PRINT INDUSTRIES

2021 WAGE + BENEFITS REPORT

PACKAGING REPORT

CONVERTING, TAG & LABEL

Sponsored by LB Carlson

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ABOUT THE 2021 WAGE + BENEFITS SURVEY & REPORTS

The 2021 Wage + Benefits survey and reports are a joint effort among the affiliated organizations of Print Industries. Since the 1970s affiliate partners have captured industry insight related to Wage + Benefit data across North America. Survey questions, results and analytical reports are provided by print industries thought leaders. Learn more about our experts and connect with us to find out how to get involved.

Teresa Campbell

Print Industries Executive
President, PIA MidAmerica

Teresa Campbell graduated from the University of Central Missouri in 1992 with a bachelor's degree in Graphic Arts Technology Management. She has served the printing industry since that time in a variety of operational management roles and went on to coordinate and teach Graphic Arts for Metropolitan Community Colleges in Kansas City. She started her own successful printing business from the ground up in her basement and years later sold the business. Today as President of PIA MidAmerica she serves as association leader for the printing industry representing Texas, Oklahoma, Kansas and Western Missouri. She is passionate about making a difference for an industry she knows and loves.

Joe Polanco

Print Industries Economist

Joe Polanco has more than 40 years of print industry and association experience. After graduating with a Printing Management degree from Cal Poly, San Luis Obispo, Joe spent nearly 15 years in operational positions in printing companies before joining PIA MidAmerica, where he served as its President and Affiliate Manager for 20 years prior to retiring. Joe also holds an M.B.A. from California State University, Long Beach.

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AFFILIATE PARTNERS

The 22 affiliate partners of Print Industries are listed below. Together, the affiliates have a rich history dating back to the late 1800s. Their experience and skill serve and support in the success of the printing industry across North America.

2021 WAGE & BENEFITS SURVEY & REPORTS SPONSOR

The Wage + Benefits Survey & Reports is proudly sponsored by LB Carlson. LB Carlson is a CPA and management consulting firm that has specialized in providing services to the print and graphics industry for more than 45 years. LB Carlson understands the unique challenges within this industry and has become the service provider of choice for many print and print-related organizations. They provide business consulting, merger & acquisition, tax, attest, SOC reporting and accounting services. To learn more, visit their website at lbcarlson.com.

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USING THE REPORTS

The 2021 Wage + Benefits Reports are a joint effort. This year's survey had 429 participating companies and over 14,790 compensation data points. The compensation levels reflect wages/salaries from experienced individuals in each job classification reported.

NOTE: Management and Department Managers are reported as annual salaries. All other data is hourly.

Format for wage reporting:

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	151	151	$156,555	$24,000	$96,000	$132,000	$206,250	$269,500	$469,584
North East	35	35	$167,896	$40,000	$91,700	$154,420	$228,750	$272,500	$469,584
South East	14	14	$135,530	$24,000	$72,960	$112,500	$179,750	$256,000	$265,000
South Central	20	20	$124,728	$52,461	$80,000	$120,000	$130,000	$200,000	$291,500
North Central	57	57	$176,271	$46,000	$101,000	$153,000	$213,900	$306,630	$457,579
West	25	25	$132,963	$45,900	$75,750	$120,000	$157,500	$247,284	$275,000

Categories

# of Co. – The number of companies reporting

# of Ee – The number of responses/employees which were reported in this classification

Lowest – The lowest wage/salary reported

Q1 – 25% of all reported data is below this compensation figure

Median/Q2 – The midpoint of all data reported

Q3 – 75% of all reported data is below this wage/salary

P90 – 90% of all wages/salaries reported are below this level

Highest – the highest wage/salary reported

Average and Median/Q2 columns have been highlighted to assist in analyzing the data. When the Median is quite different than the Average, it indicates a high probability that the highest or lowest reported wage is an outlier. When both the Average and the Median/Q2 are similar, it indicates a "normal" distribution of data.

Data is not published if less than 4 companies submitted information in a region or classification.

