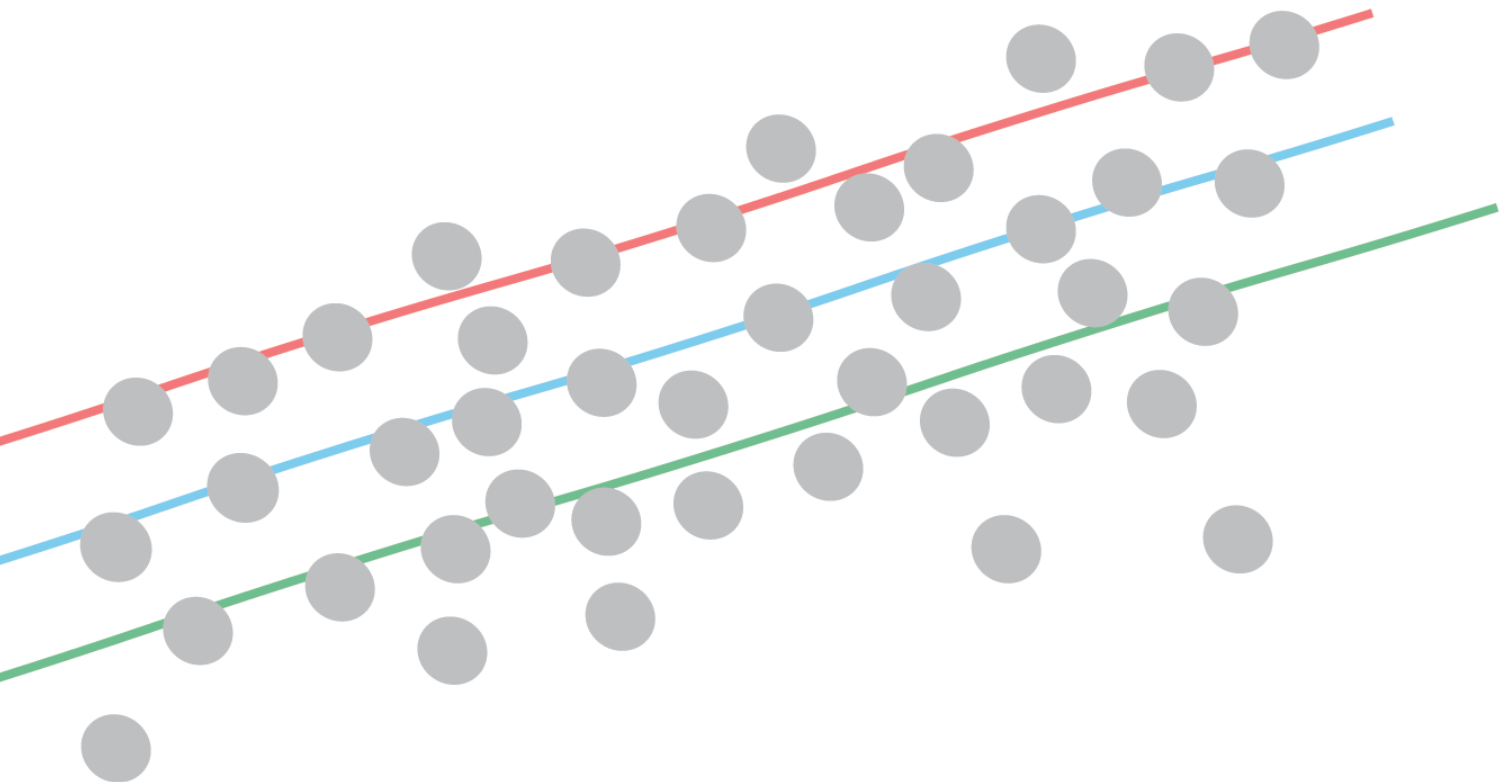


2015

All Manufacturing Salary Survey Executive Summary



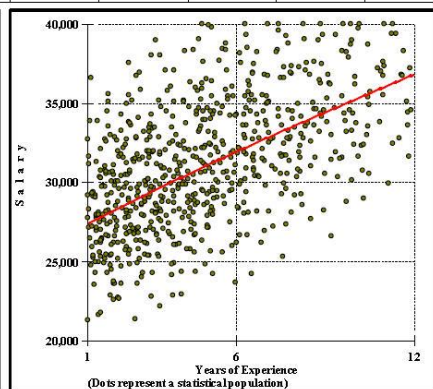
111 Academy Drive, Suite 270
Irvine, CA 92617
877-210-6563
www.salary-surveys.erieri.com

ERI's 2015 All Manufacturing Salary Survey provides market-based pay data for 140 benchmark jobs in this 280+ 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, 2015.

