or assembling food orders for wholesale customers. Coordinates activities of workers engaged in keeping business records, collecting and paying accounts, ordering or purchasing supplies, and delivery of foodstuffs to wholesale or retail customers. Interviews, hires, and trains personnel. May contact prospective wholesale customers, such as mobile food vendors, vending machine operators, bar and tavern owners, and institutional personnel, to promote sale of prepared foods, such as doughnuts, sandwiches, and specialty food items. May establish delivery routes and schedules for supplying wholesale customers. Workers may be known according to type or name of restaurant, franchised establishment, or type of prepared foodstuff retailed or wholesaled. eDOT: 185.137-010



Retail Sales Clerk

Area: US - National

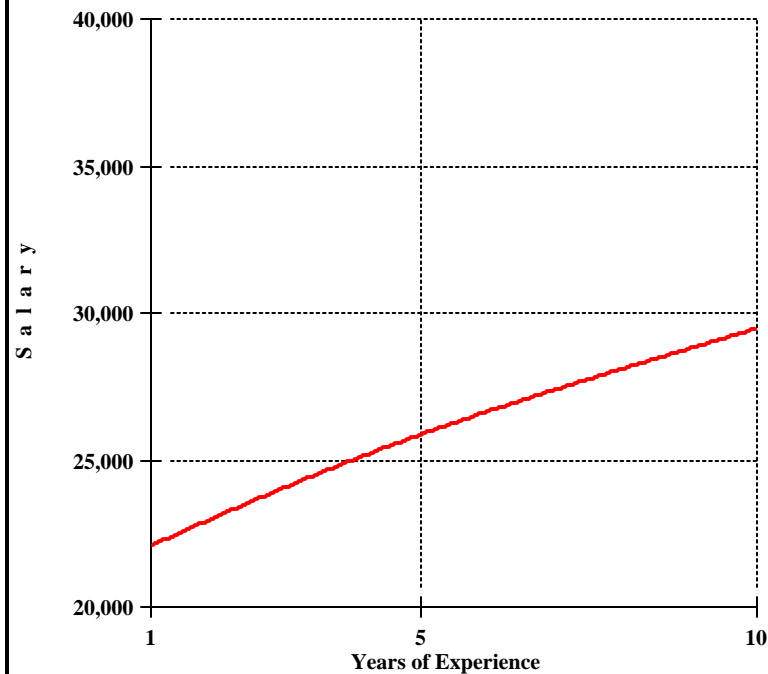
Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$28,018	\$20,618	\$23,224	\$27,568	\$34,299	\$38,337	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$28,018	\$20,618	\$23,224	\$27,568	\$34,299	\$38,337	0.2
ERI Assessor Databases								
Annual Salary		\$25,875	\$22,336	\$23,764	\$25,382	\$27,486	\$29,341	
Incentive/Variable Pay		\$6,964	\$6,067	\$6,454	\$6,894	\$7,465	\$7,970	
Total Direct Annual Compensation		\$32,839	\$28,403	\$30,218	\$32,276	\$34,951	\$37,311	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Assists customers and sells a specific line of merchandise for retail operation. Receives merchandise, totals bill, accepts payment, and makes change for customers. Stocks shelves, counters, or tables with merchandise. Sets up advertising displays or arranges merchandise on counters or tables to promote sales. Marks merchandise. Obtains merchandise requested by customer or receives merchandise selected by customer. Answers customer's questions concerning location, price, and use of merchandise. Wraps or bags merchandise for customers. Cleans shelves, counters, or tables. Removes and records amount of cash in register at end of shift. May enter sales discount to determine price. May keep records of sales, prepare inventory of stock, or order merchandise. May be designated according to product sold or type of store.

eDOT: 290.477-014



Retail Sales Clerk

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code 290.477-014	<u>Understanding & Memory</u>	Strength L	Far Acuity O
Occupational Code 290	Memory F	Occasionally Lift/Carry 1	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	Accommodation O
Education Level 5	Detailed Instruction Memory O	Push/Pull N	Color Vision O
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	Field of Vision N
Data 4	Short Instruction F	Sitting O	<u>Environmental Conditions</u>
People 7	Detailed Instruction O	Standing F	Exposure to Weather N
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Cold N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Extreme Heat N
Mathematics Level 2	Work Routine F	Balancing N	Wet and/or Humid N
Language Level 2	Work Distractions O	Stooping O	Noise Intensity Level 3
Reasoning Level 3	Work Decisions F	Kneeling N	Vibration N
<u>Aptitudes</u>	Work Completion F	Crouching O	Atmospheric Conditions N
General Learning Ability 3	<u>Social Interaction</u>	Crawling N	Proximity to Moving Parts N
Verbal Aptitude 3	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward O	Working In High Places N
Spatial Aptitude 2	Work Review O	Reaching Downward F	Exposure to Radiation N
Form Perception 2	Peer Interaction F	Handling F	Working With Explosives N
Clerical Perception 3	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Motor Coordination 2	<u>Adaptation</u>	Feeling N	Exposure to Biohazards O
Finger Dexterity 2	Adaptation to Change F	Keyboard Use O	Other Environmental Conditions N
Manual Dexterity 2	Hazard Awareness O	Talking F	<u>Additional Measures</u>
Eye-Hand-Foot Coord. 2	Travel O	Hearing F	Creativity O
Color Discrimination 2	Independent Planning F	Tasting/Smelling N	Administrative Activity O
		Near Acuity O	Discretion/Independent Judgment F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Retail Sales Clerk	eDOT Code:	290.477-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Retail Salespersons	SOC Code:	412031
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	47.2 %	36.3 %	3.7 %
Female	52.8 %	0.0 %	0.1 %
Totals	100.0 %	75.8 %	8.7 %

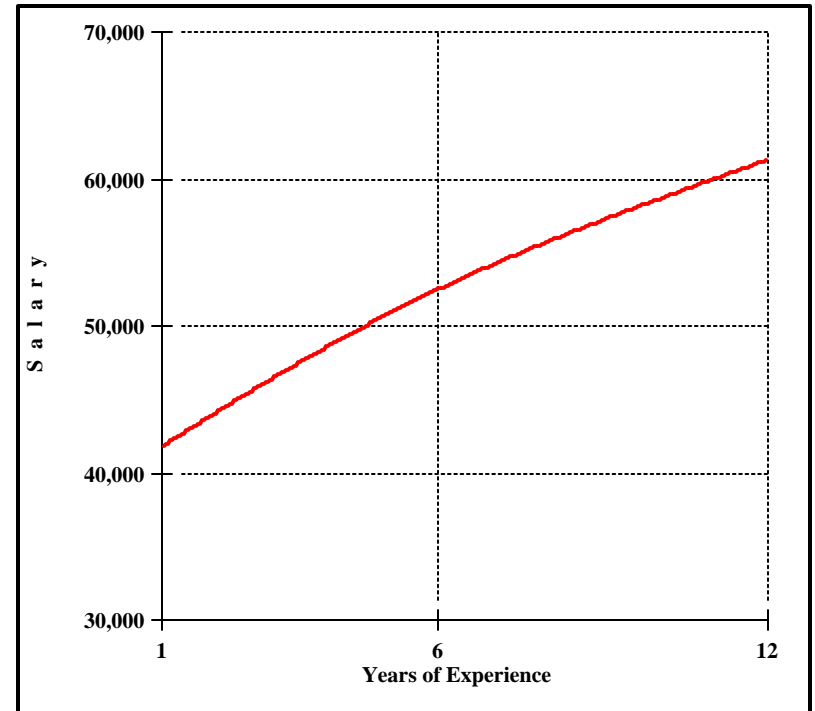
Retail Store Assistant Manager (Experience)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$56,900	\$31,404	\$41,184	\$56,161	\$69,954	\$78,229	0.2
Incentive/Variable Pay		\$3,784		\$909	\$3,746	\$7,879	\$10,360	
Total Direct Annual Compensation		\$60,684	\$31,404	\$42,093	\$59,907	\$77,833	\$88,589	
ERI Assessor Databases								
Annual Salary		\$52,507	\$44,498	\$47,893	\$51,742	\$56,745	\$61,158	
Incentive/Variable Pay		\$1,958	\$1,666	\$1,793	\$1,937	\$2,125	\$2,291	
Total Direct Annual Compensation		\$54,465	\$46,164	\$49,686	\$53,679	\$58,870	\$63,449	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages daily operations of a retail store, in an assistant role. Oversees employees performing duties, and/or performs a variety of duties personally. Plans and develops work schedules and assigns employees to specific duties. Prepares or directs workers preparing merchandise displays and advertising copy. Performs sales work, takes inventories, reconciles cash with sales receipts, keeps operating records, and/or prepares daily record of transactions. NOTE: ERI'S findings based on years of experience. Acts as manager in manager's absence. Orders merchandise or prepares requisitions to replenish merchandise on hand. Ensures compliance of employees with established security, sales, and record keeping procedures and practices. eDOT: 185.167-515



Retail Store Assistant Manager (Experience)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	185.167-515	Strength	L
Occupational Code	185	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	6	Frequently Lift/Carry	1
Education Level	7	Push/Pull	O
<u>Worker Functions</u>		Walking	F
Data	1	Sitting	O
People	6	Standing	F
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	O
Mathematics Level	3	Balancing	O
Language Level	3	Stooping	O
Reasoning Level	4	Kneeling	O
<u>Aptitudes</u>		Crouching	O
General Learning Ability	3	Crawling	N
Verbal Aptitude	4	Reaching	F
Numeric Aptitude	3	Reaching Upward	F
Spatial Aptitude	3	Reaching Downward	F
Form Perception	3	Handling	F
Clerical Perception	3	Fingering	O
Motor Coordination	4	Feeling	O
Finger Dexterity	3	Keyboard Use	F
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	4	Hearing	F
Color Discrimination	3	Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:				
eDOT Title:		Retail Store Assistant Manager (Experience)		eDOT Code:		185.167-515		
OES Area:		US - National		OES Code:		193000700000		
SOC Job Family:		First-Line Supervisors of Retail Sales Workers		SOC Code:		411011		
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>	<u>Two or More Races</u>
Male	58.2 %	46.8 %	3.0 %	0.0 %	2.6 %	4.4 %	0.2 %	1.1 %
Female	41.8 %	33.2 %	3.1 %	0.0 %	1.4 %	3.1 %	0.3 %	0.7 %
Totals	100.0 %	79.9 %	6.1 %	0.1 %	4.0 %	7.5 %	0.5 %	1.9 %

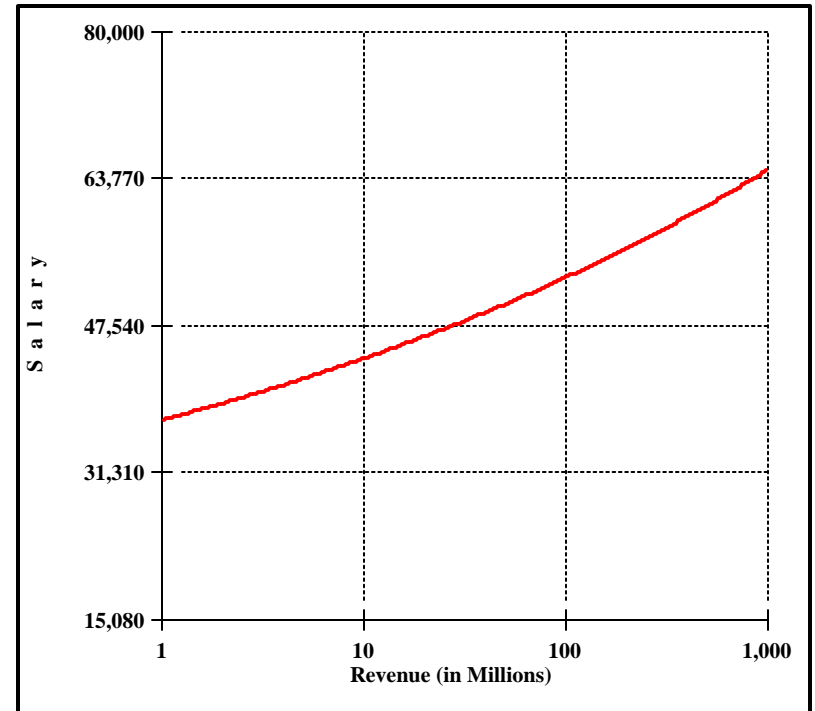
Retail Store Assistant Manager (Revenue)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$55,824	\$31,944	\$41,113	\$55,096	\$75,434	\$87,637	
Incentive/Variable Pay		\$3,712		\$891	\$3,675	\$8,412	\$11,254	
Total Direct Annual Compensation		\$59,536	\$31,944	\$42,004	\$58,771	\$83,846	\$98,891	
ERI Assessor Databases								
Annual Salary		\$52,967	\$44,889	\$48,314	\$52,197	\$57,244	\$61,696	
Incentive/Variable Pay		\$2,800	\$2,384	\$2,566	\$2,772	\$3,040	\$3,277	
Total Direct Annual Compensation		\$55,767	\$47,273	\$50,880	\$54,969	\$60,284	\$64,973	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages daily operations of a retail store, in an assistant role. Oversees employees performing duties, and/or performs a variety of duties personally. Plans and develops work schedules and assigns employees to specific duties. Prepares or directs workers preparing merchandise displays and advertising copy. Performs sales work, takes inventories, reconciles cash with sales receipts, keeps operating records, and/or prepares daily record of transactions. NOTE: ERI'S findings based on revenue size. Acts as manager in manager's absence. Orders merchandise or prepares requisitions to replenish merchandise on hand. Ensures compliance of employees with established security, sales, and record keeping procedures and practices. eDOT: 185.167-505



Retail Store Assistant Manager (Revenue)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	185.167-505	Strength	L
Occupational Code	185	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	6	Frequently Lift/Carry	1
Education Level	6	Push/Pull	O
<u>Worker Functions</u>		Walking	F
Data	1	Sitting	O
People	6	Standing	F
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	O
Mathematics Level	3	Balancing	O
Language Level	4	Stooping	O
Reasoning Level	4	Kneeling	O
<u>Aptitudes</u>		Crouching	O
General Learning Ability	4	Crawling	N
Verbal Aptitude	4	Reaching	F
Numeric Aptitude	4	Reaching Upward	O
Spatial Aptitude	2	Reaching Downward	F
Form Perception	3	Handling	F
Clerical Perception	3	Fingering	F
Motor Coordination	2	Feeling	N
Finger Dexterity	3	Keyboard Use	O
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	F
Color Discrimination	2	Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Retail Store Assistant Manager (Revenue)	eDOT Code:	185.167-505
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Retail Sales Workers	SOC Code:	411011
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White		Two or More Races
	Total		
Male	58.2 %	46.8 %	3.0 %
Female	41.8 %	0.0 %	2.6 %
Totals	100.0 %	3.1 %	4.4 %
	79.9 %	0.0 %	1.4 %
	6.1 %	0.1 %	3.1 %
	0.0 %	4.0 %	7.5 %
	0.2 %	0.5 %	1.1 %
	0.3 %	1.9 %	0.7 %

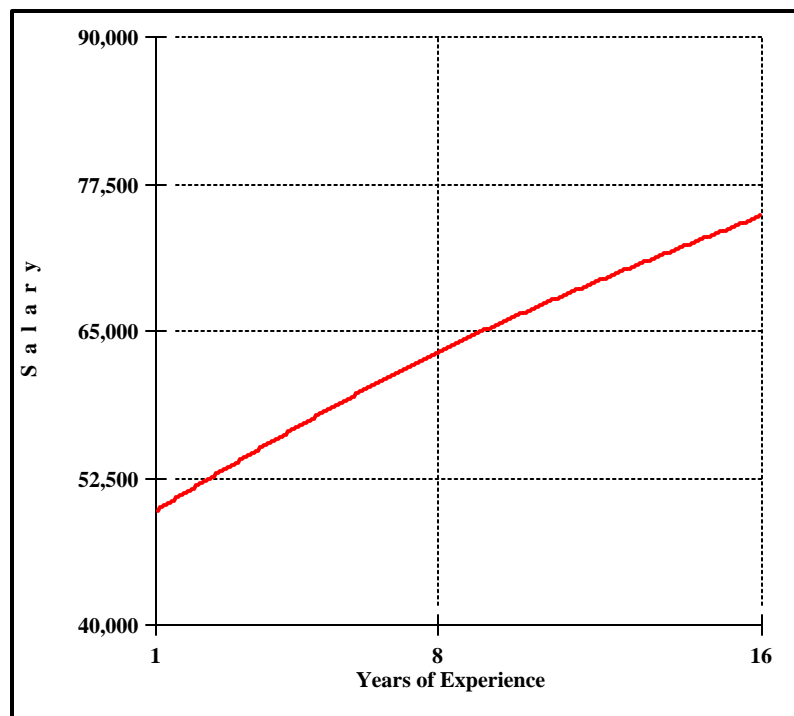
Retail Store Manager (Experience)

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$67,207	\$44,823	\$53,645	\$66,365	\$86,958	\$99,313	0.2
Incentive/Variable Pay		\$5,665		\$1,359	\$5,608	\$12,341	\$16,382	
Total Direct Annual Compensation		\$72,872	\$44,823	\$55,004	\$71,973	\$99,299	\$115,695	
ERI Assessor Databases								
Annual Salary		\$63,272	\$53,663	\$57,757	\$62,398	\$68,432	\$73,755	
Incentive/Variable Pay		\$6,491	\$5,527	\$5,949	\$6,427	\$7,048	\$7,596	
Total Direct Annual Compensation		\$69,763	\$59,190	\$63,706	\$68,825	\$75,480	\$81,351	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages daily operations of a retail store engaged in selling specific lines of merchandise, such as groceries, meat, liquor, apparel, jewelry, or furniture; related lines of merchandise, such as radios, televisions, and household appliances; or general lines of merchandise. Develops and implements pricing policies to ensure profitability of store operations. Coordinates sales promotion activities and oversees preparation of merchandise displays and advertising copy. Performs and/or supervises employees engaged in taking of and controlling inventories, reconciling cash with sales receipts, keeping operating records, or preparing daily records of transactions. Plans and develops work schedules and assigns employees to specific duties. NOTE: ERI's findings based on years of experience. Orders merchandise or prepares requisitions to replenish inventory on hand. Ensures compliance of employees with established security, sales, and record keeping procedures and practices. Typically accountable for controllable expenses, cash management, merchandising, and loss prevention. May hire and train store personnel and maintain employee relations. eDOT: 185.167-510



