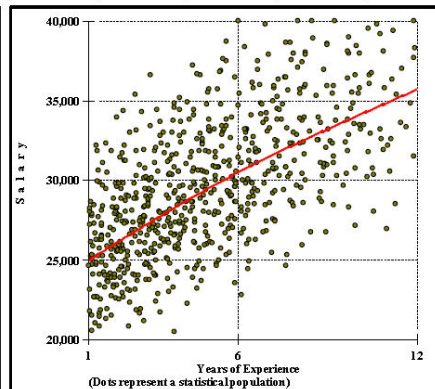


ERI's 2013 Aerospace and Defense Salary Survey provides market-based pay data for 110 benchmark jobs in this 220+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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
Numerical 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 N	

* 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:	Codes:						
eDOT Title: Receptionist	eDOT Code: 237.367-038						
OES Area: US - National	OES Code: 193000700000						
SOC Job Family: Receptionists and Information Clerks	SOC Code: 434171						
	Native Hawaiian or Other Pacific Islander						
	Asian						
	Hispanic or Latino						
	American Indian or Alaska Native						
	Two or More Races						
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	\$273,625
Fleet Manager	\$89,046
Assembly Supervisor	\$64,698
Aircraft Engine Mechanic	\$57,185
Receptionist	\$32,603

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>Aerodynamicist</p> <p>Aeronautical Engineer</p> <p>Aeronautical Sales Engineer</p> <p>Aircraft Body Repairer</p> <p>Aircraft Engine Mechanic</p> <p>Aircraft Engine Sales Representative</p> <p>Aircraft Equipment and Parts Sales Representative</p> <p>Aircraft Inspector</p> <p>Aircraft Maintenance Person</p> <p>Aircraft Mechanic</p> <p>Aircraft Mechanic for Props</p> <p>Aircraft Mechanic Jet</p> <p>Aircraft Navigator</p> <p>Aircraft Pilot Jet</p> <p>Aircraft Pilot Non-Jet</p> <p>Aircraft Sales Representative</p> <p>Airplane Inspector</p> <p>Assembler Product (Bench)</p> <p>Assembly Supervisor</p> <p>Avionics Mechanic</p> <p>Building & Facilities Manager</p> <p>Buyer/Purchasing Agent</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>Cleaner Transportation Vehicles</p> <p>Computer Programmer</p> <p>Copilot Jet</p> <p>Copilot Non-Jet</p>	<p>Cost Estimator</p> <p>Customer Service Manager</p> <p>Customer Service Representative (General Calls)</p> <p>Customer Service Representative (Specialized Calls)</p> <p>Design Engineering Manager</p> <p>Diesel Mechanic</p> <p>Distribution Supervisor</p> <p>Documentation Supervisor</p> <p>Drafter (Simple)</p> <p>Drafter Aeronautical</p> <p>Drafting Supervisor</p> <p>Electrical Drafter</p> <p>Electrical Engineer</p> <p>Electrical Engineering Technician</p> <p>Electronics Assembler</p> <p>Electronics Technician</p> <p>Electronics Tester</p> <p>Engineering Manager</p> <p>Engineering Technician</p> <p>Financial Analyst</p> <p>Fleet Manager</p> <p>Flight Engineer</p> <p>Fluid Power Mechanic</p> <p>Forklift Operator</p> <p>Fuel Attendant</p> <p>Fuel Injection Servicer</p> <p>Government Affairs Manager</p> <p>Government Affairs Representative</p> <p>Human Resources Assistant</p> <p>Human Resources Manager</p> <p>Industrial Engineer</p> <p>Internal Auditor</p> <p>Janitor</p> <p>Labor Relations Manager</p> <p>Logistics Engineer</p>
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Lubrication Technician
Machine Assembler
Maintenance Worker
Manufacturing Engineer
Manufacturing Engineering Manager
Manufacturing Manager
Marketing Manager
Materials Handler
Materials Manager
Mechanical Engineer
Payroll Clerk
Payroll Manager
PC Specialist
Product Development Engineer
Production Engineer
Production Planner
Production Planning & Control Manager
Purchasing Manager
Quality Control Engineer
Quality Control Inspector

Quality Control Manager
Quality Control Technician
Receiving Clerk
Receptionist
Safety Manager
Shipping & Receiving Clerk
Shipping & Receiving Supervisor
Supply Chain Manager
Supply Clerk
Systems Analyst
Technical Writer
Top Engineering Officer
Traffic Agent
Traffic Director
Traffic Manager
Vehicle Maintenance Scheduler
Vendor Management Analyst
Vendor Management Director
Warehouse Manager
Warehouse Materials Handler