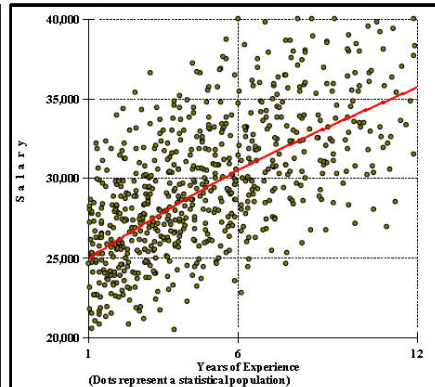


ERI's 2013 Apparel Retail Stores Salary Survey provides market-based pay data for 94 benchmark jobs in this 180+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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	\$278,555
Safety Manager	\$97,266
Financial Analyst	\$78,129
Merchandising Supervisor	\$74,311
Buyer Assistant	\$42,503
Receptionist	\$32,747

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

Benchmark Job List

Accountant	Employment Interviewer
Accounting Clerk	Employment Representative
Accounting Manager	Executive Secretary
Administrative Assistant	Executive Vice President
Advertising Clerk	Fashion Designer
Advertising Coordinator	Fashion Illustrator
Advertising Manager	File Clerk
Alteration Tailor	Financial Analysis Manager
Benefits Analyst	Financial Analyst
Branch Store Supervisor	Garment Sewer
Buyer Assistant	General Maintenance Supervisor
Cashier	Human Resources Assistant
Cashier Associate	Human Resources Manager
Cashier Retail	Internal Auditor
Chief Executive Officer	Janitor
Chief Financial Officer	Loss Prevention Manager
Chief Human Resources Officer	Maintenance Supervisor
Chief Marketing & Sales Officer	Maintenance Worker
Chief Operating Officer	Market Research Analyst
Clothing Sales Representative	Market Research Manager
Collection Supervisor	Marketing Manager
Comparison Shopper	Marketing Representative
Computer Programmer	Materials Handler
Credit & Collection Clerk	Merchandise Displayer
Credit & Collection Manager	Merchandise Marker
Credit Card Control Clerk	Merchandise Planner
Custom Tailor	Merchandising Manager
Customer Service Manager	Merchandising Supervisor
Customer Service Representative (General Calls)	National Sales Manager (Experience)
Customer Service Supervisor	Order Clerk
Department Manager	Payroll Clerk
Display Designer	Payroll Manager
Display Maker	PBX Operator Receptionist
District Sales Manager Retail	Public Relations Manager

Receiving Clerk
Receptionist
Regional Sales Manager Retail
Retail Area Sales Manager
Retail Store Assistant Manager (Experience)
Retail Store Manager (Experience)
Safety Manager
Sales Clerk Retail
Sales Order Supervisor
Sales Training Manager
Salesperson Women's Apparel
Security Guard
Security Manager
Shipping Clerk

Shoe Repairer
Stock Clerk Retail
Surveillance System Monitor
Systems Analyst
Time Clerk
Top Merchandising Officer
Top Merchandising Planner
Top Real Estate Officer
Warehouse Supervisor
Warehouse Worker
Webmaster
Wedding Consultant