Retail Store Manager (Experience)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	185.167-510	Strength	L
Occupational Code	185	Occasionally Lift/Carry	2
Specific Vocational Preparation (SVP)	6	Frequently Lift/Carry	1
Education Level	7	Push/Pull	O
<u>Worker Functions</u>		Walking	F
Data	1	Sitting	O
People	6	Standing	F
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	O
Mathematics Level	3	Balancing	O
Language Level	3	Stooping	O
Reasoning Level	4	Kneeling	O
<u>Aptitudes</u>		Crouching	O
General Learning Ability	4	Crawling	N
Verbal Aptitude	4	Reaching	F
Numeric Aptitude	4	Reaching Upward	F
Spatial Aptitude	3	Reaching Downward	F
Form Perception	3	Handling	F
Clerical Perception	3	Fingering	O
Motor Coordination	3	Feeling	O
Finger Dexterity	3	Keyboard Use	F
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	F
Color Discrimination	2	Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Retail Store Manager (Experience)	eDOT Code:	185.167-510
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Retail Sales Workers	SOC Code:	411011
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	58.2 %	46.8 %	3.0 %
Female	41.8 %	0.0 %	0.0 %
Totals	100.0 %	79.9 %	6.1 %
	2.6 %	4.4 %	0.2 %
	1.4 %	3.1 %	0.3 %
	4.0 %	7.5 %	0.5 %
	0.0 %	0.0 %	0.7 %
	0.1 %	0.0 %	1.1 %

Retail Store Manager (Revenue)

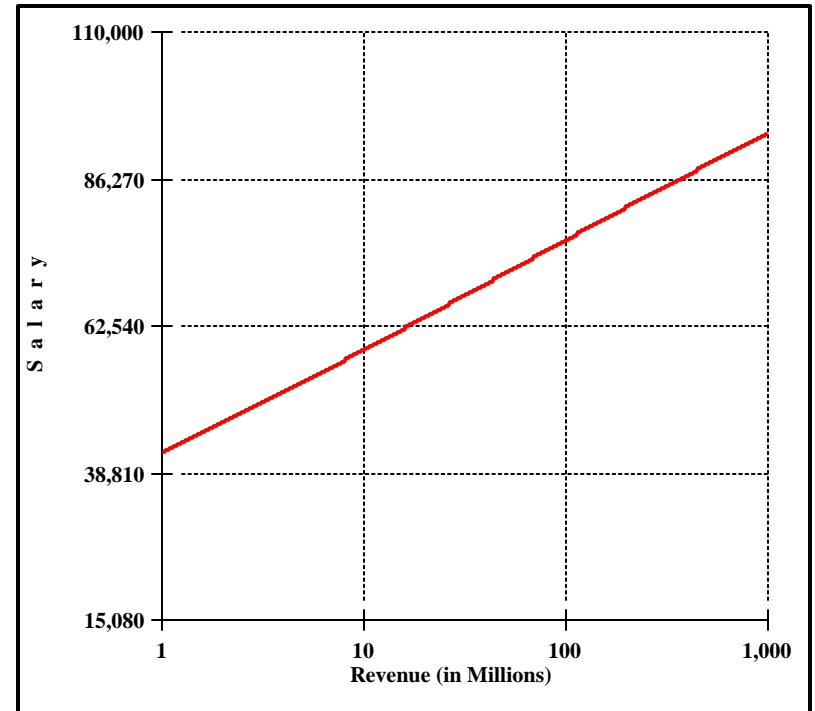
Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$83,860	\$49,442	\$62,703	\$82,851	\$111,605	\$128,858	
Incentive/Variable Pay		\$5,581		\$1,340	\$5,526	\$12,466	\$16,630	
Total Direct Annual Compensation		\$89,441	\$49,442	\$64,043	\$88,377	\$124,071	\$145,488	
ERI Assessor Databases								
Annual Salary		\$76,516	\$64,938	\$69,893	\$75,510	\$82,811	\$89,253	
Incentive/Variable Pay		\$6,970	\$5,935	\$6,388	\$6,901	\$7,569	\$8,157	
Total Direct Annual Compensation		\$83,486	\$70,873	\$76,281	\$82,411	\$90,380	\$97,410	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages daily operations of a retail store engaged in selling specific lines of merchandise, such as groceries, meat, liquor, apparel, jewelry, or furniture; related lines of merchandise, such as radios, televisions, and household appliances; or general lines of merchandise. Develops and implements pricing policies to ensure profitability of store operations. Coordinates sales promotion activities and oversees preparation of merchandise displays and advertising copy. Oversees employees engaged in taking of and controlling inventories, reconciling cash with sales receipts, keeping operating records, or preparing daily records of transactions. Plans and develops work schedules and assigns employees to specific duties.

NOTE: ERI's findings based on revenue size. Orders merchandise or prepares requisitions to replenish inventory on hand. Ensures compliance of employees with established security, sales, and record keeping procedures and practices. Typically accountable for controllable expenses, cash management, merchandising, and loss prevention. May hire and train store personnel and maintain employee relations.
eDOT: 185.167-046



Assessor trend line

Retail Store Manager (Revenue)

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	185.167-046	<u>Understanding & Memory</u>	
Occupational Code	185	Memory	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F
Education Level	6	Detailed Instruction Memory	F
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	
Data	1	Short Instruction	F
People	6	Detailed Instruction	F
Things	7	Concentration & Attention	F
<u>Literacy Demands</u>		Work Schedule	O
Mathematics Level	3	Work Routine	F
Language Level	3	Work Distractions	F
Reasoning Level	4	Work Decisions	F
<u>Aptitudes</u>		Work Completion	F
General Learning Ability	4	<u>Social Interaction</u>	
Verbal Aptitude	3	Public Interaction	C
Numeric Aptitude	3	Assignment/Assistance	F
Spatial Aptitude	2	Work Review	F
Form Perception	2	Peer Interaction	F
Clerical Perception	3	Work Behavior	F
Motor Coordination	2	<u>Adaptation</u>	
Finger Dexterity	2	Adaptation to Change	O
Manual Dexterity	2	Hazard Awareness	O
Eye-Hand-Foot Coord.	2	Travel	O
Color Discrimination	2	Independent Planning	F
		Strength	L
		Occasionally Lift/Carry	2
		Frequently Lift/Carry	1
		Push/Pull	O
		Walking	F
		Sitting	O
		Standing	F
		Sit/Stand Option	O
		Climbing	N
		Balancing	N
		Stooping	O
		Kneeling	O
		Crouching	O
		Crawling	N
		Reaching	O
		Reaching Upward	O
		Reaching Downward	O
		Handling	F
		Fingering	O
		Feeling	N
		Keyboard Use	F
		Talking	F
		Hearing	O
		Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	N
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	O
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:				Codes:				
eDOT Title:		Retail Store Manager (Revenue)		eDOT Code:		185.167-046		
OES Area:		US - National		OES Code:		193000700000		
SOC Job Family:		First-Line Supervisors of Retail Sales Workers		SOC Code:		411011		
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Native Hawaiian or Other Pacific Islander</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>American Indian or Alaska Native</u>	<u>Two or More Races</u>
Male	57.4 %	45.8 %	3.1 %	0.0 %	2.6 %	4.5 %	0.2 %	1.2 %
Female	42.6 %	33.8 %	3.1 %	0.1 %	1.4 %	3.2 %	0.3 %	0.7 %
Totals	100.0 %	79.6 %	6.2 %	0.1 %	4.1 %	7.7 %	0.5 %	1.9 %

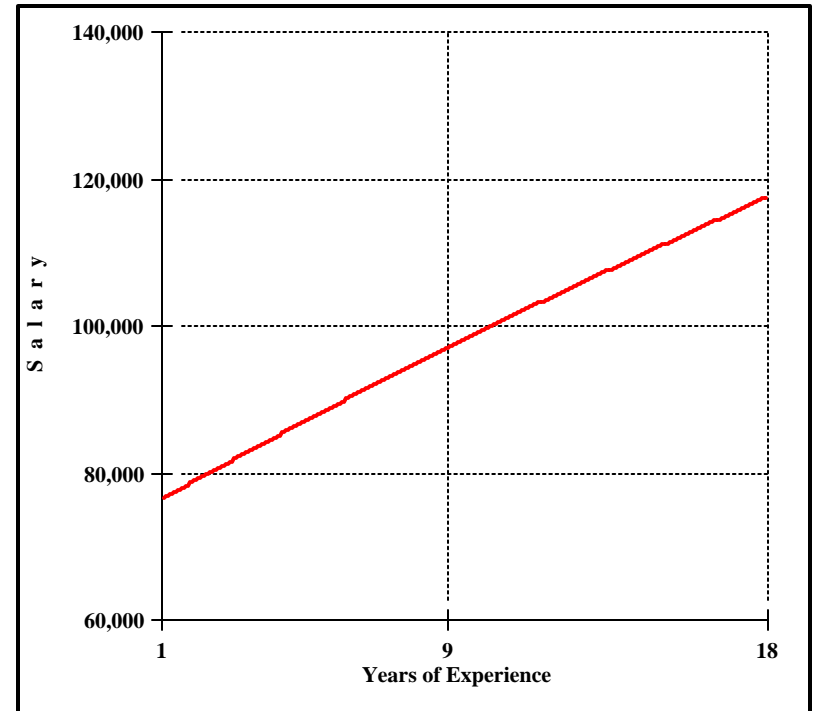
Risk Management Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$105,912	\$69,602	\$84,142	\$104,681	\$140,857	\$162,563	0.3
Incentive/Variable Pay		\$10,553		\$2,532	\$10,447	\$23,545	\$31,403	
Total Direct Annual Compensation		\$116,465	\$69,602	\$86,674	\$115,128	\$164,402	\$193,966	
ERI Assessor Databases								
Annual Salary		\$97,121	\$80,559	\$87,750	\$95,903	\$106,501	\$115,851	
Incentive/Variable Pay		\$6,660	\$5,538	\$6,034	\$6,594	\$7,323	\$7,965	
Total Direct Annual Compensation		\$103,781	\$86,097	\$93,784	\$102,497	\$113,824	\$123,816	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages, plans, and coordinates risk and insurance programs of establishment to control risks and losses. Identifies, evaluates, and implements corrective action against risks that may result in injury, property loss, damage, or legal liability. Analyzes and classifies risks as to frequency and potential severity, and measures financial impact of risk on company. Selects appropriate technique to minimize loss, such as avoidance (reducing chance of loss to zero), loss prevention and reduction (reducing frequency and severity of loss), retention (including self-insurance and planned noninsurance), grouping of exposure units (to increase predictability of loss), and transfer (placement of property, activity, or risk with other establishment or insurers). Directs insurance negotiations, selects insurance brokers and carriers, and places insurance. Appoints claims and self-insurance administrators, and allocates program costs. Prepares operational and risk reports for management analysis. Manages insurance programs, such as fidelity, surety, liability, property, group life, medical, pension plans, and workers' compensation. Prepares operational and risk reports for management analysis. May direct loss prevention and safety programs. May select and direct activities of safety, engineering, and loss prevention experts. May negotiate with unions for employee benefits. eDOT: 186.117-066



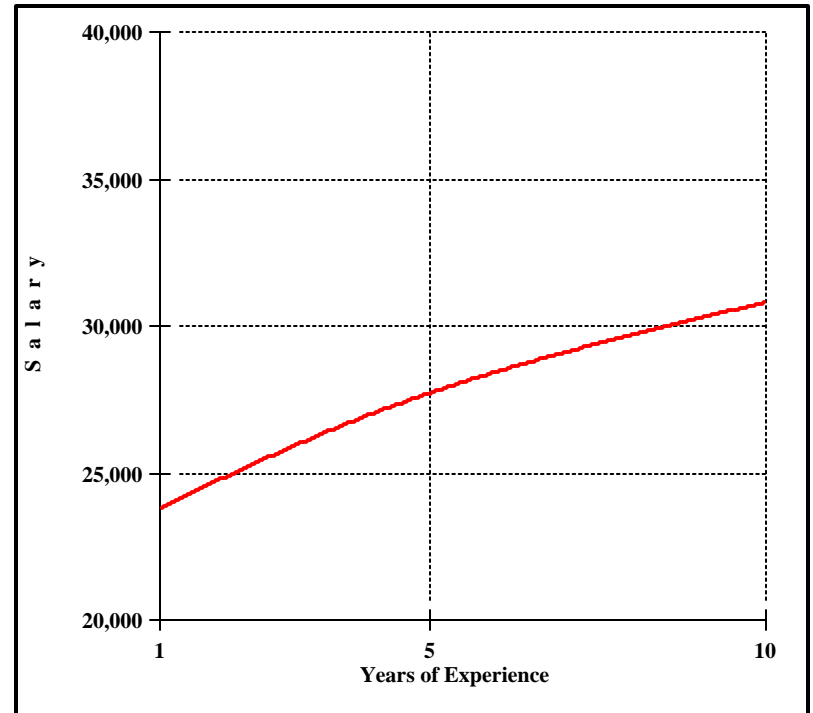
Room Service Clerk

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$28,838	\$20,083	\$23,190	\$28,370	\$33,795	\$37,050	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$28,838	\$20,083	\$23,190	\$28,370	\$33,795	\$37,050	0.8
ERI Assessor Databases								
Annual Salary		\$27,729	\$23,951	\$25,482	\$27,217	\$29,473	\$31,463	
Incentive/Variable Pay		\$2,168	\$1,888	\$2,009	\$2,146	\$2,324	\$2,481	
Total Direct Annual Compensation		\$29,897	\$25,839	\$27,491	\$29,363	\$31,797	\$33,944	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Performs a variety of tasks related to serving guests in hotels. Delivers and removes packages, laundry, clothes, groceries, and other articles to and from guests rooms or servitors (cabinets built into doors of hotel rooms). Collects supply orders from various departments and delivers to purchasing department. Delivers mail to various departments and guests. Records information pertaining to services rendered. May arrange for pressing clothes and shining shoes, sending and receiving packages, and in maintaining valet service. May press clothes and shine shoes. May supervise activities of workers engaged in delivering packages to hotel guests. eDOT: 324.577-010



Safety Manager

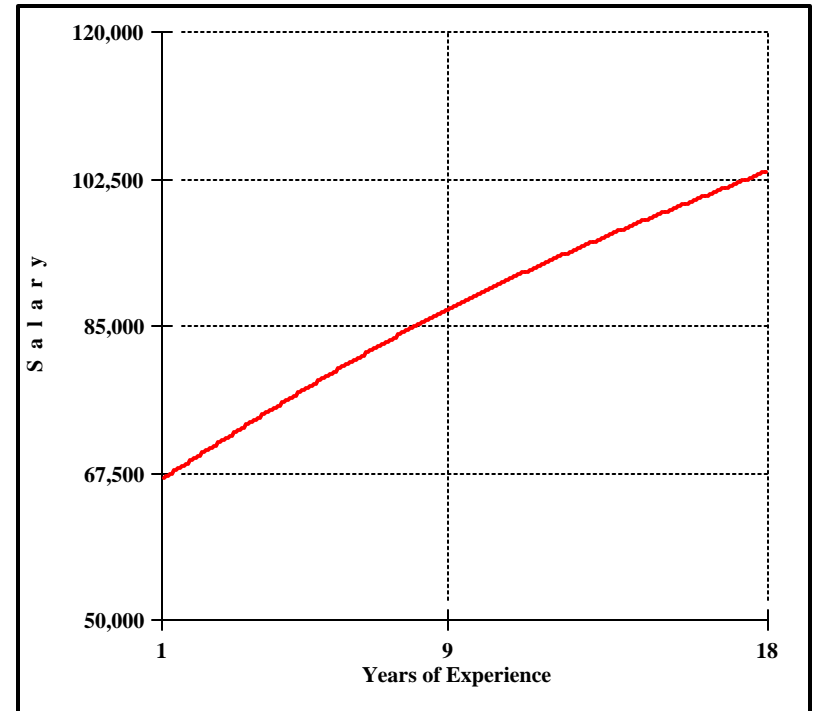
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$95,456	\$62,633	\$75,745	\$94,324	\$124,146	\$142,039	0.6
Incentive/Variable Pay		\$9,356		\$2,246	\$9,263	\$20,466	\$27,188	
Total Direct Annual Compensation		\$104,812	\$62,633	\$77,991	\$103,587	\$144,612	\$169,227	
ERI Assessor Databases								
Annual Salary		\$87,028	\$73,027	\$79,067	\$85,914	\$94,815	\$102,668	
Incentive/Variable Pay		\$5,280	\$4,443	\$4,811	\$5,227	\$5,769	\$6,245	
Total Direct Annual Compensation		\$92,308	\$77,470	\$83,878	\$91,141	\$100,584	\$108,913	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages, plans, and implements programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization. Manages and coordinates safety activities, through subordinate supervisory personnel, to ensure implementation of safety activities throughout organization. Identifies and appraises conditions that could produce accidents and financial losses and evaluates potential extent of injuries resulting from accidents. Conducts or directs research studies to identify hazards and evaluate loss producing potential of given system, operation, or process. Directs and coordinates, through subordinate supervisory personnel, activities of operations department to obtain optimum use of equipment, facilities, and personnel. Compiles, analyzes, and interprets statistical data related to exposure factors concerning occupational illnesses and accidents and prepares reports for information of personnel concerned. Maintains liaison with outside organizations, such as fire departments, mutual aid societies, and rescue teams to assure information exchange and mutual assistance. Devises methods to evaluate safety program and conducts or directs evaluations. Evaluates technical and scientific publications concerned with safety management and participates in activities of related professional organizations to update knowledge of safety program developments. May store and retrieve statistical data. eDOT: 012.167-058



