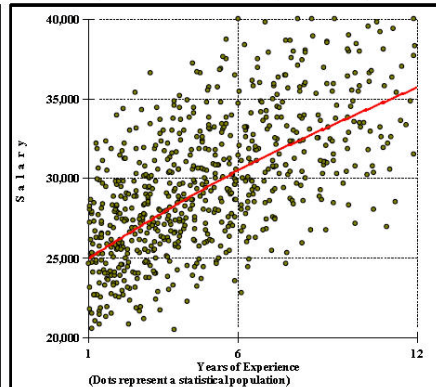


ERI's 2013 Building Materials Retail Stores Salary Survey provides market-based pay data for 96 benchmark jobs in this 200+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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	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	American Indian or 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	\$228,556
Safety Manager	\$91,168
Administrative Assistant	\$44,506
Display Maker	\$40,963
Receptionist	\$32,433

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

Benchmark Job List

<p>Accountant</p> <p>Accounting Clerk</p> <p>Accounting Manager</p> <p>Administrative Assistant</p> <p>Advertising Clerk</p> <p>Advertising Manager</p> <p>Benefits Analyst</p> <p>Benefits Manager</p> <p>Branch Store Manager</p> <p>Branch Store Supervisor</p> <p>Building & Facilities Manager</p> <p>Building & Facilities Supervisor</p> <p>Building Materials Sales Associate, Retail</p> <p>Buyer Assistant</p> <p>Cashier Associate</p> <p>Cashier General</p> <p>Cashiering Manager</p> <p>Chief Executive Officer</p> <p>Chief Financial Officer</p> <p>Chief Human Resources Officer</p> <p>Chief Marketing & Sales Officer</p> <p>Chief Operating Officer</p> <p>Comparison Shopper</p> <p>Computer Operator</p> <p>Computer Programmer</p> <p>Credit & Collection Clerk</p> <p>Credit & Collection Manager</p> <p>Credit Card Control Clerk</p> <p>Credit Manager</p> <p>Customer Service Director</p> <p>Customer Service Manager</p> <p>Customer Service Representative (General Calls)</p> <p>Customer Service Representative (Specialized Calls)</p> <p>Deliverer</p> <p>Department Manager</p>	<p>Display Designer</p> <p>Display Maker</p> <p>District Sales Manager Retail</p> <p>Electrician - Certified</p> <p>Employee Training Specialist</p> <p>Employment Interviewer</p> <p>Executive Secretary</p> <p>Executive Vice President</p> <p>Financial Analyst</p> <p>Forklift Operator</p> <p>Hardware & Plumbing Supplies Sales Representative</p> <p>Heavy Truck Driver</p> <p>Human Resources Assistant</p> <p>Human Resources Manager</p> <p>Internal Auditor</p> <p>Janitor</p> <p>Janitorial Supervisor</p> <p>Loss Prevention Manager</p> <p>Maintenance Worker</p> <p>Market Research Analyst</p> <p>Market Research Manager</p> <p>Marketing Manager</p> <p>Marketing Representative</p> <p>Materials Handler</p> <p>Merchandise Displayer</p> <p>Merchandise Marker</p> <p>Merchandising Manager</p> <p>Merchandising Supervisor</p> <p>Order Clerk</p> <p>Paint & Varnish Mixer</p> <p>Payroll Clerk</p> <p>Payroll Manager</p> <p>PBX Operator Receptionist</p> <p>Plumber</p> <p>Product or Brand Sales Manager</p>
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Public Relations Manager
Purchasing Manager
Receiving Clerk
Receptionist
Regional Sales Manager Retail
Retail Area Sales Manager
Retail Cashier
Retail Store Assistant Manager (Experience)
Retail Store Manager (Experience)
Safety Manager
Sales Analyst
Sales Clerk Retail
Sales Training Representative
Secretary

Security Guard
Security Manager
Shipping Clerk
Stock Clerk Retail
Systems Analyst
Time Clerk
Top Merchandising Officer
Top Merchandising Planner
Top Real Estate Officer
Warehouse Supervisor
Warehouse Worker
Webmaster