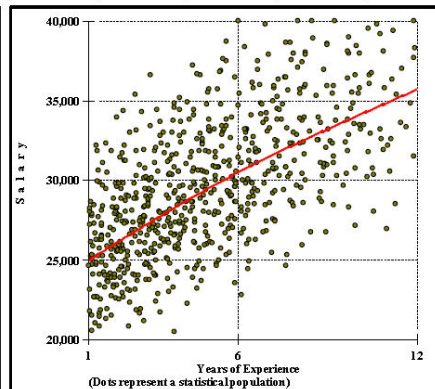


ERI's 2013 Laboratory Services Salary Survey provides market-based pay data for 127 benchmark jobs in this 250+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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	\$237,071
Computer Operations Manager	\$110,080
Mailroom Supervisor	\$44,996
Denture Model Maker	\$38,070
Receptionist	\$32,474

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

Benchmark Job List

Accountant	Database Administrator
Accounting Clerk	Dental Assistant
Accounting Manager	Dental Ceramist
Administrative Assistant	Dental Laboratory Technician
Benefits Analyst	Denture Finisher
Benefits Clerk	Denture Model Maker
Biomedical Engineer	Denture Packer
Biomedical Equipment Technician	Denture Waxer
Blood Donor Unit Assistant	Dialysis Technician
Bookkeeper	Dialysis Unit Head
Building & Facilities Manager	Dosimetrist
Cashier	Employment Interviewer
Certified Nurse Assistant	Epidemiologist
Chief Executive Officer	Executive Secretary
Chief Financial Officer	File Clerk
Chief Human Resources Officer	Financial Analysis Manager
Chief Medical Technologist	Financial Analyst
Chief Operating Officer	Fundraiser
Chief Radiologic Technologist	Fundraising Manager
Clerk Typist	General Maintenance Supervisor
Collection Manager	Grant Coordinator
Compensation Analyst	Grant Writer
Compensation Manager	Histopathologist
Compliance Specialist	Housekeeping Director
Computer Operations Manager	Human Resources Clerk
Computer Programmer	Human Resources Manager
Controller, Top Corporate	Immunohematologist
Credit & Collection Clerk	Insurance Billing Clerk
CT Technologist	Janitor
CT Technologist (Lead)	LAN/WAN Administrator
Customer Service Manager	Licensed Practical Nurse
Customer Service Representative (General Calls)	Light Truck Driver
Cytogenetic Technologist	Magnetic Imaging Technologist
Data Entry Operator	Mail Clerk
Data Entry Supervisor	Mailroom Supervisor

Maintenance Supervisor	Pheresis Specialist
Maintenance Worker	Phlebotomist
Marketing Manager	Plasma Centrifuge Operator
Medical Assistant	Programmer Analyst
Medical Equipment Repairer	Public Relations Manager
Medical Laboratory Technician	Purchasing Manager
Medical Librarian	Radiation Therapy Technologist
Medical Receptionist	Radiology Technologist
Medical Records Administrator	Radiopharmacist
Medical Records Clerk	Receptionist
Medical Records Technician	Registered Nurse
Medical Services Manager	Reimbursement Head Medical
Medical Sterilizer	Secretary
Medical Technologist	Security Guard
Medical Transcriber	Security Supervisor
Microbiology Technologist	Statistical Typist
Nuclear Medical Technician	Systems Analyst
Nursing Director	Technical Editor
Office Manager	Technical Writer
Opaquer	Top Administrative Officer
Ophthalmic Photographer	Top Business Development Executive
Ophthalmic Technician	Top IT Officer
Pathologist	Top Legal Officer
Payroll Clerk	Truck Driver Van
Payroll Supervisor	Ultrasound Technologist
PBX Operator Receptionist	Utilization Review/Quality Assurance Coordinator
PC Specialist	Web Administrator
Pharmacist	Wellness Program Administrator
Pharmacy Technician	