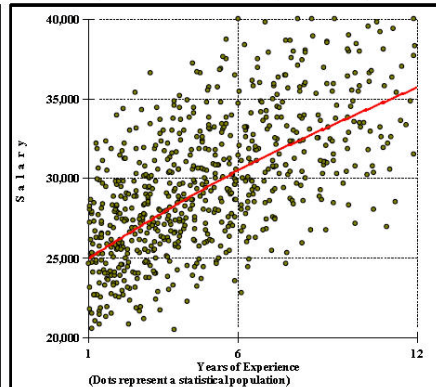


**ERI's 2013 Biotechnology Salary Survey** provides market-based pay data for 129 benchmark jobs in this 250+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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 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:	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
	<b>Total</b>	<b>White</b>	<b>Black or African American</b>	<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>	
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	\$341,078
Safety Manager	\$102,488
Assembly Supervisor	\$68,313
Production Planner	\$66,104
Biology Aide	\$43,819
Shipping & Receiving Clerk	\$35,039

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

## Benchmark Job List

Accountant	Computer Programmer
Accounting Manager	Cost Estimator
Administrative Assistant	Customer Service Manager
Animal Scientist	Customer Service Representative (General Calls)
Aquatic Biologist	Customer Service Representative (Specialized Calls)
Assembler Product (Bench)	Cytogenetic Technologist
Assembly Supervisor	Design Engineering Manager
Biochemist	Drafter (Moderate)
Bioinformatics Programmer Analyst	Drafting Supervisor
Biologist	Electrical Engineer
Biology Aide	Electrical Engineering Technician
Biomedical Engineer	Engineering Manager
Biomedical Engineering Head	Engineering Technician
Biomedical Equipment Technician	Environmental Engineer
Biophysicist	Epidemiologist
Biostatistician	Expediter
Biotech Sales Representative	Forklift Operator
Building & Facilities Manager	Hematologist
Buyer/Purchasing Agent	Histopathologist
CAD/CAM Design Drafter	Histotechnologist
CAD/CAM/CAE Technician	Human Resources Manager
Calibration Technician	Immuno-hematologist
Chemical Laboratory Technician	Industrial Hygienist
Chemist	Inventory Clerk
Chief Executive Officer	Labor Relations Manager
Chief Financial Officer	Laboratory Aide
Chief Human Resources Officer	Laboratory Clerk
Chief Manufacturing Officer	Laboratory Supervisor
Chief Marketing & Sales Officer	Laser Technician
Chief Operating Officer	Logistics Coordinator
Clinical Research Coordinator	Machine Assembler
Clinical Research Manager	Machine Operator
Clinical Research Nurse	Machine Setup Operator
Clinical Research Scientist	Machinery Mechanic

Maintenance Electrician  
Maintenance Mechanic  
Maintenance Supervisor  
Maintenance Technician  
Manufacturer's Sales Representative  
Manufacturing Engineer  
Manufacturing Manager  
Materials Handler  
Materials Manager  
Mechanical Engineer  
Medical Illustrator  
Medical Librarian  
Methods & Procedures Analyst  
Microbiologist  
Microbiology Technologist  
Microelectronics Technician  
Numerical Control Machine Operator  
Occupational Nurse  
Packaging Engineer  
Packaging Manager  
Packaging/Filling Operator  
Pathologist  
Payroll Clerk  
Payroll Supervisor  
Pharmacist  
Pharmacologist  
Pharmacy Technician  
Plant Manager (Experience)  
Plant Pathologist  
Pollution Control Engineer  
Preventive Maintenance Coordinator

Process Design Analyst  
Process Engineering Director  
Product Design Engineer  
Product Development Engineer  
Product or Brand Sales Manager  
Production Planner  
Production Planning & Control Manager  
Programmer Numerical Control  
Punch Press Operator  
Purchasing Manager  
Quality Control Inspector  
Quality Control Manager  
Quality Control Technician  
Regulatory Affairs Manager  
Reliability Engineer  
Research & Development Manager (Technical)  
Research Chemist  
Research Engineer  
Research Technician  
Safety Manager  
Scientific Researcher  
Shipping & Receiving Clerk  
Shipping & Receiving Supervisor  
Systems Analyst  
Time Clerk  
Top Engineering Officer  
Toxicologist  
Vendor Quality Supervisor  
Warehouse Manager  
Workers' Compensation Administrator