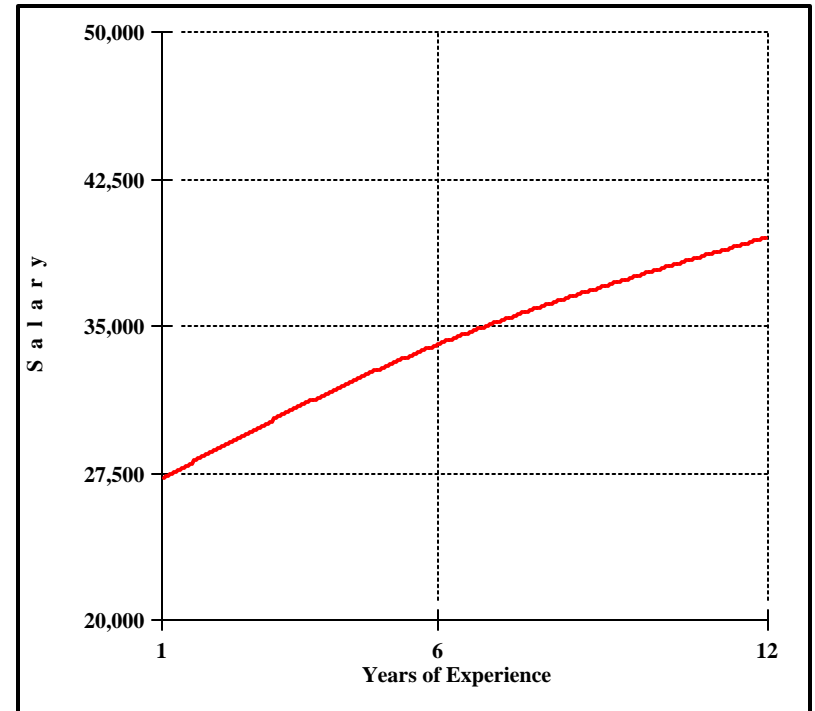
Secretary

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$38,800	\$27,834	\$32,071	\$38,242	\$47,521	\$53,089	0.2
Incentive/Variable Pay		\$2,546		\$611	\$2,520	\$5,291	\$6,953	
Total Direct Annual Compensation		\$41,346	\$27,834	\$32,682	\$40,762	\$52,812	\$60,042	
ERI Assessor Databases								
Annual Salary		\$34,077	\$29,144	\$31,185	\$33,499	\$36,507	\$39,160	3.9
Incentive/Variable Pay		\$777	\$668	\$715	\$768	\$837	\$898	
Total Direct Annual Compensation		\$34,854	\$29,812	\$31,900	\$34,267	\$37,344	\$40,058	
Survey Participants' Databases								
Annual Salary		\$34,286	\$20,896	\$24,688	\$28,630	\$35,023	\$41,172	3.9
Incentive/Variable Pay								
Total Direct Annual Compensation	19	\$34,286	\$20,896	\$24,688	\$28,630	\$35,023	\$41,172	

Position Description

Assists and relieves officials of clerical work and minor administrative and business details, including basic correspondence. Files and inputs data for reports on the basis of instructions from various members of the department or company. Schedules appointments, gives information to callers, and takes notes. Prepares a variety of memos, forms, letters, and reports. Composes simple, routine letters. Reads and routes incoming mail. Locates and attaches appropriate file to correspondence to be answered by employer. Answers telephone, gives information to callers, routes call to appropriate person, and places outgoing calls. Schedules appointments for employer. Greets visitors, ascertains nature of business, and directs visitors to employer or appropriate person. May take and transcribe notes and dictation. May arrange travel schedule and reservations. May compile and type statistical reports. May oversee clerical workers. May keep personnel records. May record minutes of staff meetings. May make copies of correspondence or other printed matter. May prepare outgoing mail, using postage-metering machine. May prepare notes, correspondence, and reports. eDOT: 201.362-030



Security Guard

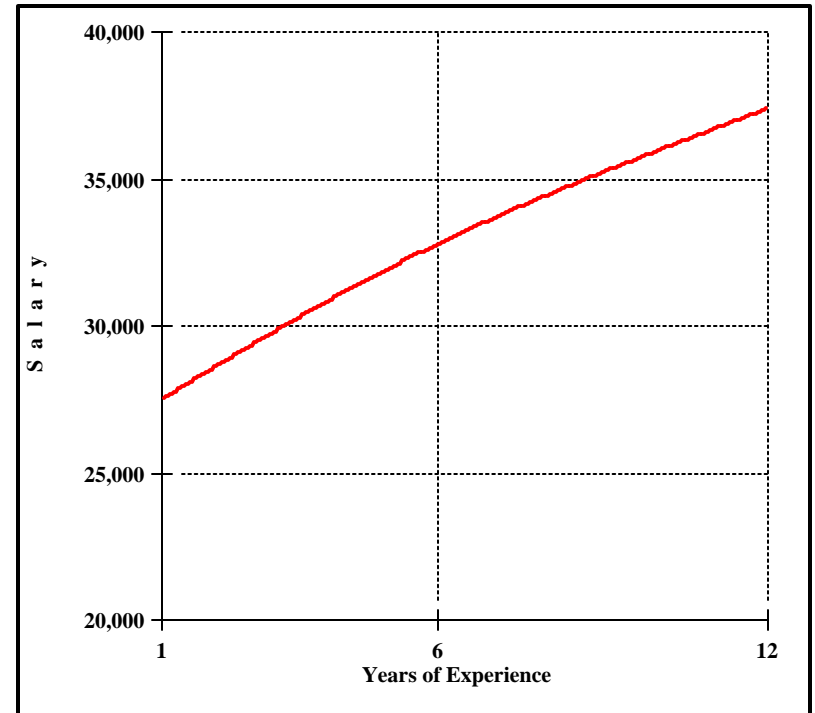
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$35,865	\$28,394	\$30,996	\$35,332	\$44,061	\$49,299	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,865	\$28,394	\$30,996	\$35,332	\$44,061	\$49,299	0.4
ERI Assessor Databases								
Annual Salary		\$32,806	\$28,374	\$30,187	\$32,243	\$34,915	\$37,272	
Incentive/Variable Pay		\$497	\$433	\$461	\$492	\$533	\$570	
Total Direct Annual Compensation		\$33,303	\$28,807	\$30,648	\$32,735	\$35,448	\$37,842	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Guards industrial or commercial property against fire, theft, vandalism, and illegal entry. Patrols, periodically, buildings and grounds of industrial plant or commercial establishment, docks, or work site. Examines doors, windows, and gates to determine that they are secure. Preserves order and enforces security regulations. Warns violators of rule infractions, such as loitering, smoking, or carrying forbidden articles, and apprehends or expels culprits. Inspects equipment and machinery to ascertain if tampering has occurred. Watches for and reports conditions that could result in injury or loss due to fire hazards, leaking pipes, spills, faulty equipment, etc. Checks personnel for proper identification and clearance. Permits authorized people to enter property. Checks incoming and outgoing packages. Observes departing personnel to guard against theft of company property. Sounds alarm or calls police or fire department by telephone in case of fire, difficulty with unauthorized people, or medical emergencies. May register at watch stations to record time of inspection trips. May record data, such as property damage, unusual occurrences, and malfunctioning of machinery or equipment, for use by supervisory staff. May perform janitorial duties and set thermostatic controls to maintain specified temperature in buildings or cold storage rooms. May tend furnace or boiler. May be deputized to arrest trespassers. May regulate vehicle and pedestrian traffic at plant entrance to maintain orderly flow. May patrol site with guard dog on leash. May watch for fires. May accompany or lead a truck convoy carrying valuable shipments. May be designated according to shift worked, area guarded, or property guarded. May be designated according to establishment guarded. May be designated Armed Security Guard. eDOT: 372.667-011



Security Guard

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 372.667-011	<u>Understanding & Memory</u>	Strength L	Depth Perception O
Occupational Code 372	Memory F	Occasionally Lift/Carry 1	Accommodation O
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	Color Vision N
Education Level 3	Detailed Instruction Memory O	Push/Pull O	Field of Vision O
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 6	Short Instruction F	Sitting F	Exposure to Weather O
People 6	Detailed Instruction O	Standing O	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option O	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule F	Climbing N	Wet and/or Humid O
Mathematics Level 1	Work Routine F	Balancing N	Noise Intensity Level 3
Language Level 2	Work Distractions O	Stooping O	Vibration N
Reasoning Level 3	Work Decisions F	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 3	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction F	Reaching F	Working In High Places N
Numeric Aptitude 2	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward F	Working With Explosives N
Form Perception 3	Peer Interaction F	Handling F	Exposure to Toxic Chemicals N
Clerical Perception 2	Work Behavior F	Fingering O	Exposure to Biohazards O
Motor Coordination 3	<u>Adaptation</u>	Feeling N	Other Environmental Conditions O
Finger Dexterity 2	Adaptation to Change F	Keyboard Use O	<u>Additional Measures</u>
Manual Dexterity 2	Hazard Awareness F	Talking O	Creativity O
Eye-Hand-Foot Coord. 3	Travel O	Hearing O	Administrative Activity O
Color Discrimination 2	Independent Planning F	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Security Guard	eDOT Code:	372.667-011
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Security Guards	SOC Code:	339032
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	79.6 %	46.6 %	18.4 %
Female	20.4 %	0.3 %	2.2 %
Totals	100.0 %	56.3 %	25.7 %
	0.9 %	0.1 %	0.4 %
	1.2 %	0.3 %	2.1 %
	2.0 %	0.3 %	1.2 %
	2.6 %	0.3 %	11.2 %

Security Manager

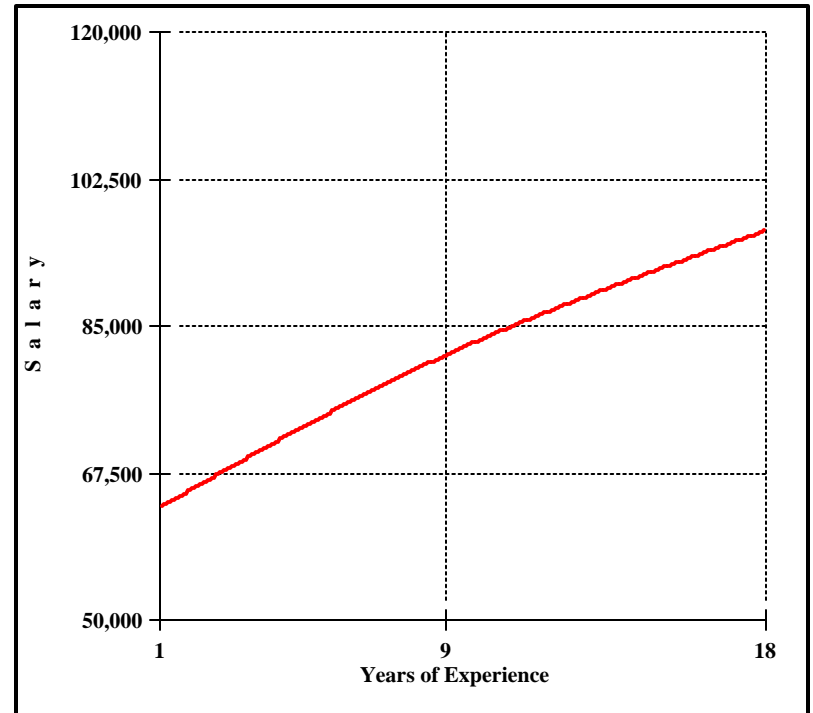
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$88,834	\$51,819	\$66,492	\$87,769	\$112,938	\$128,040	0.6
Incentive/Variable Pay		\$9,079		\$2,179	\$8,988	\$19,462	\$25,745	
Total Direct Annual Compensation		\$97,913	\$51,819	\$68,671	\$96,757	\$132,400	\$153,785	
ERI Assessor Databases								
Annual Salary		\$81,548	\$67,609	\$73,644	\$80,486	\$89,381	\$97,228	
Incentive/Variable Pay		\$4,128	\$3,432	\$3,740	\$4,087	\$4,538	\$4,936	
Total Direct Annual Compensation		\$85,676	\$71,041	\$77,384	\$84,573	\$93,919	\$102,164	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages and coordinates activities of security staff, which may include Security Supervisors, Security Guards, and Clerks or Aides, engaged in protection of individuals, homes, and business, commercial, and industrial organizations, and investigates various crimes against organization or client. Develops, implements, and administers programs to protect organization's, employee's, or client's property from theft, sabotage, violence, or other situations that endanger the well being of client, employees, or organization facilities. Develops, implements, and administers methods and procedures for monitoring work activities of staff in order to inform management of current status or work activities. Inspects premises to determine security needs. Studies physical conditions, observes activities, and confers with staff of organization or client to obtain data regarding internal operations. Manages the installation and operation of electronic security systems, such as closed circuit surveillance, entry controls, burglar alarms, ultrasonic motion detectors, electric eyes, and outdoor perimeter and microwave alarms. Analyzes data compiled from security equipment, investigations, interviews, and staff reports. Reviews personnel records of employees or client staff and conducts background investigation of selected members to obtain personal histories, character references, and financial status. Conducts or manages surveillance of suspects and premises to apprehend culprits. Notifies client and/or upper management of security weaknesses, and develops and implements procedures for handling, storing, safekeeping, and destroying classified materials. Ensures comprehensive training of staff and employee compliance to organization's policies and practices. Coordinates communication and cooperates with law enforcement when necessary. Reports criminal information to authorities and testifies in court. Monitors and analyzes costs and prepares department budget. eDOT: 189.167-500



Security Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	189.167-500	Strength	L
Occupational Code	189	Occasionally Lift/Carry	1
Specific Vocational Preparation (SVP)	7	Frequently Lift/Carry	1
Education Level	7	Push/Pull	O
<u>Worker Functions</u>		Walking	O
Data	1	Sitting	F
People	6	Standing	O
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	3	Balancing	N
Language Level	5	Stooping	N
Reasoning Level	5	Kneeling	N
<u>Aptitudes</u>		Crouching	O
General Learning Ability	4	Crawling	N
Verbal Aptitude	4	Reaching	O
Numeric Aptitude	3	Reaching Upward	O
Spatial Aptitude	3	Reaching Downward	O
Form Perception	3	Handling	O
Clerical Perception	3	Fingering	O
Motor Coordination	3	Feeling	N
Finger Dexterity	2	Keyboard Use	O
Manual Dexterity	2	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	F
Color Discrimination	2	Tasting/Smelling	N
		Near Acuity	F
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	O
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	O
		Other Environmental Conditions	O
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	F
		Discretion/Independent Judgment	C

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Security Manager	eDOT Code:	189.167-500
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	First-Line Supervisors of Protective Service Workers, All Other	SOC Code:	331099
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White		Two or More Races
	Total		
Male	76.5 %	0.1 %	1.3 %
Female	23.5 %	0.1 %	0.4 %
Totals	100.0 %	0.2 %	1.7 %

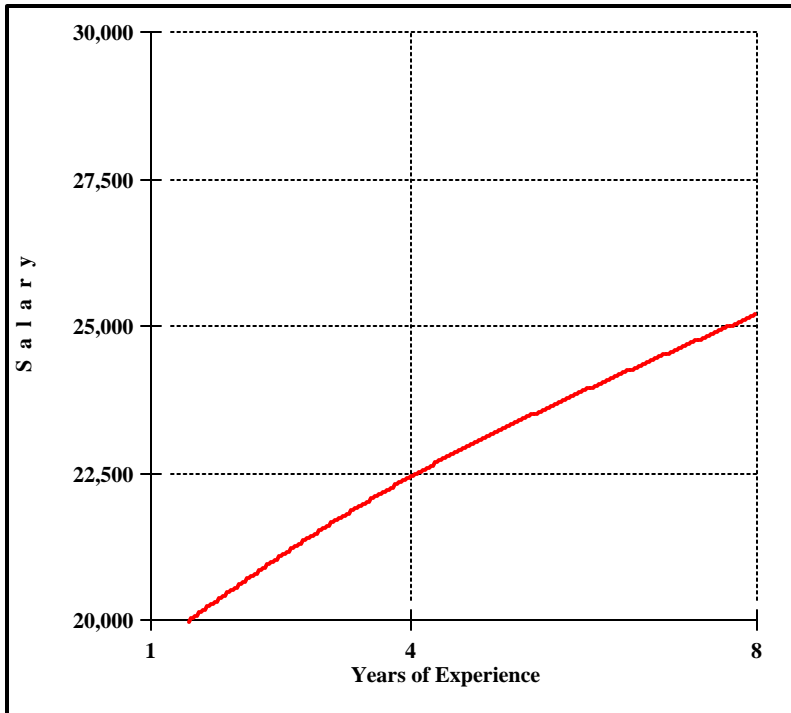
Short Order Cook

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$25,427	\$18,904	\$21,188	\$24,994	\$29,698	\$32,521	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,427	\$18,904	\$21,188	\$24,994	\$29,698	\$32,521	0.7
ERI Assessor Databases								
Annual Salary		\$22,448	\$19,573	\$20,707	\$21,992	\$23,663	\$25,137	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$22,448	\$19,573	\$20,707	\$21,992	\$23,663	\$25,137	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Prepares food and serves restaurant patrons at counters or tables. Takes order from customer, and cooks foods requiring short preparation time, according to customer requirements. Completes order and may serve customer. Accepts payment and makes change, or writes charge slip. Carves meats, makes sandwiches, and brews coffee. May clean food preparation equipment and work area. May clean counter or tables. eDOT: 313.374-014



Shuttle Driver

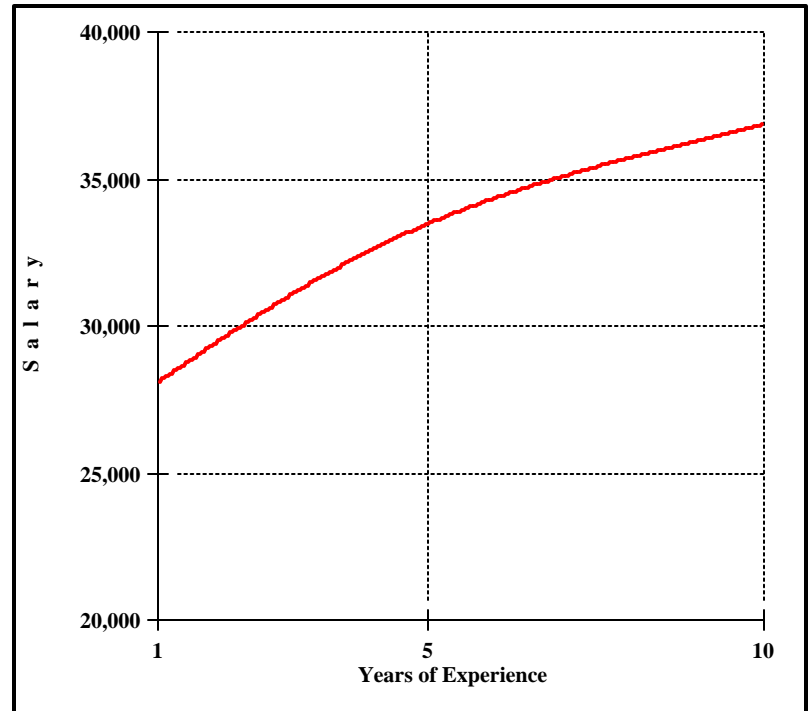
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$38,753	\$27,267	\$31,364	\$38,193	\$44,258	\$47,897	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$38,753	\$27,267	\$31,364	\$38,193	\$44,258	\$47,897	0.3
ERI Assessor Databases								
Annual Salary		\$33,484	\$28,633	\$30,638	\$32,911	\$35,867	\$38,474	
Incentive/Variable Pay		\$393	\$339	\$363	\$390	\$424	\$455	
Total Direct Annual Compensation		\$33,877	\$28,972	\$31,001	\$33,301	\$36,291	\$38,929	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Drives minibus, van, or lightweight truck to transport clients, trainees, or company personnel. May require a commercial driver's license. Drives vehicle from individual or central loading area to social services or rehabilitation center, training location, job site, or other destination according to assigned schedule. May assist disabled passengers into and out of vehicle. May secure passengers' wheelchairs to restraining devices to stabilize wheelchairs during trip. May operate radio or similar device to communicate with base station or other vehicles to report disruption of service. May clean and/or service vehicle with fuel, lubricants, and accessories. May keep records of trips and/or behavior of passengers. May perform other duties when not driving, such as custodial and building maintenance tasks. eDOT: 906.683-910



