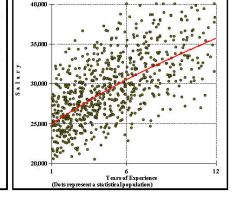
**ERI's 2013 Trucking, Warehousing and Distribution Salary Survey** provides market-based pay data for 99 benchmark jobs in this 200+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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 oj Erroi
Public Databases								
Annual Salary		\$26,404	\$19,014	\$21,622	\$25,970	\$33,302	\$37,702	
Incentive/VariablePay								
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/VariablePay		\$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/VariablePay		\$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	N
		Understanding & Memory		Strength	S	Depth Perception	И
eDOT code	237.367-038	Memory	F	Occasionally Lift/Carry	0	Accommodation	0
Occupational Code	237	Short Instruction Memory	F	Frequently Lift/Carry	0	Color Vision	N
Specific Vocational Preparation (SVP)	4	Detailed Instruction Memory	F	Push/Pull	N	Field of Vision	0
Education Level	5	Sustained Concentration & Persistence		Walking	0	Environmental Conditions	
Worker Functions		Short Instruction	F	Sitting	F	Exposure to Weather	N
Data	3	Detailed Instruction	0	Standing	0	Extreme Cold	N
People	6	Concentration & Attention	F	Sit/Stand Option	N	ExtremeHeat	N
Things	7	Work Schedule	0	Climbing	N	Wet and/or Humid	N
Literacy Demands		Work Routine	F	Balancing	N	Noise Intensity Level	2
Mathematics Level	2	Work Distractions	F	Stooping	N	Vibration	N
Language Level	3	Work Decisions	0	Kneeling	И	Atmospheric Conditions	N
ReasoningLevel	3	Work Completion	F	Crouching	N	Proximity to Moving Parts	N
Aptitudes	93	Social Interaction		Crawling	N	Exposure to Electrical Shock	N
General Learning Ability	3	Public Interaction	F	Reaching	0	Working In High Places	N
Verbal Aptitude	3	A ssignment/A ssistance	F	Reaching Upward	0	Exposure to Radiation	N
Numeric Aptitude	2	Work Review	0	ReachingDownward	0	Working With Explosives	N
Spatial Aptitude	2	Peer Interaction	F	Handling	0	Exposure to Toxic Chemicals	N
Form Perception	2	Work Behavior	F	Fingering	0	Exposure to Biohazards	N
Clerical Perception	3	Adaptation		Feeling	И	Other Environmental Conditions	N
Motor Coordination	2	A daptation to Change	0	Keyboard Use	F	Additional Measures	
Finger Dexterity	3	Hazard Awareness	0	Talking	F	Creativity	0
Manual Dexterity	2	Travel	0	Hearing	0	Administrative Activity	0
Eye-Hand-Foot Coord.	2	Independent Planning	0	Tasting/Smelling	N	Discretion/Independent Judgment	F
Color Discrimination	1			Near Acuity	0		

<sup>\*</sup> 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/Yea eDOT Title:		Receptionist			Codes: eDOT Code:		237.367-038	
OES Area:		US - National			OES Code:		1930007000000	
SOC Job Family:		Receptionists and In	formation Clerks		SOC Code:		434171	
			Black or African	Native Hawaiian or Other Pacific			American Indian or	
	Total	White	American	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	\$214,101		
Purchasing Manager	\$87,880		
Documentation Supervisor	\$63,795		
Automobile Mechanic	\$54,132		
Vehicle Maintenance Scheduler	\$40,562		
Receptionist	\$32,291		

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

## Benchmark Job List

Accountant Fuel Injection Servicer
Accounting Clerk Garage Supervisor
Accounting Manager Heavy Truck Driver

Administrative Assistant Human Resources Assistant
Area Sales Manager Human Resources Manager

Armored Car Guard & Driver Import/Export Agent
Automobile Mechanic Import/Export Clerk
Automotive Service Technician Industrial Engineer
Billing Analyst Insurance Claims Agent

Chief Executive Officer Internal Auditor
Chief Financial Officer Inventory Clerk

Chief Human Resources Officer Inventory Control Supervisor

Chief Marketing & Sales Officer Janitor

Chief Operating Officer Labor Relations Manager

Cleaner Transportation Vehicles

Computer Programmer

Conveyor Feeder Offbearer

Customer Service Manager

Customer Service Representative (General Calls)

Light Truck Driver

Logistics Coordinator

Logistics Manager

Lubrication Technician

Maintenance Manager

Delivery Route Driver

Diesel Mechanic

Distribution Supervisor

Documentation Supervisor

Maintenance Worker

Marketing Manager

Materials Handler

Mechanic Head

Electrical Power Repairer Motor Vehicle Dispatcher

Expediter Payroll Clerk
Express Delivery Services Sales Representative Payroll Supervisor
Financial Analyst PC Specialist

Financial Analyst PC Specialist
Fleet Director Purchasing Manager

Fleet Manager Rate Analyst
Fleet Supervisor Receiving Clerk
Fluid Power Mechanic Receptionist

Forklift Operator Regulatory Affairs Manager

Forms Analysis Manager Routing Clerk
Front End Loader Operator Safety Manager

Sales Representative

Security Guard Shipping Packer

Small Engine Mechanic Supply Chain Manager

Systems Analyst

**Top Transportation Officer** 

Traffic Agent Traffic Manager Traffic Rate Analyst Traffic Supervisor

Transmission Mechanic Transportation Manager

Transportation Sales Representative

Truck Driver

**Truck Driver Concrete Mixing** 

Truck Driver Dump
Truck Driver Medium
Truck Driver Refuse
Truck Driver Tow Truck
Truck Driver Tractor Trailer

Truck Driver Van
Tune-up Mechanic

Vehicle Maintenance Scheduler

Warehouse Director Warehouse Laborer Warehouse Manager

Warehouse Materials Handler

Warehouse Supervisor Warehouse Worker

Warehousing Sales Representative