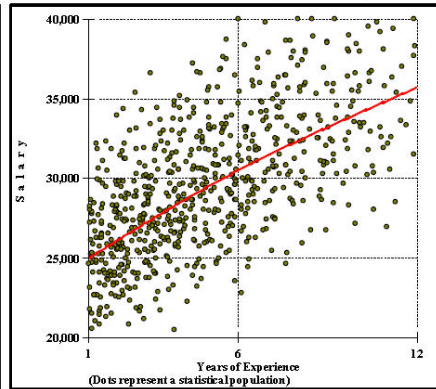


ERI's 2013 Chemical Manufacturing Salary Survey provides market-based pay data for 107 benchmark jobs in this 200+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual direct compensation, incentive/variable pay, survey means, medians and percentiles, and graphs with data points. The survey contains three different sections of data: 1) public data, 2) ERI Assessor databases, and 3) data provided by participants. Please see the example format below:

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$26,404	\$19,014	\$21,622	\$25,970	\$33,302	\$37,702	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$26,404	\$19,014	\$21,622	\$25,970	\$33,302	\$37,702	0.2
ERI Assessor Databases								
Annual Salary		\$30,513	\$26,074	\$27,900	\$29,970	\$32,661	\$35,035	
Incentive/Variable Pay		\$356	\$306	\$328	\$352	\$384	\$411	
Total Direct Annual Compensation		\$30,869	\$26,380	\$28,228	\$30,322	\$33,045	\$35,446	
Survey Participants' Databases								
Annual Salary		\$37,079	\$18,032	\$28,167	\$38,704	\$41,404	\$44,000	
Incentive/Variable Pay		\$1,955	\$500	\$969	\$1,456	\$3,262	\$5,000	
Total Direct Annual Compensation	227	\$39,034	\$18,532	\$29,136	\$40,160	\$44,666	\$49,000	1.1

Position Description
 Greets and receives callers or visitors at establishment, and determines nature of business. Asks for caller's or visitor's name, arranges for appointment with or notifies person called upon on caller's arrival, guides caller to destination, and records name, time of call, nature of business, and person called upon. May issue visitor's pass when required. May type memos, correspondence, reports, and other documents. May operate PBX telephone console to receive incoming messages. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. May collect and distribute mail and messages. May work in office of medical practitioner or in other health care facility and be designated accordingly. eDOT: 237.367-038



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

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Far Acuity
eDOT code 237.367-038	Understanding & Memory	Strength S	Depth Perception N
Occupational Code 237	Memory F	Occasionally Lift/Carry 0	Accommodation O
Specific Vocational Preparation (SVP) 4	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
Worker Functions	Sustained Concentration & Persistence	Walking O	Environmental Conditions
Data 3	Short Instruction F	Sitting F	Exposure to Weather N
People 6	Detailed Instruction O	Standing O	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Heat N
Literacy Demands	Work Schedule O	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 O	Kneeling N	Atmospheric Conditions N
Aptitudes	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 3	Social Interaction	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction F	Reaching O	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 O	Working With Explosives N
Form Perception 2	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	Adaptation	Feeling N	Other Environmental Conditions N
Finger Dexterity 3	Adaptation to Change O	Keyboard Use F	Additional Measures
Manual Dexterity 2	Hazard Awareness O	Talking F	Creativity O
Eye-Hand-Foot Coord. 2	Travel O	Hearing O	Administrative Activity O
Color Discrimination 1	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 265.

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:	Receptionist	eDOT Code:	237.367-038
OES Area:	US - National	OES Code:	193000700000
SOC Job Family:	Receptionists and Information Clerks	SOC Code:	434171
		Native Hawaiian or Other Pacific Islander	
		Asian	
		Hispanic or Latino	
		American Indian or Alaska Native	
		Two or More Races	
Male	7.3%	4.8%	0.9%
Female	92.7%	68.2%	9.6%
Totals	100.0%	72.9%	10.5%

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$265,552
Materials Manger	\$102,146
Assembly Supervisor	\$65,427
Logistics Coordinator	\$43,642
Receptionist	\$32,686
Laboratory Aide	\$29,981

Information is from ERI Assessor databases as of March 31, 2013.

Benchmark Job List

<p>Abrasive Products Sales Representative Accountant Accounting Clerk Accounting Manager Administrative Assistant Area Sales Manager Assembler Product (Bench) Assembly Supervisor Biochemist Building & Facilities Manager Buyer/Purchasing Agent Chemical Engineer Chemical Engineering Supervisor Chemical Engineering Technician Chemical Laboratory Technician Chemical Operator Chemical Plant Maintenance Worker Chemical Plant Manager Chemical Plant Operator Chemical Plant Supervisor Chemical Process Helper Chemical Processing Laborer Chemical Sales Representative Chemical Test Engineer Chemist Chief Executive Officer Chief Financial Officer Chief Human Resources Officer Chief Manufacturing Officer Chief Marketing & Sales Officer Chief Operating Officer Computer Programmer Cost Estimator Customer Service Manager</p>	<p>Customer Service Representative (General Calls) Customer Service Representative (Specialized Calls) Electrical Engineer Electrical Engineering Technician Engineering Manager Engineering Technician Environmental Engineer Expediter Facilities Planner Forklift Operator Fuel Attendant HVAC Mechanic Industrial Engineer Labor Relations Manager Laboratory Aide Laboratory Clerk Logistics Coordinator Machine Assembler Machine Operator Machine Setup Operator Machinery Mechanic Maintenance Electrician Maintenance Mechanic Maintenance Technician Manufacturer's Sales Representative Manufacturing Engineer Manufacturing Engineering Manager Manufacturing Manager Materials Engineer Materials Expediter Materials Handler Materials Manager Methods & Procedures Analyst Numerical Control Machine Operator</p>
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Numerical Control Machine Setup Operator
Occupational Nurse
Overhead Crane Operator
Packaging Engineer
Packaging Manager
Packaging/Filling Operator
Payroll Clerk
Payroll Supervisor
Plant Engineer
Preventive Maintenance Coordinator
Procurement Clerk
Product Development Engineer
Product or Brand Sales Manager
Production Planner
Production Planning & Control Manager
Programmer Numerical Control
Punch Press Operator
Purchasing Manager
Quality Control Inspector
Quality Control Manager

Quality Control Technician
Quality Control Test Technician
Receptionist
Refrigeration Mechanic
Regulatory Affairs Manager
Research & Development Manager (Technical)
Safety Manager
Shipping & Receiving Clerk
Shipping & Receiving Supervisor
Time Clerk
Top Engineering Officer
Traffic Rate Analyst
Transportation Manager
Value Engineer
Vendor Quality Supervisor
Warehouse Manager
Warehouse Worker
Welder
Workers' Compensation Administrator