Shuttle Driver

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	906.683-910	<u>Understanding & Memory</u>		Strength	M	Far Acuity	F
Occupational Code	906	Memory	O	Occasionally Lift/Carry	0	Depth Perception	F
Specific Vocational Preparation (SVP)	3	Short Instruction Memory	O	Frequently Lift/Carry	0	Accommodation	N
Education Level	3	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	F
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	O	Field of Vision	F
Data	6	Short Instruction	O	Sitting	O	<u>Environmental Conditions</u>	
People	8	Detailed Instruction	O	Standing	O	Exposure to Weather	O
Things	3	Concentration & Attention	O	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Work Routine	N	Extreme Heat	N
Mathematics Level	2	Work Routine	O	Balancing	O	Wet and/or Humid	N
Language Level	2	Work Distractions	O	Stooping	O	Noise Intensity Level	3
Reasoning Level	3	Work Decisions	O	Kneeling	O	Vibration	N
<u>Aptitudes</u>		Work Completion	O	Crouching	O	Atmospheric Conditions	O
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	O	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	O	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	3	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	O	Handling	F	Working With Explosives	N
Clerical Perception	2	Work Behavior	O	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	O	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	O	Talking	N	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	3	Travel	O	Hearing	N	Creativity	O
Color Discrimination	2	Independent Planning	O	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:					
eDOT Title:	Shuttle Driver	eDOT Code:	906.683-910				
OES Area:	US - National	OES Code:	193000700000				
SOC Job Family:	Light Truck or Delivery Services Drivers	SOC Code:	533033				
		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
	<u>Total</u>	<u>White</u>	<u>Black or African American</u>	<u>Asian</u>	<u>Hispanic or Latino</u>	<u>Alaska Native</u>	<u>Two or More Races</u>
Male	94.1 %	68.2 %	11.2 %	0.1 %	1.1 %	11.3 %	0.6 %
Female	5.9 %	4.4 %	0.7 %	0.0 %	0.1 %	0.5 %	0.1 %
Totals	100.0 %	72.6 %	11.9 %	0.1 %	1.2 %	11.8 %	0.7 %

Sound Operator

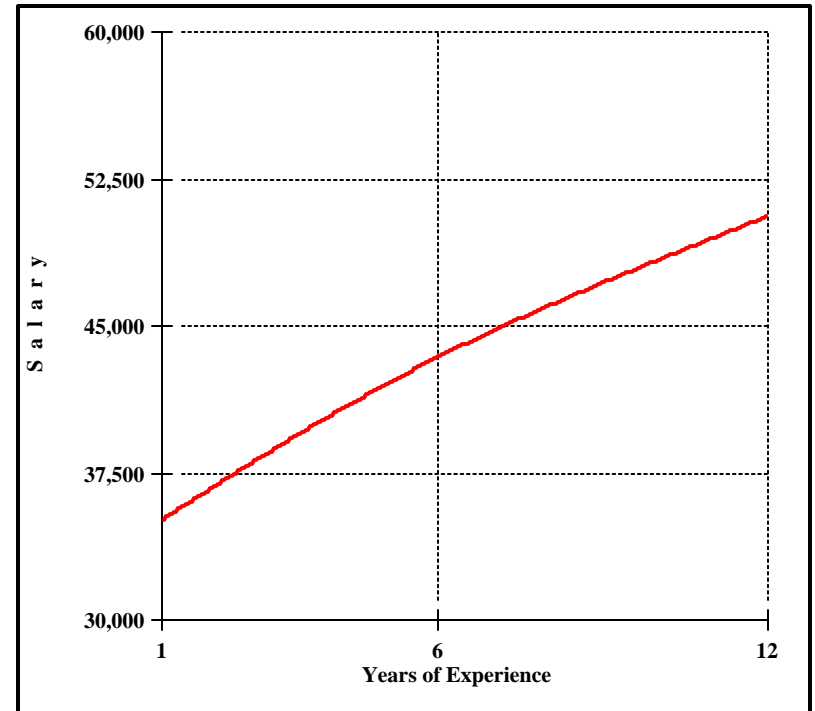
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$45,423	\$25,259	\$33,107	\$44,776	\$57,748	\$65,531	
Incentive/Variable Pay		\$4,030		\$967	\$3,990	\$8,656	\$11,456	
Total Direct Annual Compensation		\$49,453	\$25,259	\$34,074	\$48,766	\$66,404	\$76,987	2.2
ERI Assessor Databases								
Annual Salary		\$43,416	\$36,758	\$39,562	\$42,741	\$46,874	\$50,520	
Incentive/Variable Pay		\$658	\$559	\$602	\$651	\$714	\$769	
Total Direct Annual Compensation		\$44,074	\$37,317	\$40,164	\$43,392	\$47,588	\$51,289	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Operates sound-mixing board to control output of voices, music, and previously taped sound effects during stage performances. Analyzes script of dialog, music, and sound effects as applied to particular scene to determine sound requirements. Typically requires a four-year college degree in a related or appropriate field; however, some companies may accept equivalent education and experience combined. Confers with producing personnel concerning microphone placement, special sound effects, cues, and acoustical characteristics of theater. Locates sound-mixing board backstage or in theater control room. Sets up, tests, and operates equipment with the acoustics of the area and selects, places, and adjusts microphones to achieve best sound pickup. Moves control to turn microphones on or off and adjusts volume, fader, and mixer controls to blend output of individual microphones. Monitors audio signals to detect quality deviations or malfunctions. Operates controls to maintain correct sound levels. May modify design of sound equipment used. May operate and maintain amplifiers, tuners, receivers, digital audio systems, turntables, tape recorders/players, CD players, and speaker systems. eDOT: 194.262-014



Sound Operator

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	<u>Far Acuity</u>
eDOT code 194.262-014	<u>Understanding & Memory</u>	Strength L	Depth Perception N
Occupational Code 194	Memory N	Occasionally Lift/Carry 2	Accommodation O
Specific Vocational Preparation (SVP) 7	Short Instruction Memory N	Frequently Lift/Carry 1	Color Vision N
Education Level 5	Detailed Instruction Memory O	Push/Pull N	Field of Vision N
<u>Worker Functions</u>	<u>Sustained Concentration & Persistence</u>	Walking O	<u>Environmental Conditions</u>
Data 2	Short Instruction N	Sitting O	Exposure to Weather N
People 6	Detailed Instruction O	Standing F	Extreme Cold N
Things 2	Concentration & Attention F	Sit/Stand Option N	Extreme Heat N
<u>Literacy Demands</u>	Work Schedule O	Climbing O	Wet and/or Humid N
Mathematics Level 4	Work Routine N	Balancing N	Noise Intensity Level 4
Language Level 3	Work Distractions O	Stooping N	Vibration N
Reasoning Level 4	Work Decisions F	Kneeling N	Atmospheric Conditions N
<u>Aptitudes</u>	Work Completion O	Crouching N	Proximity to Moving Parts N
General Learning Ability 4	<u>Social Interaction</u>	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction C	Reaching O	Working In High Places N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 3	Work Review O	Reaching Downward O	Working With Explosives N
Form Perception 3	Peer Interaction O	Handling F	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering F	Exposure to Biohazards N
Motor Coordination 3	<u>Adaptation</u>	Feeling N	Other Environmental Conditions N
Finger Dexterity 3	Adaptation to Change O	Keyboard Use O	<u>Additional Measures</u>
Manual Dexterity 2	Hazard Awareness F	Talking F	Creativity N
Eye-Hand-Foot Coord. 2	Travel N	Hearing F	Administrative Activity N
Color Discrimination 1	Independent Planning F	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity F	

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Sound Operator	eDOT Code:	194.262-014
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Sound Engineering Technicians	SOC Code:	274014
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	85.8 %	67.6 %	6.9 %
Female	14.2 %	10.1 %	0.1 %
Totals	100.0 %	77.8 %	8.8 %

Sous Chef

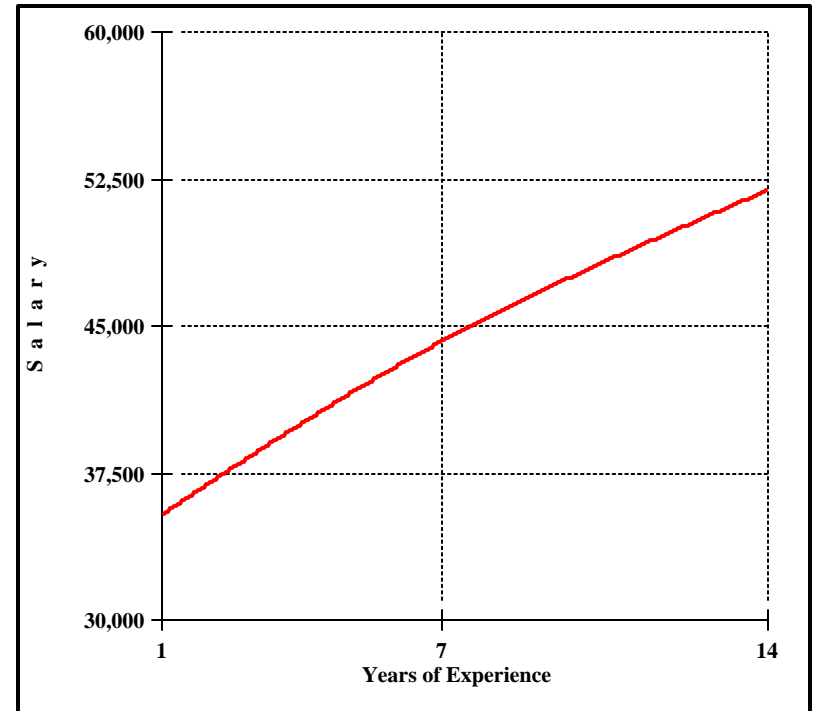
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$48,433	\$30,770	\$37,379	\$47,764	\$60,338	\$67,882	
Incentive/Variable Pay		\$1,800		\$432	\$1,782	\$3,795	\$5,003	
Total Direct Annual Compensation		\$50,233	\$30,770	\$37,811	\$49,546	\$64,133	\$72,885	1.3
ERI Assessor Databases								
Annual Salary		\$44,247	\$37,465	\$40,323	\$43,564	\$47,776	\$51,492	
Incentive/Variable Pay		\$593	\$505	\$544	\$587	\$644	\$694	
Total Direct Annual Compensation		\$44,840	\$37,970	\$40,867	\$44,151	\$48,420	\$52,186	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Arranges and participates in activities of cooks and other workers engaged in preparing and cooking foodstuffs. Assumes responsibility for the kitchen in absence of Chef. Observes workers engaged in preparing, portioning, and garnishing foods to ensure that methods of cooking and garnishing and sizes of portions are as prescribed. Instructs cooking personnel in fine points of cooking. Cooks and carves meats, and prepares dishes, such as sauces, during rush periods and for banquets and other social functions.
eDOT: 313.131-026



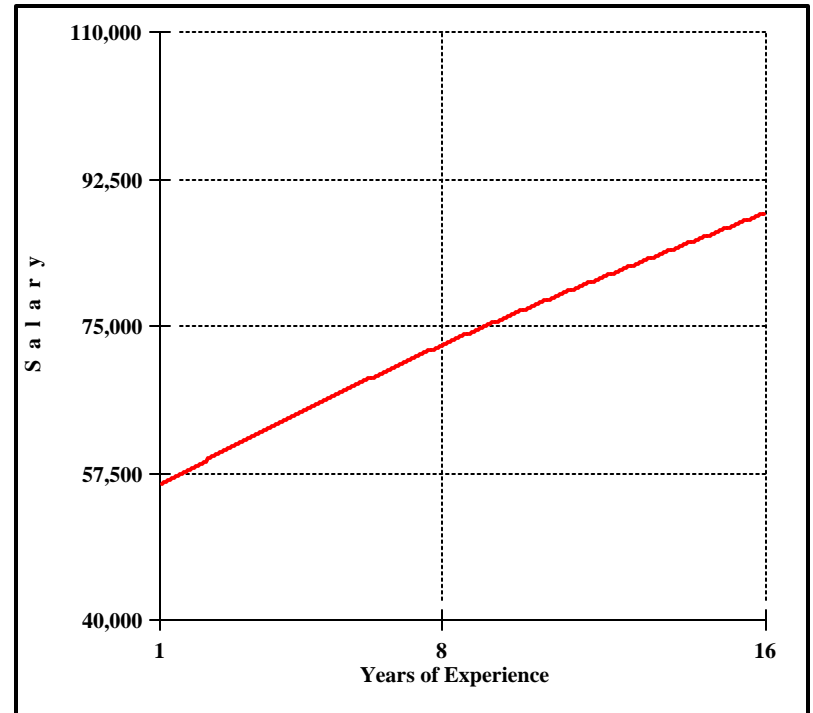
Special Events Manager

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$80,934	\$48,712	\$61,596	\$79,948	\$105,461	\$120,769	
Incentive/Variable Pay		\$8,924		\$2,142	\$8,834	\$19,559	\$25,994	
Total Direct Annual Compensation		\$89,858	\$48,712	\$63,738	\$88,782	\$125,020	\$146,763	0.6
ERI Assessor Databases								
Annual Salary		\$72,821	\$60,351	\$65,739	\$71,847	\$79,787	\$86,791	
Incentive/Variable Pay		\$6,138	\$5,104	\$5,560	\$6,076	\$6,747	\$7,340	
Total Direct Annual Compensation		\$78,959	\$65,455	\$71,299	\$77,923	\$86,534	\$94,131	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Manages staff and coordinates and organizes meetings and special events of various sizes. Plans logistics and negotiates contract(s) for conferences, and/or events, with respect to budgets, speakers, entertainment, transportation, facilities, technology, equipment, logistical requirements, printing, food and beverage, and other related issues. Serves as liaison between contractors, organizers, and management with regards to all facets of the programs and events. Negotiates terms, executes, and administers multiple contracts with facilities vendors for service, in accordance with budget constraints and company policies and procedures. Designs and prepares various marketing materials, to include brochures and flyers, for meetings and conferences. eDOT: 249.117-119



Special Events Manager

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	249.117-119	<u>Understanding & Memory</u>	
Occupational Code	249	Memory	F
Specific Vocational Preparation (SVP)	5	Short Instruction Memory	F
Education Level	7	Detailed Instruction Memory	F
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	
Data	1	Short Instruction	F
People	1	Detailed Instruction	O
Things	7	Concentration & Attention	F
<u>Literacy Demands</u>		Work Schedule	F
Mathematics Level	3	Work Routine	F
Language Level	4	Work Distractions	F
Reasoning Level	4	Work Decisions	F
<u>Aptitudes</u>		Work Completion	F
General Learning Ability	4	<u>Social Interaction</u>	
Verbal Aptitude	4	Public Interaction	F
Numeric Aptitude	3	Assignment/Assistance	F
Spatial Aptitude	3	Work Review	F
Form Perception	3	Peer Interaction	F
Clerical Perception	4	Work Behavior	C
Motor Coordination	3	<u>Adaptation</u>	
Finger Dexterity	3	Adaptation to Change	F
Manual Dexterity	3	Hazard Awareness	O
Eye-Hand-Foot Coord.	2	Travel	O
Color Discrimination	2	Independent Planning	F
		Strength	L
		Occasionally Lift/Carry	1
		Frequently Lift/Carry	1
		Push/Pull	N
		Walking	O
		Sitting	F
		Standing	O
		Sit/Stand Option	O
		Climbing	N
		Balancing	O
		Stooping	O
		Kneeling	O
		Crouching	O
		Crawling	N
		Reaching	F
		Reaching Upward	O
		Reaching Downward	O
		Handling	F
		Fingering	O
		Feeling	O
		Keyboard Use	F
		Talking	C
		Hearing	F
		Tasting/Smelling	O
		Near Acuity	O
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	O
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	N
		Noise Intensity Level	3
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	N
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	O
		<u>Additional Measures</u>	
		Creativity	F
		Administrative Activity	F
		Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Special Events Manager	eDOT Code:	249.117-119
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Meeting, Convention, and Event Planners	SOC Code:	131121
	Black or African American	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
	White	Asian	Hispanic or Latino
	Total	Two or More Races	
Male	24.6 %	16.7 %	3.7 %
Female	75.4 %	0.0 %	0.6 %
Totals	100.0 %	61.5 %	3.9 %
	78.2 %	10.6 %	7.0 %
	0.1 %	0.1 %	0.4 %
	0.1 %	2.0 %	0.4 %
	0.1 %	0.1 %	1.8 %

