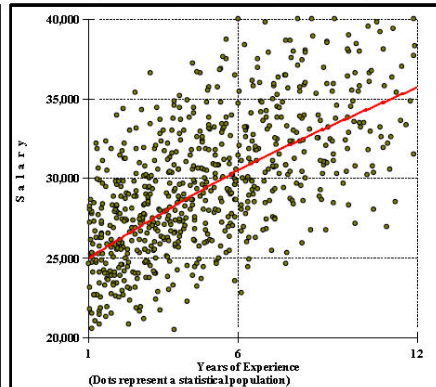


ERI's 2013 All Machinery Manufacturing Salary Survey provides market-based pay data for 127 benchmark jobs in this 250+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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	US - National	Receptionists and Information Clerks	eDOT Code:	237.367-038	OES Code:	193000700000	SOC Code:	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	\$265,686
Building & Facilities Manager	\$92,848
Assembly Supervisor	\$64,537
Marine Engine Mechanic	\$68,700
Accounting Clerk	\$38,409

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

Benchmark Job List

Accountant	Electrical Engineering Technician
Accounting Clerk	Electronics Assembler
Accounting Manager	Electronics Technician
Administrative Assistant	Electronics Tester
Area Sales Manager	Engine Lathe Setup Operator
Assembler Product (Bench)	Engineering Supervisor
Assembly Line Foreman	Engineering Technician
Assembly Supervisor	Environmental Engineer
Building & Facilities Manager	Expediter
Buyer/Purchasing Agent	Facilities Engineer
CAD/CAM Design Drafter	Final Assembler
CAD/CAM/CAE Technician	Forklift Operator
Calibration Technician	Human Resources Assistant
Chief Executive Officer	Human Resources Manager
Chief Financial Officer	Induction Brazer
Chief Human Resources Officer	Industrial Engineer
Chief Manufacturing Officer	Industrial Machinery Sales Representative
Chief Marketing & Sales Officer	Inventory Clerk
Chief Operating Officer	Janitor
Computer Programmer	Kick Press Operator
Cost Estimator	Labor Relations Manager
Customer Service Manager	Laser Technician
Customer Service Representative (General Calls)	Lathe Operator Numerical Control
Customer Service Representative (Specialized Calls)	Logistics Coordinator
Design Drafter	Machine Assembler
Die Casting Machine Operator	Machine Builder
Die Cutter	Machine Feeder
Diesel Mechanic	Machine Operator
Distribution Manager	Machine Shop Supervisor
Drafter (Moderate)	Machinery Erector
Drafting Supervisor	Machinery Mechanic
Drill Press Operator	Maintenance Electrician
Drill Press Tender	Maintenance Machinist
Electrical Drafter	Maintenance Mechanic
Electrical Engineer	Maintenance Supervisor

Maintenance Technician
Manufacturer's Sales Representative
Manufacturing Engineer
Manufacturing Engineering Supervisor
Manufacturing Manager
Marine Engine Mechanic
Materials Manager
Mechanical Drafter
Mechanical Engineer
Millwright
Numerical Control Machine Operator
Numerical Control Programmer
Occupational Nurse
Oiler
Overhead Crane Operator
Packaging Manager
Packaging/Filling Operator
Payroll Clerk
Payroll Supervisor
Plant Manager (Experience)
Pollution Control Engineer
Power Shear Operator
Power Transmission Engineer
Preventive Maintenance Coordinator
Procurement Clerk
Product Design Engineer
Product Designer
Product Development Engineer
Product or Brand Sales Manager

Production Electronics Technician
Production Foreman
Production Planner
Programmer Numerical Control
Punch Press Operator
Purchasing Manager
Quality Control Engineer
Quality Control Inspector
Quality Control Technician
Research & Development Manager (Technical)
Research Mechanic
Safety Manager
Sand Molder
Shipping & Receiving Clerk
Shipping & Receiving Supervisor
Small Engine Mechanic
Test Engine Evaluator
Time Clerk
Tool & Die Maker
Tool Crib Attendant
Tool Designer
Top Engineering Officer
Transmission Mechanic
Vendor Quality Supervisor
Warehouse Manager
Welding Machine Operator
Welding Supervisor
Workers' Compensation Administrator