Regions

Compensation and policies are reported by region due to differences in parts of the country.
Regions are defined as:

North Central – IA, IL, IN, MI, MN, ND, NE, OH, SD, WI

North East – CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT

South East – AL, FL, GA, MS, NC, SC, WV, VA

South Central – AR, KS, KY, LA, MO, OK, TN, TX

West – AK, AZ, CA, CO, HI, MT, NM, NV, OR, UT, WA, WY

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Demographics

COMPANIES REPORTING -- 429	
Participation By Region	
North East	17.9%
South East	6.3%
South Central	24.0%
North Central	34.3%
West	17.5%
Participation By Process/Capabilities	
No Selection	0.7%
Bindery / Finishing	4.4%
Business Forms Manufacturer	1.6%
Converters / Packaging - Offset	3.3%
Design / Marketing Services	1.6%
Digital Printer	5.8%
Envelope Converters	1.4%
General Commercial Printer [1]	52.9%
In-plant Printer	3.5%
Mailing House / Services	2.8%
Other	8.6%
Packaging - Flexo	2.3%
Quick Printer	2.8%
Tag & Label	3.7%
Web Printer (Heat Set)	2.1%
Web Printer (Non-Heat Set)	0.5%
Wide Format	1.9%

All Companies - By Employment Size

	All Firms	All EE	Union Firms [2]	EE [2]
1 - 25 Employees	34%	6%	6%	6%
26 - 75 Employees	34%	20%	7%	7%
76 - 150 Employees	19%	26%	6%	6%
150+ Employees	12%	48%	8%	20%

[1] Many firms in this classification offer multiple specialties, but were classified as General Commercial Printers.
[2] Data in the last two columns reflect the firms with a unionized workforce. For example, 6% of all companies with 1-25 employees reported a unionized workforce, representing 6% of all employees who worked for companies with 1-25 employees.

** Insufficient data

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Regional Wages

Management : CEO / President (No Owners)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	169	169	$171,403	$24,000	$98,693	$150,000	$225,000	$300,000	$599,999
All Packaging/Label	22	22	$223,127	$50,000	$150,000	$212,300	$275,500	$321,000	$500,000
Packaging/Converting	13	13	$237,176	$73,000	$158,250	$205,000	$255,000	$394,985	$500,000
Tag & Label	9	9	$202,833	$50,000	$92,500	$230,000	$282,500	$307,000	$325,000
North East	31	31	$173,713	$26,000	$103,000	$175,000	$208,650	$259,200	$500,000
South East	12	12	$147,080	$65,000	$75,000	$138,020	$175,000	$258,000	$265,000
South Central	37	37	$154,513	$30,000	$98,693	$143,000	$193,750	$263,000	$400,000
North Central	59	59	$199,562	$24,000	$115,507	$183,300	$275,000	$335,300	$599,999
West	30	30	$144,199	$30,000	$79,000	$106,750	$202,375	$260,000	$426,064

Management : COO / Vice President / General Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	129	129	$137,685	$30,000	$83,216	$120,000	$175,000	$250,000	$350,000
All Packaging/Label	15	15	$168,492	$62,000	$98,500	$165,000	$221,986	$243,971	$265,000
Packaging/Converting	9	9	$158,543	$62,000	$89,500	$165,000	$215,000	$227,942	$227,942
Tag & Label	6	6	$183,417	$65,000	$106,500	$181,250	$230,000	$262,000	$265,000
North East	25	25	$161,887	$65,000	$115,875	$162,500	$207,500	$238,971	$278,000
South East	7	7	$95,468	$50,000	$61,250	$75,000	$128,750	$140,766	$142,553
South Central	39	39	$132,076	$49,140	$78,150	$109,590	$141,769	$251,000	$350,000
North Central	39	39	$141,247	$45,000	$84,537	$125,000	$177,250	$250,000	$325,000
West	19	19	$125,598	$30,000	$75,425	$120,000	$148,500	$223,000	$267,800