Specialty Cook

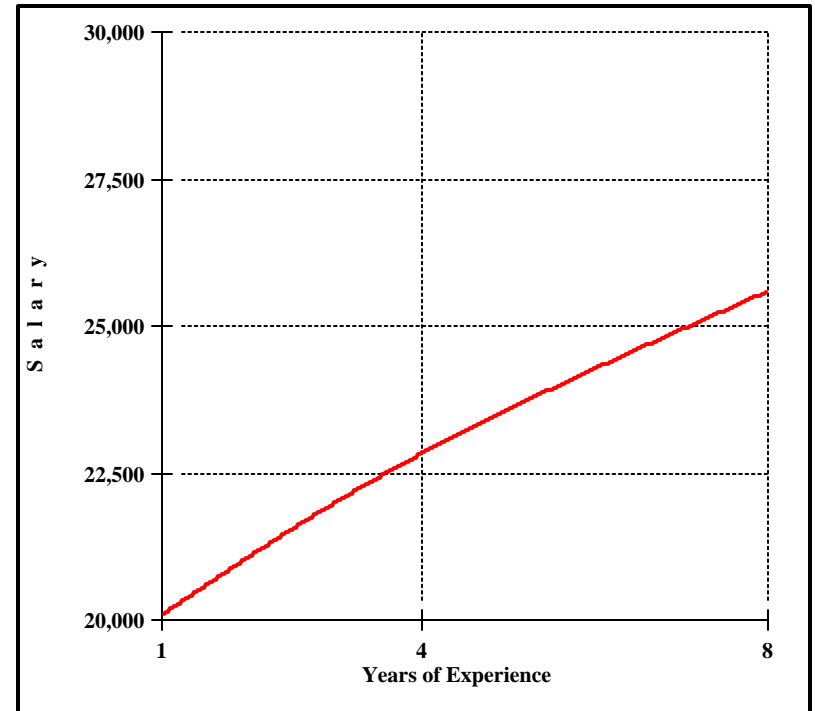
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$25,678	\$20,779	\$22,455	\$25,247	\$30,259	\$33,266	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$25,678	\$20,779	\$22,455	\$25,247	\$30,259	\$33,266	0.4
ERI Assessor Databases								
Annual Salary		\$22,840	\$19,692	\$20,950	\$22,377	\$24,231	\$25,867	
Incentive/Variable Pay		\$144	\$125	\$133	\$142	\$154	\$165	
Total Direct Annual Compensation		\$22,984	\$19,817	\$21,083	\$22,519	\$24,385	\$26,032	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Prepares specialty foods according to recipe and specific methods applicable to type of cookery. May serve orders to customers at window or counter. May prepare and serve beverages, such as coffee, tea, and fountain drinks. May be required to exercise showmanship in preparation of food, such as flipping pancakes in air to turn or tossing pizza dough in air to lighten texture. May be designated according to food item prepared. eDOT: 313.361-026



Specialty Cook

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	313.361-026	<u>Understanding & Memory</u>		Strength		Far Acuity	N
Occupational Code	313	Memory	F	Occasionally Lift/Carry	M	Depth Perception	N
Specific Vocational Preparation (SVP)	5	Short Instruction Memory	F	Frequently Lift/Carry	2	Accommodation	N
Education Level	3	Detailed Instruction Memory	O	Push/Pull	F	Color Vision	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking		Field of Vision	N
Data	3	Short Instruction	F	Sitting	O	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	N	Standing	F	Exposure to Weather	N
Things	1	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	F
Mathematics Level	2	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	2	Work Distractions	O	Stooping	N	Noise Intensity Level	3
Reasoning Level	3	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	2	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	3	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	2	Work Behavior	O	Fingering	F	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	3	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	3	Hazard Awareness	F	Talking	O	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	1	Travel	O	Hearing	F	Creativity	O
Color Discrimination	2	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:			
eDOT Title:		Specialty Cook				eDOT Code:		313.361-026	
OES Area:		US - National				OES Code:		193000700000	
SOC Job Family:		Cooks, Fast Food				SOC Code:		352011	
		Black or African American		Native Hawaiian or Other Pacific Islander		Hispanic or Latino		American Indian or Alaska Native	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races	
Male	55.8 %	27.1 %	9.1 %	0.1 %	3.3 %	14.4 %	0.5 %	1.3 %	
Female	44.2 %	26.2 %	8.0 %	0.1 %	1.5 %	7.1 %	0.6 %	0.8 %	
Totals	100.0 %	53.2 %	17.2 %	0.1 %	4.8 %	21.4 %	1.0 %	2.1 %	

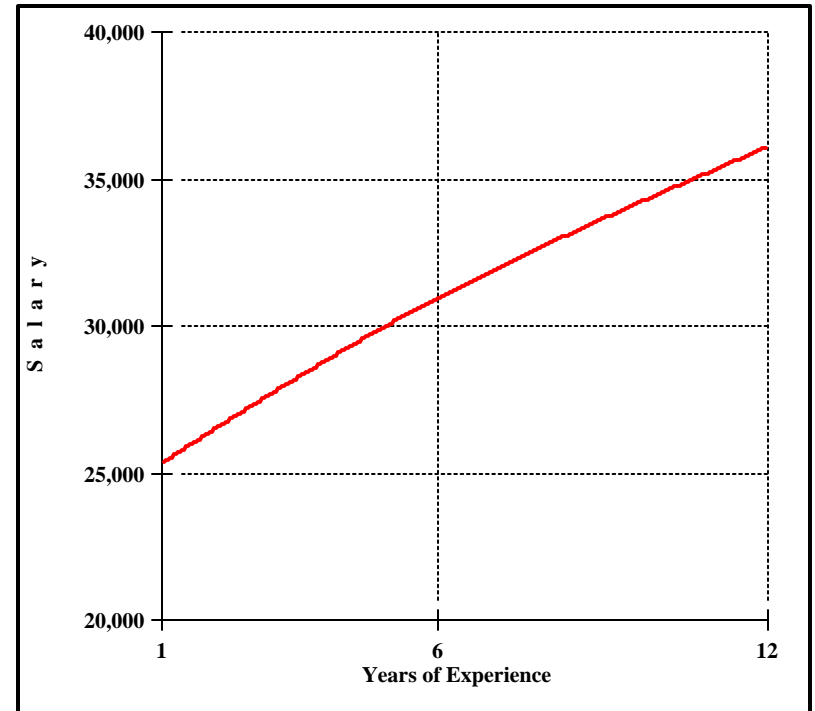
Surveillance System Monitor

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$39,001	\$25,810	\$30,544	\$38,435	\$47,875	\$53,539	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$39,001	\$25,810	\$30,544	\$38,435	\$47,875	\$53,539	0.5
ERI Assessor Databases								
Annual Salary		\$30,963	\$26,768	\$28,479	\$30,418	\$32,939	\$35,163	
Incentive/Variable Pay		\$205	\$178	\$190	\$203	\$220	\$235	
Total Direct Annual Compensation		\$31,168	\$26,946	\$28,669	\$30,621	\$33,159	\$35,398	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Monitors premises of company, building, or public transportation terminals to detect crimes or disturbances, using closed circuit television monitors, and notifies authorities by telephone of need for corrective action. Observes television screens that transmit in sequence views of transportation facility sites. Pushes hold button to maintain surveillance of location where incident is developing, and telephones police or other designated agency to notify authorities of location of disruptive activity. Adjusts monitor controls when required to improve reception, and notifies repair service of equipment malfunctions.
eDOT: 379.367-010



Surveillance System Monitor

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	379.367-010	<i>Understanding & Memory</i>		Strength	S	Far Acuity	N
Occupational Code	379	Memory	F	Occasionally Lift/Carry	0	Depth Perception	N
Specific Vocational Preparation (SVP)	2	Short Instruction Memory	F	Frequently Lift/Carry	0	Accommodation	N
Education Level	3	Detailed Instruction Memory	O	Push/Pull	N	Color Vision	N
<u>Worker Functions</u>		<i>Sustained Concentration & Persistence</i>		Walking	O	Field of Vision	N
Data	3	Short Instruction	F	Sitting	C	<u>Environmental Conditions</u>	
People	6	Detailed Instruction	N	Standing	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	N	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	1	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	3	Work Distractions	O	Stooping	N	Noise Intensity Level	2
Reasoning Level	3	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Crouching	N	Atmospheric Conditions	N
General Learning Ability	3	<i>Social Interaction</i>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching	N	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	O	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	N	Working With Explosives	N
Clerical Perception	2	Work Behavior	O	Fingering	N	Exposure to Toxic Chemicals	N
Motor Coordination	2	<i>Adaptation</i>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	F	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	1	Travel	O	Hearing	F	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	F	Discretion/Independent Judgment	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Surveillance System Monitor	eDOT Code:	379.367-010
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Transportation Security Screeners (federal only)	SOC Code:	339093
		Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native
		Black or African American	Two or More Races
		Asian	Hispanic or Latino
		White	
		Total	
Male	43.4 %	34.8 %	3.1 %
Female	56.6 %	45.0 %	5.7 %
Totals	100.0 %	79.8 %	8.8 %

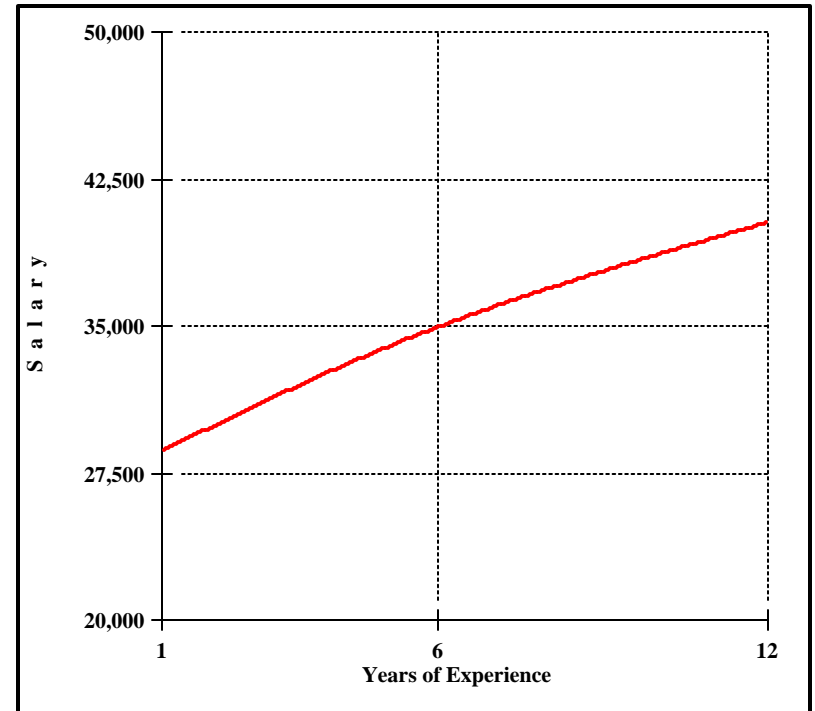
Swimming Pool Servicer

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$39,720	\$26,779	\$31,618	\$39,151	\$47,960	\$53,245	0.3
Incentive/Variable Pay		\$1,519		\$364	\$1,503	\$3,116	\$4,084	
Total Direct Annual Compensation		\$41,239	\$26,779	\$31,982	\$40,654	\$51,076	\$57,329	
ERI Assessor Databases								
Annual Salary		\$34,960	\$29,558	\$31,813	\$34,370	\$37,693	\$40,625	
Incentive/Variable Pay		\$526	\$448	\$483	\$521	\$572	\$616	
Total Direct Annual Compensation		\$35,486	\$30,006	\$32,296	\$34,891	\$38,265	\$41,241	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Cleans, adjusts, and performs minor repairs to swimming pools and auxiliary equipment. Removes leaves and other debris from surface of water, using net. Cleans bottom and sides of pool, using such aids as underwater vacuum cleaner, hose, brush, detergent, acid solution, and sander. Inspects and replaces loose or damaged tile. Cleans and repairs filter system. Adjusts and performs minor repairs to heating and pumping equipment, using mechanic's hand tools. Dumps chemicals, in prescribed amounts, to purify water in pool. Prepares service report of materials used and work performed. eDOT: 891.684-018



Systems Analyst

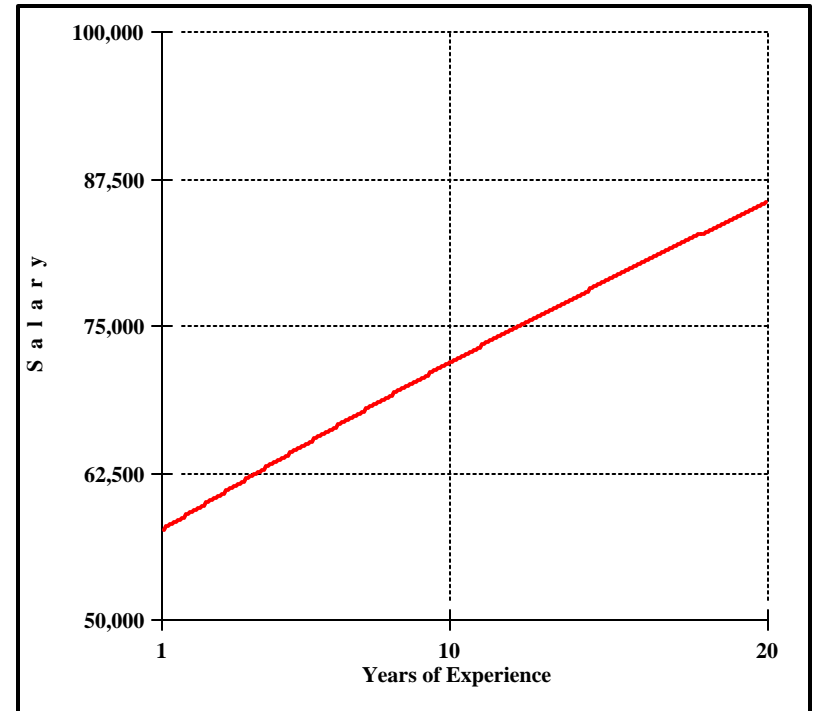
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$76,123	\$53,623	\$62,657	\$75,188	\$97,856	\$111,456	0.4
Incentive/Variable Pay		\$7,215		\$1,732	\$7,143	\$15,625	\$20,715	
Total Direct Annual Compensation		\$83,338	\$53,623	\$64,389	\$82,331	\$113,481	\$132,171	
ERI Assessor Databases								
Annual Salary		\$71,888	\$60,287	\$65,273	\$70,925	\$78,274	\$84,756	
Incentive/Variable Pay		\$2,990	\$2,515	\$2,724	\$2,960	\$3,266	\$3,537	
Total Direct Annual Compensation		\$74,878	\$62,802	\$67,997	\$73,885	\$81,540	\$88,293	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Analyzes and solves computer problems and enables computer technology to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes. Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system. Confers with personnel of organizational units involved to analyze current operational procedures, identify problems, and learn specific input and output requirements, such as forms of data input, how data is to be summarized, and formats for reports. Writes detailed description of user needs, program functions, and steps required to develop or modify computer program. Reviews computer system capabilities, workflow, and scheduling limitations to determine if requested program or program change is possible within existing system. Studies existing information processing systems to evaluate effectiveness, and develops new systems to improve production or workflow as required. Prepares workflow charts and diagrams to specify in detail operations to be performed by equipment and computer programs and operations to be performed by personnel in system. Conducts studies pertaining to development of new information systems to meet current and projected needs. Plans and prepares technical reports, memoranda, and instructional manuals as documentation of program development. Upgrades system and corrects errors to maintain system after implementation. May assist computer programmer in resolution of work problems related to flowcharts, project specifications, or programming. May prepare time and cost estimates for completing projects. May direct and coordinate work of others to develop, test, install, and modify programs. eDOT: 030.167-014



Waiter/Waitress

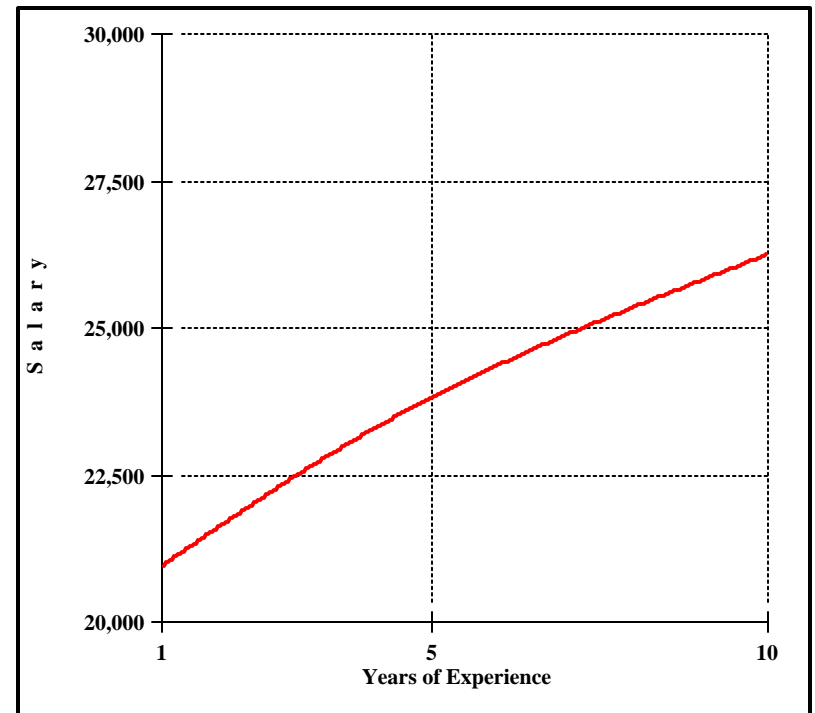
Area: US - National

Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$27,546	\$20,232	\$22,806	\$27,096	\$31,917	\$34,809	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$27,546	\$20,232	\$22,806	\$27,096	\$31,917	\$34,809	0.4
ERI Assessor Databases								
Annual Salary		\$23,826	\$20,078	\$21,610	\$23,347	\$25,605	\$27,596	
Incentive/Variable Pay		\$2,895	\$2,465	\$2,653	\$2,866	\$3,143	\$3,388	
Total Direct Annual Compensation		\$26,721	\$22,543	\$24,263	\$26,213	\$28,748	\$30,984	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Serves patrons of restaurant. Takes orders for beverages and food. Delivers food and beverages to table and clears tables after patrons have finished meal. Gives service to dining rooms. Maintains assigned station, including table pieces, side stands, and chairs. Computes bill for payment from table to cashier.
eDOT: 311.677-033



Waiter/Waitress

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	311.677-033	<u>Understanding & Memory</u>	
Occupational Code	311	Memory	F
Specific Vocational Preparation (SVP)	3	Short Instruction Memory	F
Education Level	3	Detailed Instruction Memory	O
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>	
Data	6	Short Instruction	F
People	7	Detailed Instruction	O
Things	7	Concentration & Attention	O
<u>Literacy Demands</u>		Work Schedule	F
Mathematics Level	1	Work Routine	F
Language Level	1	Work Distractions	O
Reasoning Level	2	Work Decisions	O
<u>Aptitudes</u>		Work Completion	O
General Learning Ability	2	<u>Social Interaction</u>	
Verbal Aptitude	3	Public Interaction	F
Numeric Aptitude	3	Assignment/Assistance	F
Spatial Aptitude	2	Work Review	O
Form Perception	2	Peer Interaction	F
Clerical Perception	2	Work Behavior	O
Motor Coordination	3	<u>Adaptation</u>	
Finger Dexterity	2	Adaptation to Change	F
Manual Dexterity	3	Hazard Awareness	O
Eye-Hand-Foot Coord.	3	Travel	N
Color Discrimination	1	Independent Planning	O
		Occasionally Lift/Carry	1
		Frequently Lift/Carry	1
		Push/Pull	O
		Walking	O
		Sitting	O
		Standing	F
		Sit/Stand Option	O
		Climbing	O
		Balancing	O
		Stooping	O
		Kneeling	O
		Crouching	O
		Crawling	N
		Reaching	F
		Reaching Upward	O
		Reaching Downward	O
		Handling	F
		Fingering	O
		Feeling	O
		Keyboard Use	O
		Talking	F
		Hearing	F
		Tasting/Smelling	O
		Near Acuity	O
		Far Acuity	O
		Depth Perception	O
		Accommodation	O
		Color Vision	O
		Field of Vision	O
		<u>Environmental Conditions</u>	
		Exposure to Weather	N
		Extreme Cold	N
		Extreme Heat	N
		Wet and/or Humid	O
		Noise Intensity Level	2
		Vibration	N
		Atmospheric Conditions	N
		Proximity to Moving Parts	N
		Exposure to Electrical Shock	N
		Working In High Places	O
		Exposure to Radiation	N
		Working With Explosives	N
		Exposure to Toxic Chemicals	N
		Exposure to Biohazards	N
		Other Environmental Conditions	O
		<u>Additional Measures</u>	
		Creativity	O
		Administrative Activity	N
		Discretion/Independent Judgment	O