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		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	0.3
ERI Assessor Databases								
Annual Salary		\$31,953	\$27,314	\$29,227	\$31,395	\$34,214	\$36,701	
Incentive/Variable Pay		\$442	\$381	\$407	\$438	\$477	\$512	
Total Direct Annual Compensation		\$32,395	\$27,695	\$29,634	\$31,833	\$34,691	\$37,213	
Survey Participant Database								
Annual Salary		\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	
Incentive/Variable Pay								
Total Direct Annual Compensation	116	\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	1.6

Position Description
G greets and assists callers in relaying incoming, outgoing, and/or interoffice calls. Operates switchboard equipment. Guides caller to destination and records name, time of call, nature of business, and person called upon. Supplies information to callers/visitors, takes messages, and announces callers/visitors. May issue visitor's pass when required. May perform clerical duties, such as word processing, proofreading, and sorting mail. May receive callers at establishment, determine nature of business, and arrange for appointment with person called upon. May type memos, correspondence, reports, and other documents. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. eDOT: 235.662-019



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

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Other
eDOT code 235.662-019	Understanding & Memory	Strength S	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry O	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry O	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
Worker Functions	Sustained Concentration & Persistence	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	Environmental Conditions
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
	Work Schedule F	Climbing N	Extreme Heat N
Literacy Demands	Work Routine F	Balancing N	Wet and/or Humid N
Mathematics Level 2	Work Distractions F	Stooping N	Noise Intensity Level 2
Language Level 3	Work Decisions F	Kneeling N	Vibration N
Reasoning Level 3	Work Completion F	Crouching N	Atmospheric Conditions N
Aptitudes	Social Interaction	Crawling N	Proximity to Moving Parts N
General Learning Ability 3	Public Interaction F	Reaching N	Exposure to Electrical Shock N
Verbal Aptitude 4	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Numeric Aptitude 3	Work Review O	Reaching Downward O	Exposure to Radiation N
Spatial Aptitude 2	Peer Interaction F	Handling C	Working With Explosives N
Form Perception 2	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Clerical Perception 3	Adaptation	Feeling O	Exposure to Biohazards O
Motor Coordination 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Finger Dexterity 3	Hazard Awareness O	Talking C	Additional Measures
Manual Dexterity 3	Travel O	Hearing F	Creativity O
Eye-Hand-Foot Coord. 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
Color Discrimination 1		Near Acuity F	Discretion/Independent Judgment F

* For an explanation of eDOT SCO values, please see the definitions on page 261.

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$259,191
Product Or Brand Sales Manager	\$121,336
Electrical Engineer	\$106,183
Calibration Technician	\$55,747
Electronics Assembler	\$33,749
Time Clerk	\$37,252

Information is from ERI Assessor databases as of March 31, 2015.

Benchmark Job List

Accountant	Drafting Supervisor
Administrative Assistant	Drill Press Operator
Apparel Spreader	Electrical Engineer
Apparel Trimming Machine Operator	Electrical Engineering Technician
Area Sales Manager	Electrical Inspector
Assembler Product (Bench)	Electronics Assembler
Assembly Line Foreman	Electronics Inspector
Assembly Supervisor	Electronics Technician
Automotive Engineer	Engineering Supervisor
Bending Machine Operator	Engineering Technician
Building & Facilities Manager	Fabric Inspector
Business Analyst	Facilities Engineer
Buyer/Purchasing Agent	Final Inspector
CAD/CAM Design Drafter	Forging Machine Operator
Calibration Technician	Forklift Operator
Centrifugal Casting Operator	Foundry Metallurgist
Chemical Engineer	Foundry Molder
Chemical Operator	Foundry Worker
Chemical Technician	Glass Cutter
Chief Executive Officer	Glass Finisher
Chief Financial Officer	Gluer
Chief Human Resources Officer	Grinder Operator Cement
Chief Manufacturing Officer	Hand Cutter
Cloth Finisher Supervisor	Human Resources Manager
Compression Molding Operator	Induction Brazer
Controller Plant	Industrial Engineer
Cost Estimator	Information Systems Manager
Customer Service Manager	Injection Molder
Customer Service Representative (Specialized Calls)	Instrument Mechanic
Cutter Operator	Instrument Technician
Die Casting Machine Operator	Inventory Clerk
Die Cutter	Inventory Control Planner
Distribution Manager	Ion Implant Machine Operator
Drafter (Moderate)	Kick Press Operator

Laboratory Clerk
Laboratory Supervisor
Layout Worker
Logistics Coordinator
Logistics Manager
Machine Assembler
Machine Operator
Machine Setup Operator
Machine Shop Supervisor
Machinist General
Maintenance Electrician
Maintenance Mechanic
Maintenance Technician
Manufacturers Representative
Manufacturing Engineer
Manufacturing Manager
Materials Coordinator
Materials Manager
Mechanical Engineer
Metal Fabricator
Metal Pourer
Microelectronics Technician
Milling/Planing Machine Operator
Mold Maker
Musical Instruments Assembler
Nibbler Operator
Numerical Control Machine Operator
Packaging Manager
Packaging/Filling Operator
Paint Technician
Payroll Supervisor
Plant Engineer
Plant Manager
Plater
Polishing Machine Operator
Power Shear Operator
Precision Grinder

Printed Circuit Designer
Procurement Analyst
Product Designer
Product Or Brand Sales Manager
Production Engineer
Production Machinist
Production Planner
Production Supervisor
Project Manager (Experience)
Punch Press Operator
Quality Control Inspector
Quality Control Manager
Quality Control Technician
Regional Sales Manager
Research & Development Manager (Technical)
Safety Manager
Sanding Machine Operator
Screw Machine Operator
Semiconductor Bonder
Semiconductor Processor
Semiconductor Wafers Plater
Sewing Machine Operator
Sheet Metal Mechanic
Shipping & Receiving Clerk
Shipping & Receiving Supervisor
Spray Painter Rough
Systems Analyst
Time Clerk
Tool & Die Maker
Traffic Clerk
Traffic Director
Vacuum Mold Machine Operator
Warehouse Manager
Welder
Welding Supervisor