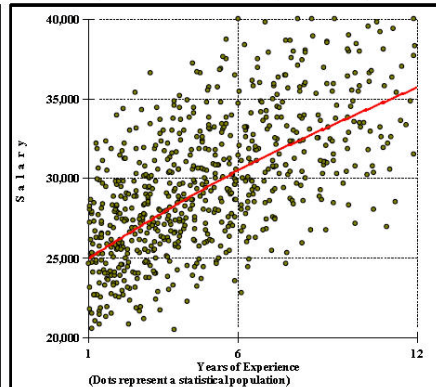


ERI's 2013 Food and Beverage Manufacturing Salary Survey provides market-based pay data for 122 benchmark jobs in this 240+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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	237.367-038	US - National	1930007000000	Receptionists and Information Clerks	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	\$259,744
Maintenance Supervisor	\$69,727
Food Chemist	\$75,104
Logistics Coordinator	\$43,423
Receptionist	\$32,589

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

Characteristics of Participating Organizations (information taken from the ERI Survey Participant Database)

Revenue	Percent of Organizations
Less than \$100,000	13
\$100,000-\$1,000,000	
\$1,000,000-\$10,000,000	
\$10,000,000-\$100,000,000	7
\$100,000,000-\$1,000,000,000	73
Greater than \$1,000,000,000	7

Benchmark Job List

Accountant	Chief Financial Officer
Accounting Clerk	Chief Human Resources Officer
Accounting Manager	Chief Manufacturing Officer
Administrative Assistant	Chief Marketing & Sales Officer
Area Sales Manager	Chief Operating Officer
Baker	Coffee Sales Representative
Baker Helper	Compression Molding Operator
Bakery Goods Sales Representative	Computer Programmer
Bakery Manager	Controller, Top Corporate
Beer Sales Representative	Cost Estimator
Beverage Sales Representative	Customer Service Manager
Brewing Manager	Customer Service Representative (General Calls)
Building & Facilities Manager	Dairy Processing Operator
Butcher	Drafter (Moderate)
Buttermaker	Drafting Supervisor
Buyer/Purchasing Agent	Electrical Engineer
Calibration Technician	Electronics Technician
Cheese Casting Machine Operator	Engineering Manager
Cheesemaker	Engineering Technician
Chemical Engineer	Expediter
Chemical Laboratory Technician	Extractor Operator
Chemist	Facilities Planner
Chief Executive Officer	Food Chemist

Food Technologist	Pet Food Sales Representative
Food Tester	Plant Engineer
Forklift Operator	Plant Manager (Experience)
Grader Meat	Preventive Maintenance Coordinator
Hand Packager	Product or Brand Sales Manager
Hard Liquor Sales Representative	Production Foreman
Human Resources Assistant	Production Planner
Human Resources Manager	Production Planning & Control Manager
HVAC Mechanic	Programmer Numerical Control
Industrial Engineer	Purchasing Manager
Janitor	Quality Control Engineer
Labor Relations Manager	Quality Control Inspector
Laboratory Aide	Quality Control Manager
Laboratory Clerk	Quality Control Test Technician
Logistics Coordinator	Receptionist
Machine Operator	Refrigeration Engineer
Machinery Mechanic	Refrigeration Mechanic
Maintenance Electrician	Regional Sales Manager
Maintenance Mechanic	Research & Development Manager (Non-Technical)
Maintenance Supervisor	Safety Manager
Maintenance Worker General	Seafood Sales Representative
Manufacturing Engineer	Shipping & Receiving Clerk
Manufacturing Manager	Shipping & Receiving Supervisor
Manufacturing Worker	Shipping Packer
Materials Handler	Slaughter Laborer
Materials Manager	Soft Drink Sales Representative
Mechanical Engineer	Systems Analyst
Methods & Procedures Analyst	Time Clerk
Microbiologist	Top Administrative Officer
Microbiology Technologist	Top Engineering Officer
Numerical Control Machine Operator	Traffic Director
Numerical Control Machine Setup Operator	Vendor Quality Supervisor
Occupational Nurse	Warehouse Manager
Overhead Crane Operator	Warehouse Worker
Packaging Engineer	Weigher
Packaging Manager	Wine Sales Representative
Packaging/Filling Operator	Workers' Compensation Administrator
Payroll Clerk	
Payroll Supervisor	