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Waiter/Waitress	eDOT Code:	311.677-033
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Waiters and Waitresses	SOC Code:	353031
		Native Hawaiian or Other Pacific Islander	
	Total	Black or African American	American Indian or Alaska Native
Male	56.3 %	29.5 %	5.4 %
Female	43.7 %	28.6 %	5.2 %
Totals	100.0 %	58.2 %	10.6 %
		Asian	Hispanic or Latino
		0.1 %	2.5 %
		0.1 %	1.4 %
		0.2 %	3.9 %
		0.1 %	17.0 %
		0.1 %	7.2 %
		0.2 %	24.3 %
		0.4 %	0.8 %
		0.3 %	2.2 %
		0.7 %	1.4 %

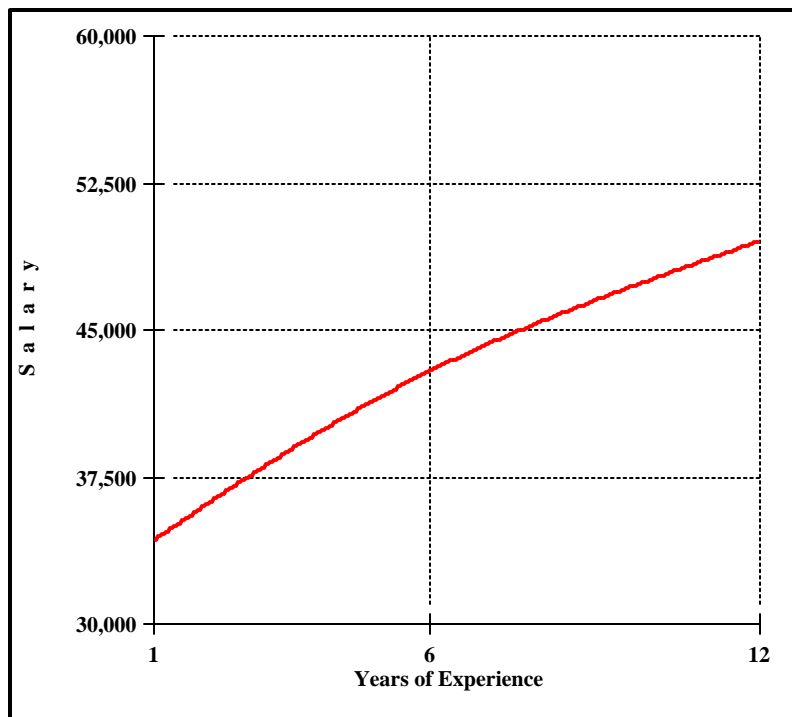
Waiter/Waitress Captain

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$46,846	\$28,804	\$35,564	\$46,205	\$58,504	\$65,883	0.3
Incentive/Variable Pay		\$1,788		\$429	\$1,770	\$3,777	\$4,981	
Total Direct Annual Compensation		\$48,634	\$28,804	\$35,993	\$47,975	\$62,281	\$70,864	
ERI Assessor Databases								
Annual Salary		\$42,916	\$36,756	\$39,331	\$42,249	\$46,042	\$49,389	
Incentive/Variable Pay		\$4,825	\$4,157	\$4,447	\$4,777	\$5,206	\$5,584	
Total Direct Annual Compensation		\$47,741	\$40,913	\$43,778	\$47,026	\$51,248	\$54,973	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Supervises activities of workers in dining room. Receives guests and conducts them to tables. Describes or suggests food courses and appropriate wines. May interview, hire, and discharge dining room personnel. May train dining room employees. May schedule work hours and keep time records of dining room workers. When serving banquets may be designated accordingly. eDOT: 311.137-018



Waiter/Waitress Captain

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	311.137-018	<u>Understanding & Memory</u>		Strength	L	Far Acuity	O
Occupational Code	311	Memory	F	Occasionally Lift/Carry	1	Depth Perception	O
Specific Vocational Preparation (SVP)	6	Short Instruction Memory	F	Frequently Lift/Carry	1	Accommodation	O
Education Level	4	Detailed Instruction Memory	O	Push/Pull	O	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>		Walking	F	Field of Vision	N
Data	1	Short Instruction	F	Sitting	F	<u>Environmental Conditions</u>	
People	3	Detailed Instruction	N	Standing	F	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sit/Stand Option	O	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	F	Climbing	N	Extreme Heat	N
Mathematics Level	2	Work Routine	F	Balancing	N	Wet and/or Humid	N
Language Level	3	Work Distractions	F	Stooping	N	Noise Intensity Level	3
Reasoning Level	4	Work Decisions	F	Kneeling	N	Vibration	N
<u>Aptitudes</u>		Work Completion	O	Crouching	O	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Crawling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Reaching	F	Exposure to Electrical Shock	N
Numeric Aptitude	2	Assignment/Assistance	F	Reaching Upward	F	Working In High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Downward	F	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Handling	F	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Fingering	O	Exposure to Toxic Chemicals	N
Motor Coordination	3	<u>Adaptation</u>		Feeling	N	Exposure to Biohazards	O
Finger Dexterity	2	Adaptation to Change	F	Keyboard Use	O	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	F	Talking	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	F	Hearing	F	Creativity	O
Color Discrimination	1	Independent Planning	F	Tasting/Smelling	N	Administrative Activity	O
				Near Acuity	O	Discretion/Independent Judgment	C

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:						Codes:			
eDOT Title:		Waiter/Waitress Captain				eDOT Code:		311.137-018	
OES Area:		US - National				OES Code:		193000700000	
SOC Job Family:		First-Line Supervisors of Food Preparation and Serving Workers				SOC Code:		351012	
		Black or African American		Native Hawaiian or Other Pacific Islander		Hispanic or Latino		American Indian or Alaska Native	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races	
Male	42.6 %	27.7 %	5.3 %	0.1 %	1.9 %	6.3 %	0.3 %	1.1 %	
Female	57.4 %	39.9 %	8.4 %	0.1 %	1.4 %	6.0 %	0.5 %	1.1 %	
Totals	100.0 %	67.5 %	13.8 %	0.2 %	3.4 %	12.3 %	0.7 %	2.2 %	

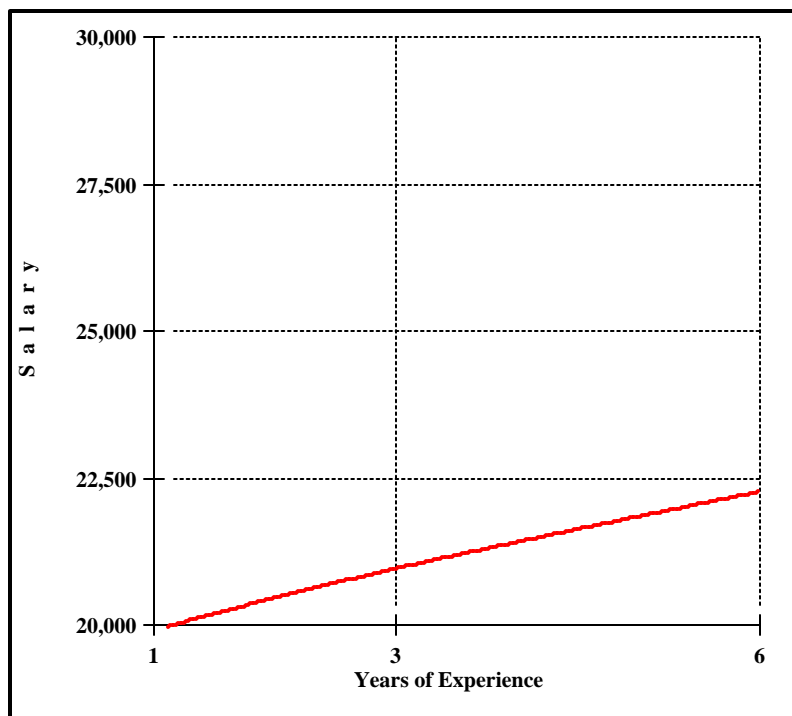
Waiters/Waitress' Assistant

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$24,452	\$20,566	\$21,866	\$24,033	\$26,542	\$28,047	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$24,452	\$20,566	\$21,866	\$24,033	\$26,542	\$28,047	0.4
ERI Assessor Databases								
Annual Salary		\$20,967	\$18,476	\$19,438	\$20,529	\$21,947	\$23,198	
Incentive/Variable Pay		\$1,271	\$1,132	\$1,191	\$1,258	\$1,345	\$1,421	
Total Direct Annual Compensation		\$22,238	\$19,608	\$20,629	\$21,787	\$23,292	\$24,619	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Assists waiter/waitress in the service of patrons in dining rooms. Obtains table covering, dishes, silverware, and glassware to set tables. Arranges settings on tables. Provides dining room service. Maintains assigned station, including table pieces, side stands, and chairs. eDOT: 311.677-130



Waiters/Waitress' Assistant

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

<u>eDOT SCOs*</u>	<u>Mental & Stress Demands</u>	<u>Physical Demands</u>	
eDOT code	311.677-130	Strength	L
Occupational Code	311	Occasionally Lift/Carry	0
Specific Vocational Preparation (SVP)	2	Frequently Lift/Carry	0
Education Level	2	Push/Pull	0
<u>Worker Functions</u>		Walking	0
Data	6	Sitting	F
People	7	Standing	O
Things	7	Sit/Stand Option	O
<u>Literacy Demands</u>		Climbing	N
Mathematics Level	2	Balancing	N
Language Level	1	Stooping	O
Reasoning Level	2	Kneeling	N
<u>Aptitudes</u>		Crouching	O
General Learning Ability	2	Crawling	N
Verbal Aptitude	2	Reaching	F
Numeric Aptitude	2	Reaching Upward	F
Spatial Aptitude	2	Reaching Downward	F
Form Perception	2	Handling	C
Clerical Perception	2	Fingering	F
Motor Coordination	2	Feeling	N
Finger Dexterity	2	Keyboard Use	O
Manual Dexterity	3	Talking	F
Eye-Hand-Foot Coord.	2	Hearing	F
Color Discrimination	1	Tasting/Smelling	N
		Near Acuity	F

* For an explanation of eDOT SCO values, please see the definitions on page 239.

Trended EEO-1 Demographic Estimates

Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:		Codes:	
eDOT Title:	Waiters/Waitress' Assistant	eDOT Code:	311.677-130
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Dining Room and Cafeteria Attendants and Bartender Helpers	SOC Code:	359011
	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native
	Black or African American	Asian	Hispanic or Latino
	White	Two or More Races	
	Total		
Male	55.4 %	29.0 %	5.3 %
Female	44.6 %	29.3 %	5.3 %
Totals	100.0 %	58.3 %	10.6 %

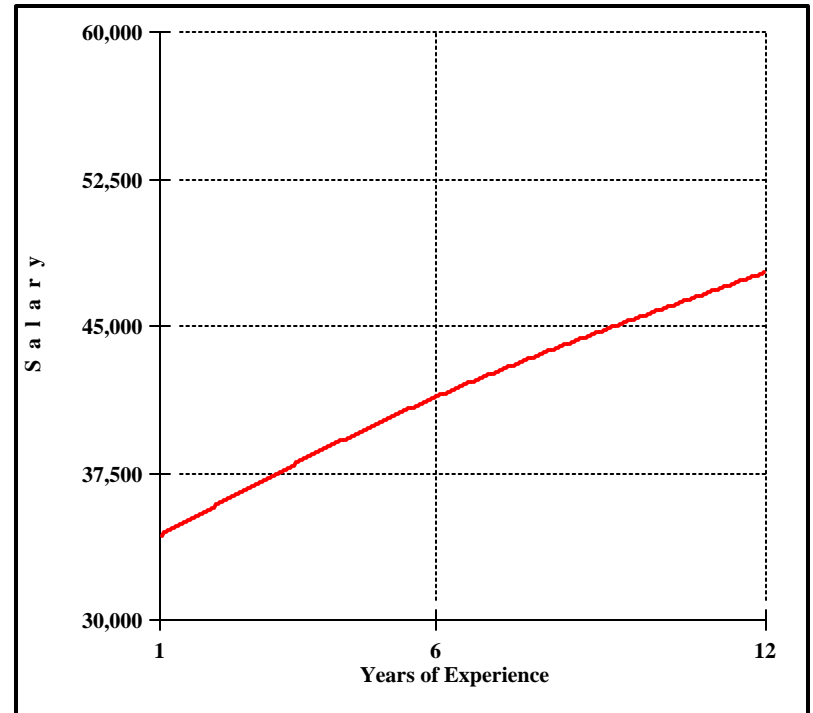
Wedding Consultant

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$41,778	\$29,044	\$33,782	\$41,175	\$51,287	\$57,354	1.3
Incentive/Variable Pay		\$1,435		\$344	\$1,421	\$2,988	\$3,929	
Total Direct Annual Compensation		\$43,213	\$29,044	\$34,126	\$42,596	\$54,275	\$61,283	
ERI Assessor Databases								
Annual Salary		\$41,389	\$33,393	\$36,829	\$40,723	\$45,786	\$50,252	
Incentive/Variable Pay		\$17,213	\$13,973	\$15,411	\$17,041	\$19,159	\$21,029	
Total Direct Annual Compensation		\$58,602	\$47,366	\$52,240	\$57,764	\$64,945	\$71,281	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Counsels prospective brides in all phases of wedding planning, such as etiquette, attire of wedding party, and selection of trousseau. Assists bride on selection of silverware style and pattern, china, glassware, stationery, invitations, flowers, and catering service. Compiles list of prospective brides from newspaper announcements of engagements. Mails promotional material to offer services as consultant. Proposes trousseau for bride and costumes and accessories for attendants. May display and sell wedding trousseau to bride, attire for attendants, and silverware, china, and glassware to brides and wedding gift purchasers. May compile and maintain gift register. May arrange for photographers to take pictures of wedding party. May attend rehearsals and wedding ceremony to give advice on etiquette. May accompany bride when shopping in store or shop for her. eDOT: 299.357-018



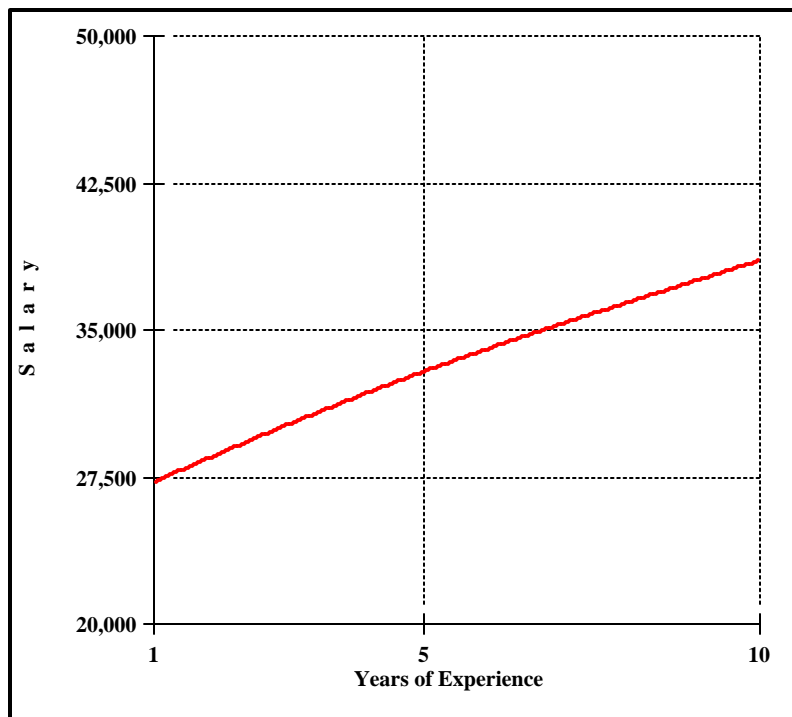
Wine Steward/Stewardess

Area: US - National Survey Title: Lodging and Hospitality Salary Survey

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$38,248	\$29,650	\$32,665	\$37,691	\$48,720	\$55,338	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$38,248	\$29,650	\$32,665	\$37,691	\$48,720	\$55,338	0.4
ERI Assessor Databases								
Annual Salary		\$32,891	\$28,774	\$30,441	\$32,330	\$34,787	\$36,954	
Incentive/Variable Pay		\$832	\$733	\$775	\$824	\$886	\$941	
Total Direct Annual Compensation		\$33,723	\$29,507	\$31,216	\$33,154	\$35,673	\$37,895	
Survey Participants' Databases								
Annual Salary								
Incentive/Variable Pay								
Total Direct Annual Compensation								

Position Description

Selects, requisitions, stores, sells, and serves wines in restaurant. Keeps inventory and orders wine to replenish stock. Stores wines on racks or shelves. Discusses wines with patrons and assists patrons to make wine selection, applying knowledge of wines. Tastes wines prior to serving and serves wines to patrons. eDOT: 310.357-010



Surveys with Source Document Retrieval Capabilities

Consider an Alternative Survey Report Format

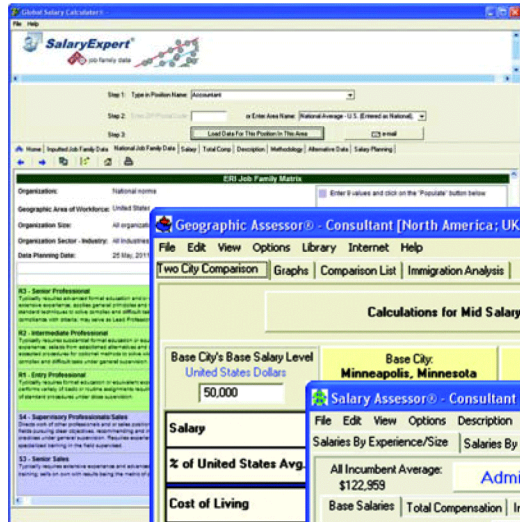
ERI's **Nonprofit Comparables Assessor & Tax-Exempt Survey (CA)** is an easy-to-use and up-to-date desktop program that converts executive compensation data, reported to the IRS on Form 990s, 990-EZs, and 990-PFs, into almost infinite combinations of digitized analyses covering over 500,000 unique Employer Identification Numbers (EINs). It can assist in attracting, retaining, and motivating key management staff, paying competitively, controlling costs, and providing a rebuttable presumption for compliance with IRS regulations on reasonable compensation. Interactive graphs and screens present data on more than 25 million incumbents from over six million forms filed from 1998 to the present, all keyed to Internet-retrievable source documents. Click on a graphic dot and retrieve source documents; this one feature of ERI applications is what separates ERI from other survey providers and why the IRS uses **Assessor Series** and no other sources. The Assessor is available in two versions: Professional (for compensation planning) and Consultant (for boards and in-depth research and consulting). Step up from traditional print formats to this powerful analysis tool.