Management : VP Operations

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	118	123	$128,071	$41,600	$100,000	$121,420	$150,000	$182,000	$375,358
All Packaging/Label	19	19	$161,406	$83,000	$107,494	$144,000	$175,083	$229,560	$375,358
Packaging/Converting	10	10	$175,937	$83,000	$114,207	$146,000	$185,000	$270,600	$375,358
Tag & Label	9	9	$145,260	$98,020	$102,498	$140,000	$163,500	$199,197	$225,000
North East	18	19	$139,309	$50,000	$96,015	$125,000	$148,000	$201,000	$375,358
South East	8	8	$139,739	$65,000	$85,000	$110,450	$172,000	$230,002	$250,008
South Central	27	27	$115,794	$41,600	$81,392	$109,349	$135,639	$180,000	$196,330
North Central	48	52	$125,825	$48,000	$100,856	$124,318	$150,000	$167,520	$229,500
West	17	17	$136,391	$50,000	$100,500	$133,300	$150,000	$187,400	$270,600

** Insufficient data

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Management : Plant Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	139	151	$93,018	$39,520	$70,200	$87,200	$107,639	$141,363	$188,667
All Packaging/Label	18	23	$108,015	$52,000	$85,050	$100,000	$142,360	$151,830	$157,041
Packaging/Converting	11	15	$108,546	$56,576	$85,050	$100,000	$132,846	$144,468	$157,000
Tag & Label	7	8	$107,018	$52,000	$55,000	$101,000	$145,600	$155,008	$157,041
North East	26	29	$91,945	$49,920	$65,000	$81,390	$112,500	$142,044	$157,000
South East	10	12	$90,048	$52,500	$70,200	$78,340	$90,000	$132,000	$170,000
South Central	38	38	$91,984	$40,000	$69,922	$85,000	$101,500	$132,800	$188,667
North Central	46	52	$100,484	$45,000	$75,000	$98,770	$125,000	$144,273	$158,628
West	19	20	$78,910	$39,520	$62,500	$77,230	$95,000	$101,000	$125,000

Management : Production / Operations Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	185	225	$85,042	$39,520	$66,075	$80,000	$100,000	$120,000	$192,000
All Packaging/Label	24	30	$97,007	$41,600	$75,000	$96,549	$114,151	$126,733	$155,000
Packaging/Converting	16	21	$101,412	$63,107	$75,000	$104,075	$118,476	$134,173	$155,000
Tag & Label	8	9	$86,728	$41,600	$65,325	$95,000	$104,090	$109,678	$120,000
North East	38	46	$86,388	$41,600	$70,000	$80,000	$104,538	$119,780	$150,000
South East	14	18	$83,117	$41,730	$58,280	$87,755	$100,000	$116,000	$135,000
South Central	45	52	$85,633	$45,000	$68,000	$76,700	$100,400	$130,800	$169,624
North Central	61	77	$85,701	$46,800	$66,345	$80,000	$95,074	$118,250	$192,000
West	27	32	$81,644	$39,520	$62,500	$80,000	$96,000	$112,866	$140,000

Management : CFO / Controller / Financial Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	183	193	$114,201	$40,000	$75,823	$103,740	$136,875	$175,000	$301,600
All Packaging/Label	27	32	$141,589	$60,000	$103,350	$133,750	$174,000	$211,440	$255,000
Packaging/Converting	18	22	$141,925	$60,000	$102,000	$138,250	$174,500	$211,440	$250,000
Tag & Label	9	10	$140,849	$85,000	$103,175	$128,750	$149,820	$185,000	$255,000
North East	33	37	$125,504	$45,000	$85,000	$112,500	$164,500	$190,000	$250,000
South East	11	12	$120,919	$62,024	$80,000	$125,000	$150,000	$172,000	$180,000
South Central	41	42	$95,527	$42,000	$70,000	$83,500	$120,000	$137,480	$164,640
North Central	73	77	$119,813	$47,840	$80,346	$104,000	$140,060	$178,014	$301,600
West	25	25	$108,340	$40,000	$75,000	$90,000	$129,002	$158,375	$264,000

** Insufficient data

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Management : Sales Manager / Sales VP

