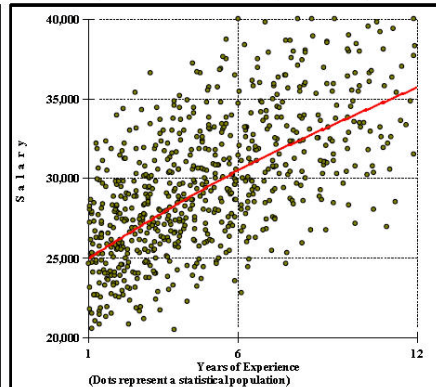


**ERI's 2013 Transportation and Distribution Salary Survey** provides market-based pay data for 127 benchmark jobs in this 250+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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
<b>Public Databases</b>								
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
<b>ERI Assessor Databases</b>								
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	
<b>Survey Participants' Databases</b>								
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	<b>Understanding &amp; Memory</b>	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
<b>Worker Functions</b>	<b>Sustained Concentration &amp; Persistence</b>	Walking O	<b>Environmental Conditions</b>
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
<b>Literacy Demands</b>	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
<b>Aptitudes</b>	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 3	<b>Social Interaction</b>	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	<b>Adaptation</b>	Feeling N	Other Environmental Conditions N
Finger Dexterity 3	Adaptation to Change O	Keyboard Use F	<b>Additional Measures</b>
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:	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
	<b>Native Hawaiian or Other Pacific Islander</b>
	<b>Asian</b>
	<b>Hispanic or Latino</b>
	<b>American Indian or Alaska Native</b>
	<b>Two or More Races</b>
<b>Total</b>	<b>White</b>
<b>Male</b>	<b>Black or African American</b>
<b>Female</b>	<b>Native Hawaiian or Other Pacific Islander</b>
<b>Totals</b>	<b>Asian</b>
	<b>Hispanic or Latino</b>
	<b>American Indian or Alaska Native</b>
	<b>Two or More Races</b>

## Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$259,912
Supply Chain Manager	\$102,539
Warehouse Supervisor	\$60,721
Traffic Clerk	\$37,357
Materials Handler	\$31,943
Receptionist	\$32,641

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

## Characteristics of Participating Organizations (information taken from the ERI Survey Participant Database)

Revenue	Percent of Organizations
Less than \$100,000	
\$100,000-\$1,000,000	
\$1,000,000-\$10,000,000	
\$10,000,000-\$100,000,000	30
\$100,000,000-\$1,000,000,000	20
Greater than \$1,000,000,000	50

## Benchmark Job List

<ul style="list-style-type: none"> <li>Accountant</li> <li>Accounting Clerk</li> <li>Accounting Manager</li> <li>Administrative Assistant</li> <li>Aircraft Engine Mechanic</li> <li>Aircraft Inspector</li> <li>Aircraft Maintenance Person</li> <li>Aircraft Mechanic</li> <li>Aircraft Navigator</li> <li>Aircraft Pilot Jet</li> <li>Aircraft Pilot Non-Jet</li> <li>Airline Security Representative</li> <li>Airplane Inspector</li> <li>Airport Engineer</li> <li>Airport Manager</li> <li>Ambulance Driver</li> <li>Area Sales Manager</li> <li>Armored Car Guard &amp; Driver</li> <li>Automobile Rental Clerk</li> <li>Avionics Mechanic</li> <li>Bicycle Messenger</li> <li>Boat &amp; Barge Operator</li> </ul>	<ul style="list-style-type: none"> <li>Building &amp; Facilities Manager</li> <li>Bus Driver</li> <li>Bus Transportation Manager</li> <li>Chief Executive Officer</li> <li>Chief Financial Officer</li> <li>Chief Human Resources Officer</li> <li>Chief Marketing &amp; Sales Officer</li> <li>Copilot Jet</li> <li>Copilot Non-Jet</li> <li>Customer Service Manager</li> <li>Customer Service Representative (General Calls)</li> <li>Delivery Route Driver</li> <li>Distribution Supervisor</li> <li>Dock Worker</li> <li>Documentation Supervisor</li> <li>Electrical Engineer</li> <li>Electrical Engineering Technician</li> <li>Electronics Technician</li> <li>Engineer Nuclear Safety</li> <li>Express Delivery Services Sales Representative</li> <li>Financial Analyst</li> <li>Flight Attendant</li> </ul>
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Flight Engineer	Recreational Vehicles Repairer
Flight Service Manager	Routing Clerk
Government Affairs Manager	Safety Manager
Heavy Truck Driver	Security Guard
Human Resources Assistant	Ship Captain
Human Resources Manager	Shipmate
Industrial Engineer	Shipping Clerk
Insurance Claims Agent	Shipping Packer
Internal Auditor	Shipwright
International Sales Manager	Shipyards Laborer
Janitor	Small Engine Mechanic
Labor Relations Manager	Stevedore
Light Truck Driver	Supply Chain Manager
Logistics Coordinator	Supply Clerk
Logistics Manager	Systems Analyst
Lubrication Technician	Tariff Publishing Agent
Maintenance Worker	Taxi Driver
Marine Cargo Surveyor	Ticket Agent
Marine Engine Mechanic	Top Transportation Officer
Marine Engineer	Tractor Operator
Marine Services Technician	Traffic Agent
Marketing Manager	Traffic Clerk
Materials Handler	Traffic Manager
Mechanic Head	Traffic Rate Analyst
Mechanic Truck	Traffic Supervisor
Motor Vehicle Dispatcher	Transmission Mechanic
Ordinary Seaman	Transportation Engineer
Packaging Engineer	Transportation Manager
Packaging Manager	Transportation Sales Representative
Payroll Clerk	Truck Driver Concrete Mixing
Payroll Manager	Truck Driver Medium
Porter	Truck Driver Tow Truck
Procurement Analyst	Truck Driver Tractor Trailer
Purchasing Manager	Truck Driver Van
Purser	Vehicle Maintenance Scheduler
Quality Control Technician	Warehouse Director
Railroad Brake/Switch Operator	Warehouse Laborer
Railroad Car Rental Sales Representative	Warehouse Manager
Railroad Construction Manager	Warehouse Materials Handler
Rate Analyst	Warehouse Supervisor
Receiving Clerk	Warehouse Worker
Receptionist	