

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:

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

The scatter plot displays a positive linear relationship between years of experience and salary. The x-axis, labeled 'Years of Experience', ranges from 1 to 12. The y-axis, labeled 'Salary', ranges from 20,000 to 40,000. A dense cloud of green data points is shown, with a red regression line indicating the overall trend. The data points are most concentrated between 1 and 6 years of experience and salaries between 20,000 and 30,000.

eDOT SCOs*		<u>Mental & Stress Demands</u>		<u>Physical Demands</u>			
eDOT code	237.367-038	<u>Understanding & Memory</u>				Far Acuity	
Occupational Code	237	Memory	F	Strength	S	Depth Perception	N
Specific Vocational Preparation (SVP)	4	Short Instruction Memory	F	Occasionally Lift/Carry	O	Accommodation Vision	N
Education Level	5	Detailed Instruction Memory	F	Frequently Lift/Carry	O	Color Vision	N
<u>Worker Functions</u>		<u>Sustained Concentration & Persistence</u>				<u>Environmental Conditions</u>	
Data	3	Short Instruction	F	Push/Pull	N	Field of Vision	O
People	6	Detailed Instruction	O	Walking	O	Exposure to Weather	N
Things	7	Concentration & Attention	F	Sitting	F	Extreme Cold	N
<u>Literacy Demands</u>		Work Schedule	O	Standing	O	Extreme Heat	N
Mathematics Level	2	Work Routine	F	Cl/Stand Option	N	Wet and/or Humid	N
Language Level	3	Work Distractions	F	Climbing	N	Noise Intensity Level	2
Reasoning Level	3	Work Decisions	O	Balancing	N	Vibration	N
<u>Aptitudes</u>		Work Completion	F	Sloping	N	Atmospheric Conditions	N
General Learning Ability	3	<u>Social Interaction</u>		Kneeling	N	Proximity to Moving Parts	N
Verbal Aptitude	3	Public Interaction	F	Crouching	N	Exposure to Electrical Shock	N
Numeric Aptitude	2	A assignment/Assistance	F	Crawling	N	Working in High Places	N
Spatial Aptitude	2	Work Review	O	Reaching Upward	O	Exposure to Radiation	N
Form Perception	2	Peer Interaction	F	Reaching Downward	O	Working With Explosives	N
Clerical Perception	3	Work Behavior	F	Handling	F	Exposure to Toxic Chemicals	N
Motor Coordination	2	<u>Adaptation</u>		Fingering	O	Exposure to Hazards	N
Finger Dexterity	3	A daptation to Change	O	Feeling	N	Other Environmental Conditions	N
Manual Dexterity	2	Hazard Awareness	O	Keyboard Use	F	<u>Additional Measures</u>	
Eye-Hand-Foot Coord.	2	Travel	O	Talking	F	Creativity	O
Color Discrimination	1	Independent Planning	O	Hearing	O	Administrative Activity	O
				Tasting/Smelling	N	Discretion/Independent Judgment	F
				Near Acuity	O		

Trend to Month/Year:							Codes:		
eDOT Title:	Receptionist							eDOT Code:	237.367-038
OES Area:	US - National							OES Code:	1930007000000
SOC Job Family:	Receptionists and Information Clerks							SOC Code:	434171
	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	\$303,652
Biologist	\$70,541
Soil Conservationist	\$67,772
Bookkeeping Manager	\$63,862
Veterinary Technician	\$32,616
Receptionist	\$32,655

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

Benchmark Job List

Accountant	Diver
Accounting Manager	Dog Groomer
Administrative Assistant	Dump Operator
Agricultural Engineer	Environmental Director
Agronomist	Environmental Scientist
Animal Care Sales Representative	Environmental Supervisor
Animal Scientist	Executive Vice President
Animal Trainer	Farm Equipment Mechanic
Animal Training Sales Representative	Farm Machinery Operator
Animal Warden	Farm Worker/Crop Field
Aquatic Biologist	Farmer Field Crop
Artificial Breeding Distributor	Fence Erector
Auctioneer	Fishing Vessel Deckhand
Benefits Clerk	Florist
Benefits Supervisor	Forest Ecologist
Biologist	Forest Worker
Blacksmith	Forester
Bookkeeper	Forklift Operator
Bookkeeping Manager	Fumigator
Botanist	Gardener
Building & Facilities Manager	Gate Guard
Cashier	General Manager Farm
Chief Executive Officer	Grant Coordinator
Chief Financial Officer	Groundskeeper
Chief Human Resources Officer	Heavy Equipment Mechanic
Chief Marketing & Sales Officer	Heavy Equipment Operator
Chief Operating Officer	Herbarium Worker
Computer Network Analyst	Histopathologist
Computer Technical Support Specialist	Histotechnologist
Controller, Top Corporate	Hoisting Machine Operator
Customer Service Representative (General Calls)	Horse Exerciser
Customer Service Supervisor	Horseshoer
Dairy Processing Operator	Horticultural Specialty Grower
Database Administrator	Horticulturist

Human Resources Analyst
Human Resources Manager
Hydrographer
Hydrologist
Interpreter
Irrigation Worker
Janitor
Janitorial Supervisor
Laboratory Tester
Landscape Supervisor
Livestock Sales Representative
Logger
Logging Operations Inspector
Machinery Mechanic
Maintenance Helper
Maintenance Mechanic
Maintenance Supervisor
Maintenance Worker
Nursery Manager
Nursery Worker
Office Helper
Parasitologist
Payroll Clerk
Payroll Supervisor
Plant Breeder
Plant Pathologist
Receptionist
Safety Inspector

Safety Manager
Sanitary Engineer
Secretary
Security Guard
Security Manager
Soil Conservation Technician
Soil Conservationist
Soil Scientist
Supervisor Farm Workers
Top IT Officer
Tractor Operator
Tree Surgeon
Tree Trimmer
Truck Driver Heavy
Truck Driver Light
Truck Driver Medium
Truck Driver Tractor Trailer
Variety Saw Operator
Veterinary Technician
Warehouse Laborer
Warehouse Manager
Warehouse Worker
Web Administrator
Webmaster
Wood Technologist
Workers' Compensation Administrator
Zoologist