ERI's 2013 Business Goods Wholesalers Salary Survey provides market-based pay data for 106 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	Firs Quartile		Third Quartile	Ninth Decile	Rate of Error
Public Databases Annual Salary Incentive/VariablePay Total Direct Annual Compensation		\$26,404 \$26,404	\$19,014 \$19,014	\$21,622 \$21,622		\$33,302 \$33,302	\$37,702 \$37,702	0.2
ERI Assessor Databases Annual Salary Incentive/VaniablePay Total Direct Annual Compensation		\$30,513 \$356 \$30,869	\$26,074 \$306 \$26,380	\$27,900 \$328 \$28,228	\$352	\$32,661 \$384 \$33,045	\$35,035 \$411 \$35,446	
Survey Participants' Databases Annual Salary Incentive/VariablePay Total Direct Annual Compensation	227	\$37,079 \$1,955 \$39,034	\$18,032 \$500 \$18,532	\$28,167 \$969 \$29,136	\$1,456	\$41,404 \$3,262 \$44,666	\$44,000 \$5,000 \$49,000	1.1
Position Description Greets and receives callers or visitors at establishment, and det or visitors rame, arranges for appointment with or notifies pen caller to destination, and records name, time of call, nahre of b visitor's pass when required. May type memos, correspondent operate PBX telephone console to receive incoming messages. inquiries. May perform variety of derical duties and other dut collect and distribute mail and messages. May work in office of facility and be designated accordingly. eDOT: 237.367-038	ion called upon usiness, and pe ie, reports, and May make futu ies pertinent to	on caller's arriva rson called upon other documents re appointments type of establish	l, guides May issue May and answer iment. May	40,000 - 35,000 - 	Do is represent a st	Years of Esperi	ence n)	

Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

eDOT SCOs*		Mental & Stress Demands		Physical Demands	2	Far Acuity	Ν
		Understanding & Memory		Strength	S	Depth Perception	N
eDOT code	237.367-038	Memory	F	Occasionally Lift/Carry	0	A ccommodation	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
EducationLevel	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	ExtremeCold	N
People	6	Concentration & Attention	F	Sit/Stand Option	N	ExtremeHeat	N
Things	7	WorkSchedule	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
LanguageLevel	3	Work Decisions	0	Kneeling	N	Atmospheric Conditions	N
ReasoningLevel	3	Work Completion	F	Crouching	N	Proximity to Moving Parts	N
Aptitudes	22	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	ReachingUpward	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	N	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		

* 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/ eDOT Title:	Year:	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 Race
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%

Benchmark Title	Mean Total Compensation			
Chief Human Resources Officer	\$226,181			
Order Processing Manager	\$77,788			
General Maintenance Supervisor	\$60,905			
PC Specialist	\$54,235			
Receptionist	\$32,382			

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

Benchmark Job List

Accountant	Evenditor
Accountant	Expediter
Accounting Clerk	Export Sales Manager
Accounting Manager	Financial Analyst
Administrative Assistant	Forklift Operator
Advertising Manager	Gate Guard
Area Sales Manager	General Clerk
Baker	General Maintenance Supervisor
Baker Helper	Government Sales Manager
Bakery Manager	Government Sales Representative
Budget Manager	Heavy Truck Driver
Business Analyst	Human Resources Manager
Butcher	Inside Sales Representative
Buyer/Purchasing Agent	Internal Auditor
Chief Executive Officer	International Sales Manager
Chief Financial Officer	Janitor
Chief Human Resources Officer	Light Truck Driver
Chief Manufacturing Officer	Mail Clerk
Chief Marketing & Sales Officer	Maintenance Mechanic
Chief Operating Officer	Maintenance Worker
Computer Operations Manager	Maintenance Worker General
Computer Operator	Manufactured Buildings Sales Representative
Computer Programmer	Market Research Analyst
Contracts Manager	Market Research Manager
Credit & Collection Clerk	Marketing Manager
Credit & Collection Manager	Marketing Representative
Customer Service Manager	Materials Control Clerk
Customer Service Representative (General Calls)	Materials Handler
Customer Service Representative (Specialized Calls)	Merchandise Marker
Data Entry Operator	Merchandising Manager
Database Administrator	Merchandising Supervisor
Distribution Director	Movie Theater Products Sales Representative
Distribution Manager	National Sales Manager (Experience)
Distribution Supervisor	Order Clerk
Executive Secretary	Order Filler
Executive Vice President	Order Processing Manager

Packaging Manager Packaging/Filling Operator Paralegal Payroll Clerk **Payroll Manager PBX Operator Receptionist** PC Specialist Product or Brand Sales Manager **Purchasing Clerk** Purchasing Manager **Receiving Clerk** Receptionist Safety Supervisor Sales Engineer Sales Representative (Key Accounts) Sales Training Manager Sales Training Representative Secretary Security Director

Security Guard Security Manager Shipping & Receiving Clerk Shipping & Receiving Supervisor Shipping Checker Shipping Packer Staff Attorney Supply Chain Manager Systems Analyst Tobacco Sales Representative **Transportation Manager Truck Driver Tractor Trailer** Warehouse Supervisor Warehouse Worker Webmaster Wholesale Sales Representative Wholesaler