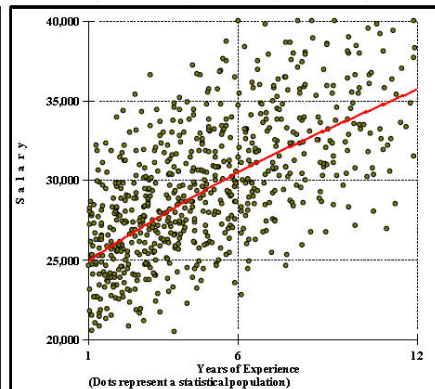


ERI's 2013 Beverage Products Salary Survey provides market-based pay data for 107 benchmark jobs in this 200+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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 O	

* 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:	eDOT Title:		OES Area:		SOC Job Family:		Codes:	
	Receptionist	eDOT Code:	US - National	OES Code:	Receptionists and Information Clerks	SOC Code:	237.367-038	193000700000
							434171	
	Total	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races
Male	7.3%	4.8%	0.9%	0.0%	0.4%	0.9%	0.1%	0.2%
Female	92.7%	68.2%	9.6%	0.1%	2.0%	10.5%	0.6%	1.6%
Totals	100.0%	72.9%	10.5%	0.1%	2.5%	11.4%	0.6%	1.8%

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$261,512
Building & Facilities Manager	\$92,429
Marketing Representative	\$64,482
Shipping & Receiving Supervisor	\$53,995
Receptionist	\$32,562

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

Benchmark Job List

Accountant	Extractor Operator
Accounting Clerk	Facilities Planner
Accounting Manager	Forklift Operator
Administrative Assistant	Hard Liquor Sales Representative
Area Sales Manager	Human Resources Analyst
Beer Sales Representative	Human Resources Assistant
Beverage Sales Representative	Human Resources Manager
Brewing Manager	HVAC Mechanic
Building & Facilities Manager	Industrial Engineer
Buyer/Purchasing Agent	Janitor
Calibration Technician	Janitorial Supervisor
Chemical Engineer	Labor Relations Manager
Chemical Laboratory Technician	Laboratory Aide
Chemist	Laboratory Clerk
Chief Executive Officer	Logistics Coordinator
Chief Financial Officer	Machine Operator
Chief Human Resources Officer	Machinery Mechanic
Chief Manufacturing Officer	Maintenance Electrician
Chief Marketing & Sales Officer	Maintenance Mechanic
Chief Operating Officer	Maintenance Supervisor
Coffee Sales Representative	Manufacturing Engineer
Computer Programmer	Manufacturing Manager
Controller, Top Corporate	Marketing Representative
Cost Estimator	Materials Handler
Customer Service Manager	Materials Manager
Customer Service Representative (General Calls)	Mechanical Engineer
Dairy Processing Operator	Methods & Procedures Analyst
Dietician	Microbiologist
Distribution Manager	Microbiology Technologist
Drafter (Moderate)	Numerical Control Machine Operator
Drafting Supervisor	Occupational Nurse
Electrical Engineer	Order Clerk
Engineering Manager	Overhead Crane Operator
Engineering Technician	Package Designer
Expediter	Packaging Engineer

Packaging Supervisor
Packaging/Filling Operator
Payroll Clerk
Payroll Supervisor
Plant Engineer
Plant Manager (Experience)
Plumber
Preventive Maintenance Coordinator
Procurement Clerk
Product or Brand Sales Manager
Production Foreman
Production Planner
Production Planning & Control Manager
Programmer Numerical Control
Purchasing Manager
Quality Control Technician
Quality Control Test Technician
Receptionist
Refrigeration Engineer

Refrigeration Mechanic
Regional Sales Manager
Research & Development Manager (Non-Technical)
Safety Manager
Shipping & Receiving Clerk
Shipping & Receiving Supervisor
Soft Drink Sales Representative
Systems Analyst
Time Clerk
Top Administrative Officer
Top Engineering Officer
Transportation Manager
Vendor Quality Supervisor
Warehouse Manager
Warehouse Worker
Weigher
Wine Sales Representative
Workers' Compensation Administrator