Revenue	10th Percentile	Mean	90th Percentile
100,000,000	41,828	471,159	900,491
10,000,000	20,273	228,360	436,446
1,000,000	15,080	110,680	211,535

Organization Name	Employee Name	Title	Compensation	Benefits	Other	Total	Grants
TLC HEALTH NETWORK	LOUIS FRANSCIELLA	FORMER CEO	183,210	0	19,395	183,210	1

ERI ECONOMIC RESEARCH INSTITUTE COMPENSATION RESEARCH PRODUCTS

Over the past three decades, ERI has developed a catalog of compensation databases that has become indispensable to our subscribers' salary planning.

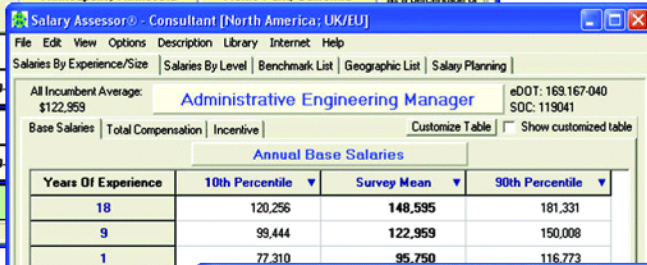
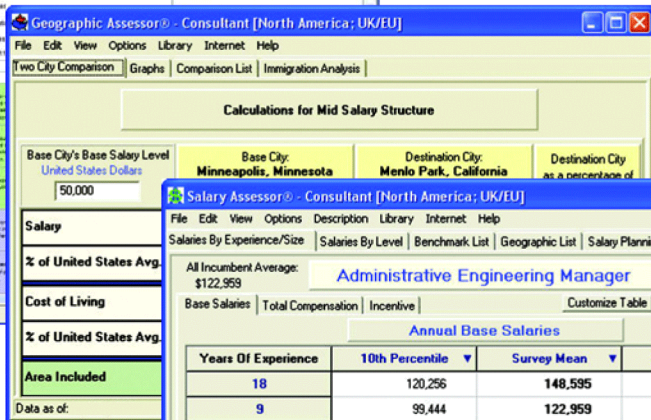


Global Salary Calculator®

This downloaded salary calculator sits on your desktop and accesses the Internet via a secure port to retrieve competitive salary averages and ranges for positions globally while allowing comparisons to your organization's salary/wage structure. Data are derived from job family norms, unlike ERI Assessor Series values that are derived from traditional employer-provided surveys of specific jobs.

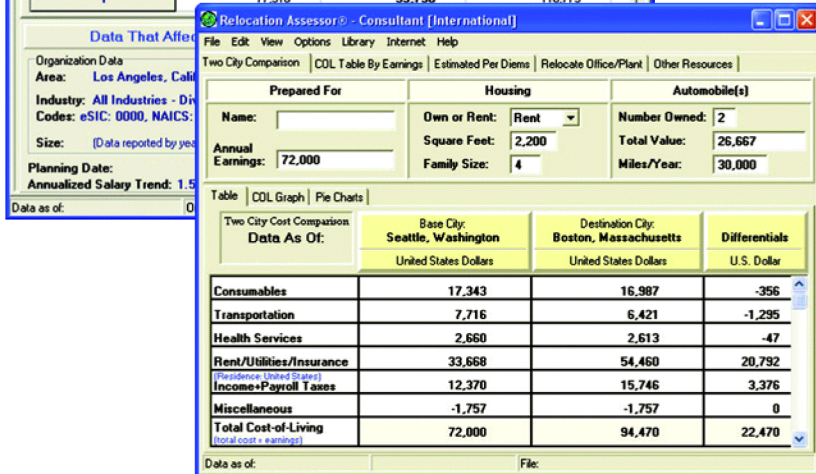
Geographic Assessor® & Pay Survey

ERI's labor cost calculator compares geographic salary differentials for over 8,300 US and Canadian locations. (A European edition covers over 1,300 locations.) Utilize this software to design branch-office salary structures that are fair and competitive.



Salary Assessor® & Survey

ERI's salary calculator compares salaries for over 6,300 positions in the US, Canada, and Europe. Salary ranges are based on user input for position, industry, location, pay strategy, employee experience level, and salary planning date. A Benchmark Listing screen enables users to quickly update salary structures using current labor market data for benchmark jobs.



Relocation Assessor® & COL Survey

ERI's relocation calculator compares cost-of-living levels in over 11,500 locations worldwide. Set date cost-of-living information available. Adjustments to employee spending patterns include home size, rental or ownership, family size, as well as automobile value and use.

Executive Compensation Assessor® - Consultant [North America; UK/EU]

File Edit View Options Description Library Internet Help

Individual Profile | Benchmark List | Survey & Proxy Analyses | Valuations | Black-Scholes

Chief Executive Officer eDOT: 189.117-026
SOC: 111011

Base Salaries | Total Compensation | Incentive | Show: Expanded table Customized table [Customize Table](#)

Annual Base Salaries

Revenue	10th Percentile	Survey Mean	90th Percentile
1,000,000,000			
100,000,000			
10,000,000			

Organization Data
Area: Chicago, IL
Industry: All Industries
Codes: eSIC: 0000, M
Size (Revenue): 100
Planning Date: Annualized Salary Tree
Data as of:

Executive Compensation Assessor® & Survey

For executive compensation planning, see ERI's database of salaries and bonuses for over 500 top management positions in the US, Canada and Europe. Compare your organization's executive pay packages to that of competitors, viewing their past compensation packages for top officers, including stock options and benefits.

Nonprofit Comparables Assessor™ B. Tax-Exempt Survey - Consultant

File Edit View Options Description Library Internet Help

Analyses | Library - 990/PF/EZ | Other Research | Contractors | State Analysis

Executive Director eDOT: 189.117-726
SOC: 19005

Direct Cash Compensation | Show: Expanded table Customized table [Customize Table](#)

Annual Direct Cash Compensation

Revenue	10th Percentile	Mean	90th Percentile
100,000,000			
10,000,000			
1,000,000			

Organization Data
Area: New York
Industry: Hospital, G
Codes: NTEE: E22
Size (Revenue): 10
Planning Date: Annualized Salary Tree
Data as of:

Nonprofit Comparables Assessor™ & Tax-Exempt Survey

Tax-exempt organizations use this software to set competitive executive salaries, assess reasonableness of pay and review comparable organizations' executive pay packages and financial statements. Utilized by the courts, IRS and NY State Attorney Generals Office, ERI is a trusted source of executive compensation data.

Occupational Assessor® Professional Disability Determination

File Edit Description Module Options Library Internet Help

About the Job | About the Individual | Full Filter | Job Availability | Potential Employers | Jobs Posted

Last Job | Previous Job II [none] | Previous Job III [none] | Previous Job IV [none] | Previous Job V [none] | Job Trained For [none]

Longest Held Job
Receptionist eDOT: 237.367-038 OES: 55305
O'NET: 43-4171.00 SOC: 434171

Job Analysis | eDOT Description | eDOT/DOT SCDs | Field Analyses Library | O'NET | Video | Position/Walk

eDOT Job Analysis
Populated with SCOs from Receptionist using Subject Matter Expert (SME), Internet Analysis & Original DOT

Employer Name: _____ Employer ZIP Code: _____
Actual Job Title: Receptionist Annual Salary/Wage: _____
Populated with: Current Job SCOs - Receptionist Prepared By: _____
SOC Job Family: Appointment Clerk, Front Desk Clerk, Retelnet and In Analysis Date: 5/25/2011
NAICS Industry: All Industries eDOT Number: 237.367-038
OQE Code: 07.04.04 - Reception and Information Giving Census 2000: 319

WORK ENVIRONMENT ADDITIONAL MEASURES
Not Present / None Occasionally (up to 1/3 of the time) Frequently (1/3 to 2/3 of the time) Constantly (over 2/3 of the time)

Work
Creativity
Administrative Activity
Discretion/Independent Judgment

SPECIFIC VOCATIONAL PREPARATION
Claimant Residence:
Street: _____
City: Philadelphia, Pennsylvania (Employer Radius 50 Miles)
OES Area: Philadelphia, PA
Data as of: _____

Occupational Assessor® (eDOT®)

Used by HR professionals to analyze jobs, test for federal overtime compliance and make hiring decisions, the Occupational Assessor software utilizes **PAQ's enhanced Dictionary of Occupational Titles (eDOT)** job analysis database. Rehabilitation counselors and disability administrators utilize eDOT to research alternative work opportunities available for laid-off or disabled individuals based on their education, work history, interests, physical capabilities and cognitive/emotional limitations. This software now provides an updated US FLSA estimator to determine a job's eligibility for overtime pay.

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Continuing Education Credits: CPE, CLE
Multiple user Corporate Accounts

Exam pricing: \$49 if purchased individually, \$360 for a package of 10, \$720 for a package of 20, and \$889 for a package of 25.

To get package pricing, select **Start Course** for any course in the package you have decided on. After the course opens (you may have to sign in first), select **Final Exam** in the left-hand navigation. Follow the directions on the page that opens.

ERI Distance Learning Center Online Courses
Enroll, then click the **Start Course** button to begin a course. You may exit and reenter a course at your convenience.

Foundation Courses

02 Online Compensation and Benefits Administration
Today *Human Resources* has many options for administering salary compensation and employee benefits plans online. Organization websites now offer employees numerous features such as health care insurance enrollment and online Summary Plan Descriptions (SPDs), retirement planning and retirement calculators, 401(k) plan maintenance, and more. This course teaches what your organization must consider when launching websites that administer compensation and benefits for employees. You ... [More](#)

[Start Course](#) PHR/SPHR/GPHR Credits: 1

5A Online Recruiting
This course presents the ins and outs of using Internet career sites and resume listings to find new employees. We'll show you how these sites operate and what you can do to protect your organization from headhunters that use the Internet to rob organizations of valuable employees. In addition, we'll show you how to use your organization's own website to attract the right employees. ... [More](#)

[Start Course](#) PHR/SPHR/GPHR Credits: 1

The ERI Distance Learning Center (ERIDLC)

ERI provides free online compensation and benefits training at www.eridlc.com. This HR training website offers 53 online courses for continuing education credit, including PHR/SPHR/GPHR, CBP/CCP/GRP/WLCP, CPE and CRCC recertification. Free resources include an online textbook, business glossary and employment law library.

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Redmond, WA 98052 USA

(800) 627-3697

www.erieri.com

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eDOT Selected Characteristics of Occupations (SCOs)

eDOT Number –

9-digit eDOT Code (Originally DOT codes and eDOT codes assigned to new jobs using the construct of the DOT).

Specific Vocational Preparation –

- 1 Short demonstration only
- 2 Anything beyond short demonstration up to and including 1 month
- 3 Over 1 month up to and including 3 months
- 4 Over 3 months up to and including 6 months
- 5 Over 6 months up to and including 1 year
- 6 Over 1 year up to and including 2 years
- 7 Over 2 years up to and including 4 years
- 8 Over 4 years up to and including 10 years
- 9 Over 10 years

Education Level –

- 1 Aurally or orally literate
- 2 Limited or less - at least literate and able to communicate in English
- 3 Equivalent to 8th grade plus additional classes
- 4 High school graduate or more - no provision for direct entry into skilled work
- 5 High school graduate or more - provides direct entry into skilled work
- 6 Equivalent to one year trade school, technical school or junior college
- 7 Equivalent to two years junior college or apprenticeship training
- 8 Equivalent to four year college degree in a non technical field
- 9 Equivalent to four year college degree in a technical field
- 10 Equivalent to a Masters degree
- 11 Equivalent to a Ph.D. degree requiring special certifications or licenses.

Data –

Data Functions are an arrangement of different kinds of activities involving information, knowledge, or concepts. Some are broad in scope and others are narrow. There is considerable overlap in complexity among the Functions. Computing and Copying are more specialized types of functional activities than the other Data Functions.

0 Synthesizing:

Integrating analyses of data to discover facts or develop knowledge concepts or interpretations.

1 Coordinating:

Determining time, place, or sequence of operations or activities on the basis of analysis of data; executing determinations or reporting on events.

2 Analyzing:

Examining and evaluating data. Presenting alternative actions in relation to the evaluation is frequently involved.

3 Compiling:

Gathering, collating, or classifying information about data, people, or things. Reporting or carrying out a prescribed action in relation to the information is frequently involved.

4 Computing:

Performing arithmetic operations and reporting on or carrying out a prescribed action in relation to them. Does not include counting.

5 Copying:

Transcribing, entering, or posting data.

6 Comparing:

Judging the readily observable functional, structural, or compositional characteristics (whether similar to or divergent from obvious standards) of data, people, or things.

People –

People Functions are also activities that have little or no hierarchical arrangement. Beyond the generalization that Taking Instructions-Helping is usually the least complex People Function, the remaining Functions have no specific order denoting levels.

0 Mentoring:

Dealing with individuals in terms of their total personality in order to advise, counsel, or guide them with regard to problems that may be resolved by legal, scientific clinical, spiritual, or other professional principles.

1 Negotiating:

Exchanging ideas, information, and opinions with others to formulated policies and programs or arrive jointly at decisions, conclusions, or solutions.

2 Instructing:

Teaching subject matter to others, or training others (including animals) through explanation, demonstration, and supervised practice; or making recommendations on the basis of technical disciplines.

3 Supervising:

Determining or interpreting work procedures for a group of workers, assigning specific duties to them, maintaining harmonious relations among them, and promoting efficiency. A variety of responsibilities are involved in this function.

4 Diverting:

Amusing others, usually through the medium of stage, screen, television, or radio.

5 Persuading:

Influencing others in favor of a product, service, or point of view.

6 Speaking-Signaling:

Talking with and signaling people to convey or exchange information. Includes giving assignments and directions to helpers or assistants.

7 Serving:

Attending to the needs or requests of people or animals or the expressed or implicit wishes of people. Immediate response is involved.

8 Taking Instructions-Helping:

Attending to the work assignment instructions or orders of supervisor. (No immediate response required unless clarification of instruction or orders is needed.) Helping applies to "non-learning" helpers.

Things –

Things Functions can be divided into relationships based upon the worker's involvement with either machines and equipment (machine-related) or with tools and work aids (non-machine related).

0 Setting Up:

Preparing machines (or equipment) for operation by planning order of successive machine operations, installing and adjusting tools and other machine components, adjusting the position of workpiece or material, setting controls, and verifying accuracy of machine functions and work produced, applying knowledge of machine capabilities, properties of materials, and shop practices. Uses tools, equipment, and work aids, such as precision gauges and measuring instruments. Workers who set up one or a number of machines for other workers or who set up and personally operate a variety of machines are included here.

1 Precision Working:

Using body members and / or tools or work aids to work, move, guide, or place objects or materials in situations where ultimate responsibility for the attainment of standards occurs and selection of appropriate tools, objects, or materials, and the adjustment of the tool to

the task, require considerable judgment.

2 Operating-Controlling:

Starting, stopping, controlling, and adjusting the progress of machines or equipment. Operating machines involves setting up and adjusting the machine or material(s) as the work progresses. Controlling involves observing gauges, dials, etc. and turning valves and other devices to regulated factors such as temperature, pressure, flow of liquids, speed of pumps, and reactions of materials.

3 Driving-Operating:

Starting, stopping, and controlling the actions of machines or equipment for which a course must be steered or which must be guided to control the movement of things or people for a variety of purposes. Involves such activities as observing gauges and dials, estimating distances and determining speed and direction of other objects, turning cranks and wheels, and pushing or pulling gear lifts or levers. Includes such machines as cranes, conveyor systems, tractors, furnace-charging machines, paving machines, and hoisting machines. Excludes manually powered machines, such as handtrucks and dollies, and power-assisted machines, such as electric wheelbarrows and handtrucks.

4 Manipulating:

Using body members, tools, or special devices to work, move, guide, or place objects or materials. Involves some latitude for judgment with regard to precision attained and selecting appropriate tools, object, or material although this is readily manifest.

5 Tending:

Starting, stopping, and observing the functioning of machines and equipment. Involves adjusting materials or controls of the machine, such as changing guides, adjusting timers and temperature gauges, turning valves to allow flow of materials, and flipping switches in response to lights. Little judgment is involved in making these adjustments.

6 Feeding-Offbearing:

Inserting, throwing, dumping, or placing materials in or removing them from machines or equipment that are automatic or tended or operated by other workers.

7 Handling:

Using body members, handtools, or special devices to work, move, or carry objects or materials. Involves little or no latitude for judgment with regard to attainment of standards or in selecting appropriate tool, object, or materials.

Mathematics –

0 No mathematical skills or abilities are required or does not apply.

1 Add and subtract two digit numbers. Multiply and divide 10's and 100's by 2, 3, 4, 5.

Perform the four basic arithmetic operations with coins as part of a currency. Perform operations with units of measurement.

2 Add, subtract, multiply, and divide all units of measure. Perform the four operations with like common and decimal fractions. Compute ratio, rate, and percent. Draw and interpret bar graphs. Perform arithmetic operations involving monetary units.

3 Compute, discount, interest, profit and loss; commission markup, and selling price; ratio proportion, and percentage. Calculate surfaces, volumes, weights, and measures. Algebra: Calculate variables and formulas; monomials and polynomials; ration and proportion variables; and square roots and radicals. Geometry: Calculate plane and solid figures, circumference, area, and volume. Understand kinds of angles, and properties of pairs of angles.

4 Algebra: Deal with system of real numbers; linear, quadratic, rational, exponential, logarithmic, angle and circular functions, and inverse functions; related algebraic solution of equations and inequalities; limits and continuity, and probability and statistical inference. Geometry: Deductive axiomatic geometry, plane and solid, and rectangular coordinates. Shop Math: Practical applications of fractions, percentages, ratio and proportion, logarithms, practical algebra, geometric construction, and essential trigonometry.

5 Algebra: Work with exponents and logarithms, linear equations, quadratic equations, mathematical induction and binomial theorem, and permutations. Calculus: Apply concepts of analytic geometry, differentiations and integration of algebraic functions with applications. Statistics: Apply mathematical operations to frequency distributions, reliability and validity of tests, normal curve, analysis of variance, correlation techniques, chi-square application and sampling theory, and factor analysis.

6 Advanced calculus: Work with limits, continuity, real number systems, mean value theorems, and implicit functions theorems. Modern Algebra: Apply fundamental concepts of theories of groups, rings, and fields. Work with differential equations, linear algebra, infinite series, advanced operations methods, and functions of real and complex variables. Statistics: Work with mathematical statistics, mathematical probability and applications, experimental design, statistical inference, and econometrics.

Language –

0 Reading: No level of reading is required; job incumbent can be only aurally and/or orally literate.

1 Reading: Recognize meanings of 2,500 two or three syllable words. Read at a rate of 95-120 words a minute. Compare similarities and differences between words and between series of numbers. Writing: Print simple sentences containing subject, verb, and object, and series of numbers, names, and addresses. Speaking: Speak simple sentences, using normal

word order, and present and past tenses.

2 Reading: Passive vocabulary of 4,000 - 6,000 words. Read at rate of 190-215 words per minute. Read books, looking up unfamiliar words in dictionary for meaning, spelling, and pronunciation. Read instructions for assembling equipment. Writing: Write compound and complex sentences, using proper punctuation and employing adjectives and adverbs. Speaking: Speak clearly and distinctly with appropriate pauses and emphasis, correct pronunciation, variations in word order, using present, perfect, and future tenses.

3 Reading: Read a variety of novels, magazines, atlases, and encyclopedias. Read safety rules, instructions in the use and maintenance of shop tools and equipment and methods and procedures in mechanical drawing and layout work. Writing: Write reports and essays with proper format, punctuation, spelling, and grammar, using all parts of speech. Speaking: Speak before an audience with poise, voice control, and confidence, using correct language and well-modulated voice.

4 Reading: Read novels, poems, newspapers, periodicals, journals, manuals dictionaries, thesauruses, and encyclopedias. Writing: Prepare business letters, expositions, summaries, and reports, using prescribed form and conforming to all rules of punctuation, grammar, diction, and style. Speaking: Participate in panel discussions, dramatizations, and debates. Speak extemporaneously on a variety of subjects.

5 Reading: Read literature, book and play reviews, scientific and technical journals, abstracts, financial reports, and legal documents. Writing: Write novels, plays, editorials, journals, speeches, manuals, critiques, poetry, and songs. Speaking: Conversant in the theory, principles, and methods of effective and persuasive speaking, voice and diction, phonetics, and discussion and debate.

6 Reading: Read literature, book and play reviews, scientific and technical journals, abstracts, financial reports, and legal documents. Writing: Write novels, plays, editorials, journals, speeches, manuals, critiques, poetry, and songs. Speaking: Conversant in the theory, principles, and methods of effective and persuasive speaking, voice and diction, phonetics, and discussion and debate.

Reasoning –

0 Apply little understanding to carry out the simplest of jobs. Never deals with variable situations encountered on the job.

1 Apply commonsense understanding to carry out simple one- or two-step instructions. Deal with standardized situations with occasional or no variables in or from these situations encountered on the job.

2 Apply commonsense understanding to carry out detailed but uninvolved written or oral

instructions. Deal with problems involving a few concrete variables in or from standardized situations.

3 Apply commonsense understanding to carry out instructions furnished in written, oral, or diagrammatic form. Deal with problems involving several concrete variables in or from standardized situations.

4 Apply principles of rational systems to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Interpret a variety of instructions furnished in written, oral, diagrammatic, or schedule form.

5 Apply principles of logical or scientific thinking to define problems, collect data, establish facts, and draw valid conclusions. Interpret an extensive variety of technical instructions in mathematical or diagrammatic form. Deal with several abstract and concrete variables.

6 Apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Deal with non-verbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases. Deal with a variety of abstract and concrete variables. Apprehend the most abstruse classes of concepts.

General Learning Ability –

The level of general learning ability required for this job. (The ability to "catch on" or understand instructions and underlying principles; the ability to reason and make judgments. Closely related to doing well in school.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Verbal Aptitude –

The level of verbal aptitude required for this job. (The ability to understand the meaning of words and to use them effectively. Ability to comprehend language, to understand relationships between words, and to understand the meaning of whole sentences and paragraphs.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Numeric Aptitude –

The level of numeric aptitude required for this job. (The ability to perform arithmetic operations quickly and accurately.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Spatial Aptitude –

The level of spatial aptitude required for this job. (The ability to think visually of geometric forms and to comprehend the two-dimensional representations of three-dimensional

objects. The ability to recognize the relationships resulting from the movement of objects in space.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Form Perception –

The level of form perception required for this job. (The ability to perceive pertinent detail in objects or in pictorial or graphic material. Ability to make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of lines.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Clerical Perception –

The level of clerical perception required for this job. (The ability to perceive pertinent detail in verbal or tabular material. Ability to observe differences in copy, to proofread words and numbers, and to avoid perceptual errors in arithmetic computation. A measure of speed of perception is required in many industrial jobs even when the job does not have verbal or numerical content.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Motor Coordination –

The level of motor coordination required for this job. (The ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed, Ability to make a movement response accurately and swiftly.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Finger Dexterity –

The level of finger dexterity required for this job. (The ability to move the fingers and manipulate small objects with the fingers rapidly or accurately.) See 9 – 25 to 9 – 28.

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Manual Dexterity –

The level of manual dexterity required for this job. (The ability to move the hands easily and skillfully. Ability to work with the hands in placing and turning motions.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Eye-Hand-Foot Coordination –

The level of eye-hand-foot coordination required for this job. (The ability to move the hand and foot coordinately with each other in accordance with visual stimuli.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Color Discrimination –

The level of color discrimination required for this job. (The ability to match or discriminate between colors in terms of hue, saturation, and brilliance. Ability to identify a particular

color or color combination from memory and to perceive contrasting color combinations.)

1 Markedly Low 2 Low 3 Medium 4 High 5 Extremely High

Memory –

How often do job activities require the ability to remember locations and work-like instructions?

N Not Present O Occasionally F Frequently C Constantly

Short Instruction Memory –

How often do job activities require the ability to understand and remember very short and simple instructions?

N Not Present O Occasionally F Frequently C Constantly

Detailed Instruction Memory –

How often do job activities depend on understanding and remembering detailed instructions?

N Not Present O Occasionally F Frequently C Constantly

Short Instructions Carrying Out –

How often do job activities depend on carrying out very short and simple instructions?

N Not Present O Occasionally F Frequently C Constantly

Detailed Instructions Carrying Out –

How often do job activities depend on carrying out detailed instructions?

N Not Present O Occasionally F Frequently C Constantly

Concentration and Attention –

How often do job activities require the maintenance of attention and concentration for extended periods?

N Not Present O Occasionally F Frequently C Constantly

Work Schedule –

How often do job activities require a set schedule, maintenance of regular attendance and punctuality within customary tolerances?

N Not Present O Occasionally F Frequently C Constantly

Work Routine –

How often do job activities require an ordinary routine without special supervision?

N Not Present O Occasionally F Frequently C Constantly

Work Distractions –

How often do job activities require working in coordination with others or in close proximity to others without being distracted by them?

N Not Present O Occasionally F Frequently C Constantly

Work Decisions –

How often do job activities require the ability to make simple work-related decisions?

N Not Present O Occasionally F Frequently C Constantly

Work Completion –

How often do job activities require the ability to complete a normal workday and working without interruptions from psychological symptoms and perform at a consistent pace without an unreasonable number and length of rest periods?

N Not Present O Occasionally F Frequently C Constantly

Public Interaction –

How often do job activities require the ability to interact appropriately with the general public?

N Not Present O Occasionally F Frequently C Constantly

Assignments/Assistance –

How often do job activities require the ability to ask simple questions or request assistance?

N Not Present O Occasionally F Frequently C Constantly

Work Review –

How often do job activities require the ability to accept instructions and respond appropriately to criticism from supervisors?

N Not Present O Occasionally F Frequently C Constantly

Peer Interaction –

How often do job activities require getting along with coworkers or peers without distracting them or exhibiting behavioral extremes?

N Not Present O Occasionally F Frequently C Constantly

Work Behavior –

How often do job activities depend on the ability to maintain socially appropriate behavior and to adhere to basic standards of neatness and cleanliness?

N Not Present O Occasionally F Frequently C Constantly

Adaptation to Change –

How often do job activities depend on the ability to respond appropriately to changes in work setting and/or situation?

N Not Present O Occasionally F Frequently C Constantly

Hazard Awareness –

How often do job activities involve responding to normal hazards and taking appropriate precautions?

- N Not Present O Occasionally F Frequently C Constantly

Travel –

How often do job activities require travel in unfamiliar places or use public transportation?

- N Not Present O Occasionally F Frequently C Constantly

Independent Planning –

How often do job activities require setting realistic goals or making plans independently of others?

- N Not Present O Occasionally F Frequently C Constantly

Administrative Activity –

How often does the job's primary duty involve the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers?

- N Not Present O Occasionally F Frequently C Constantly

Independent Planning –

How often does the job's primary job duty require exercise of discretion and independent judgment with respect to matters of significance?

- N Not Present O Occasionally F Frequently C Constantly

Strength –

S Sedentary Work -

Exerting up to 10 pounds of force occasionally (Occasionally: activity or condition exists up to 1/3 of the time) and/or a negligible amount of force frequently (Frequently: activity or condition exists from 1/3 to 2/3 of the time) to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

L Light Work -

Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly (Constantly: activity or condition exists 2/3 or more of the time) to move objects. Physical demand requirements are in excess of those for Sedentary Work. Even though the weight lifted may be only a negligible amount, a job should be rated Light Work: (1) when it requires walking or standing to a significant degree; or (2) when it requires sitting most of the time but entails pushing and/or pulling of arm or leg controls; and/or (3) when the job requires working at a production rate pace entailing the constant pushing and/or pulling of materials even though the weight of those materials is

negligible. NOTE: The constant stress and strain of maintaining a production rate pace, especially in an industrial setting, can be and is physically demanding of a worker even though the amount of force exerted is negligible.

M Medium Work -

Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Light Work.

H Heavy Work -

Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds of force frequently, and/or 10 to 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Medium Work.

V Very Heavy Work -

Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Heavy Work.

Occasionally Lift/Carry –

Including upward pulling.

- 0 less than 10 pounds 1 10 pounds 2 20 pounds 3 50 pounds or more

Frequently Lift/Carry –

Including upward pulling.

- 0 less than 10 pounds 1 10 pounds 2 20 pounds 3 50 pounds or more

Push/Pull –

How often is this required in an unlimited manner other than as needed for lifting or carrying?

- N Not Present O Occasionally F Frequently C Constantly

Walking –

How often does this job require walking (with normal breaks)?

- N Not Present O Occasionally F Frequently C Constantly

Sitting –

How often does this job require sitting (with normal breaks)?

- N Not Present O Occasionally F Frequently C Constantly

Standing –

How often does this job require standing (with normal breaks)?

- N Not Present O Occasionally F Frequently C Constantly

Sit/Stand Option –

How often does the job allow for the periodic alternating between sitting and standing so that pain or discomfort might be relieved?

N Not Present O Occasionally F Frequently C Constantly

Climbing –

How often does this job require climbing? (Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like, using feet and legs or hands and arms.)

N Not Present O Occasionally F Frequently C Constantly

Balancing –

How often does this job require balancing? (Maintaining body equilibrium to prevent falling when walking, standing, crouching, or running on narrow, slippery, or erratically moving surfaces.)

N Not Present O Occasionally F Frequently C Constantly

Stooping –

How often does this job require stooping? (Bending body downward and forward by bending spine at the waist, requiring full use of the lower extremities and back muscles.)

N Not Present O Occasionally F Frequently C Constantly

Kneeling –

How often does this job require kneeling? (Bending legs at the knees to come to rest on knee or knees.)

N Not Present O Occasionally F Frequently C Constantly

Crouching –

How often does this job require crouching? (Bending body downward and forward by bending legs and spine; may also involve twisting at the waist or spine or squatting.)

N Not Present O Occasionally F Frequently C Constantly

Crawling –

How often does this job require crawling? (Moving about on hands and knees or hands and feet.)

N Not Present O Occasionally F Frequently C Constantly

Reaching –

How often does this job require reaching? (Extending hands and arms in any direction including overhead.)

N Not Present O Occasionally F Frequently C Constantly

Reaching Upward –

How often does this job require a worker to engage in at or above crown work, being able to

reach above one's head?

N Not Present O Occasionally F Frequently C Constantly

Reaching Downward –

How often does this job require a worker to engage in work below the knuckles, being able to reach below one's waist?

N Not Present O Occasionally F Frequently C Constantly

Handling –

How often does this job require handling? (Seizing, holding, grasping, turning, or otherwise working with hand or hands.)

N Not Present O Occasionally F Frequently C Constantly

Fingering –

How often does this job require fingering? (Picking, pinching, or otherwise working primarily with fingers rather than with the whole hand or arm as in handling.)

N Not Present O Occasionally F Frequently C Constantly

Feeling –

How often does this job require feeling? (Perceiving attributes of objects, such as size, shape, temperature, or texture, by touching with skin, particularly that of fingertips.)

N Not Present O Occasionally F Frequently C Constantly

Keyboard –

How often does this job require the use of a keyboard?

N Not Present O Occasionally F Frequently C Constantly

Talking –

How often does this job require talking? (Expressing or exchanging ideas by means of the spoken word to impart oral information to clients or to the public and to convey detailed spoken instructions to other workers.)

N Not Present O Occasionally F Frequently C Constantly

Hearing –

How often does this job require hearing? (Perceiving the nature of sounds by ear.)

N Not Present O Occasionally F Frequently C Constantly

Tasting/Smelling –

How often does this job require tasting or smelling? (Distinguishing, with a degree of accuracy, differences or similarities in intensity or quality of flavors or odors, or recognizing particular flavors or odors, using tongue or nose.)

N Not Present O Occasionally F Frequently C Constantly

Near Acuity –

How often does this job require near acuity? (Clarity of vision at 20 inches or less.)
N Not Present O Occasionally F Frequently C Constantly

Far Acuity –

How often does this job require far acuity? (Clarity of vision at 20 feet or more.)
N Not Present O Occasionally F Frequently C Constantly

Depth Perception –

How often does this job require depth perception? (Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.)
N Not Present O Occasionally F Frequently C Constantly

Accommodation –

How often does this job require accommodation? (Adjustment of lens of eye to bring an object into sharp focus; this job demand is required when doing near point work at varying distances from the eye.)
N Not Present O Occasionally F Frequently C Constantly

Color Vision –

How often does this job require color vision? (Ability to identify and distinguish colors.)
N Not Present O Occasionally F Frequently C Constantly

Field of Vision –

How often does this job require field of vision? (Observing an area that can be seen up and down or to right or left while eyes are fixed on a given point.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Weather –

How often does this job require a worker to be exposed to weather? (Exposure to outside atmospheric conditions.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Extreme Cold –

How often this job require a worker to be exposed to extreme cold? (Exposure to non-weather-related cold temperatures.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Extreme Heat –

How often does this job require a worker to be exposed to extreme heat? (Exposure to non-weather-related hot temperatures.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Wet or Humid Conditions –

How often does this job require a worker to be exposed to wet and/ or humid conditions? (Contact with water or other liquids or exposure to non-weather-related humid conditions.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Noise Intensity Level –

What noise intensity level is a worker exposed to with this job?
1 Very Quiet 2 Quiet 3 Moderate 4 Loud 5 Very Loud

Exposure to Vibrations –

How often does this job require a worker to be exposed to vibration? (Exposure to a shaking object or surface.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Fumes and Atmospheric Conditions –

How often does this job require a worker to be exposed to fumes, odors, dusts, gases, poor ventilation and atmospheric conditions? (Exposure to conditions which affect the respiratory system, eyes or the skin.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Injury from Moving Parts –

How often does this job require a worker to be exposed to the hazard of moving mechanical parts? (Exposure to possible bodily injury from moving mechanical parts of equipment, tools, or machinery.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Electrical Injury –

How often does this job require a worker to be exposed to the hazard of electrical shock? (Exposure to possible bodily injury from electrical shock.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Injury from Fall –

How often does this job require a worker to be exposed to the hazard of falling? (Exposure to possible bodily injury from falling.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Radiation –

How often does this job require a worker to be exposed to the hazards of radiation? (Exposure to possible bodily injury from radiation.)
N Not Present O Occasionally F Frequently C Constantly

Exposure to Injury from Explosion –

How often does this job require a worker to be exposed to the hazard of explosions?

(Exposure to possible injury from explosion.)

N Not Present O Occasionally F Frequently C Constantly

Exposure to Toxic Chemicals –

How often does this job require a worker to be exposed to toxic chemicals or hazards?

(Exposure to possible bodily injury from toxic or caustic chemicals.)

N Not Present O Occasionally F Frequently C Constantly

Biohazardous Conditions –

How often does this job require a worker to be exposed to other biohazards? (Working with blood borne pathogens, sewage, hospital waste, viruses, bacteria, or other potentially harmful biological material.)

N Not Present O Occasionally F Frequently C Constantly

Environmental Conditions –

How often does this job require a worker to be exposed to other environmental conditions or hazards ? (All other conditions not defined above.)

N Not Present O Occasionally F Frequently C Constantly

Creativity –

How often does the job's primary duty require invention, imagination, originality or talent in a recognized field of artistic or creative endeavor?

N Not Present O Occasionally F Frequently C Constantly

Administrative Activity –

How often does the job's primary duty involve the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers?

N Not Present O Occasionally F Frequently C Constantly

Discretion/Independent Judgment –

How often does the job's primary job duty require exercise of discretion and independent judgment with respect to matters of significance?

N Not Present O Occasionally F Frequently C Constantly

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