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	183	219	$125,570	$23,013	$71,218	$110,000	$165,750	$225,000	$300,000
All Packaging/Label	27	32	$150,068	$44,200	$104,000	$153,396	$180,250	$232,765	$276,836
Packaging/Converting	15	18	$153,038	$44,200	$102,000	$160,000	$180,125	$217,120	$276,836
Tag & Label	12	14	$146,249	$55,020	$87,500	$137,400	$185,000	$230,199	$262,000
North East	39	46	$127,792	$23,013	$69,300	$104,000	$178,600	$255,320	$300,000
South East	8	10	$149,841	$78,000	$82,000	$105,000	$182,498	$288,400	$294,168
South Central	44	52	$106,267	$24,000	$65,712	$90,000	$130,000	$198,823	$300,000
North Central	68	87	$133,279	$25,000	$82,500	$125,000	$175,000	$209,140	$300,000
West	24	24	$125,080	$35,000	$50,000	$120,000	$150,020	$225,000	$300,000

Management : Marketing / Business Development Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	100	127	$86,383	$35,000	$59,693	$80,000	$100,000	$132,900	$240,000
All Packaging/Label	14	17	$110,067	$48,880	$90,500	$100,000	$119,239	$154,779	$196,000
Packaging/Converting	6	8	$116,033	$90,000	$92,000	$100,808	$116,955	$149,852	$189,262
Tag & Label	8	9	$104,764	$48,880	$68,250	$99,996	$117,500	$138,400	$196,000
North East	21	26	$89,620	$40,000	$58,850	$85,000	$102,808	$131,800	$189,262
South East	5	6	$96,583	$35,000	$55,000	$97,250	$118,500	$136,000	$145,000
South Central	22	36	$73,445	$39,000	$50,000	$66,500	$84,000	$96,998	$212,180
North Central	40	45	$90,164	$36,000	$63,157	$80,200	$104,000	$133,500	$240,000
West	12	14	$97,114	$37,441	$70,886	$90,012	$100,003	$157,000	$180,523

Management : Customer Service Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	178	203	$73,721	$29,120	$58,180	$71,000	$86,599	$100,280	$141,000
All Packaging/Label	25	30	$77,037	$49,255	$62,500	$70,500	$86,977	$105,000	$141,000
Packaging/Converting	16	21	$75,617	$49,255	$61,650	$71,000	$82,760	$92,160	$118,387
Tag & Label	9	9	$80,351	$52,000	$56,030	$66,500	$93,856	$108,600	$141,000
North East	37	45	$71,139	$29,835	$57,250	$71,000	$78,780	$87,500	$130,000
South East	11	14	$77,352	$55,000	$60,000	$74,400	$84,300	$98,400	$128,000
South Central	42	43	$68,686	$29,120	$54,496	$62,500	$86,693	$95,698	$118,364
North Central	68	76	$77,847	$35,568	$63,335	$75,002	$89,954	$102,793	$141,000
West	20	25	$72,449	$31,200	$53,530	$65,000	$89,358	$105,518	$134,218

** Insufficient data

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Management : Customer Service Representative I

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	276	520	$49,150	$19,000	$39,520	$48,000	$56,350	$65,757	$104,000
All Packaging/Label	31	61	$49,455	$32,000	$41,800	$49,725	$56,120	$59,899	$75,840
Packaging/Converting	19	34	$49,910	$32,000	$41,100	$49,513	$56,080	$63,096	$75,840
Tag & Label	12	27	$48,882	$33,280	$41,350	$51,688	$56,088	$58,434	$60,000
North East	51	93	$50,611	$22,000	$40,000	$50,000	$59,500	$70,000	$80,000
South East	20	36	$53,318	$20,150	$41,600	$49,960	$59,176	$77,675	$100,000
South Central	67	135	$48,333	$20,800	$39,520	$48,000	$55,020	$63,812	$94,896
North Central	98	189	$48,844	$24,960	$39,520	$48,000	$55,330	$63,100	$104,000
West	40	67	$47,393	$19,000	$37,025	$44,159	$53,750	$67,900	$85,000

Management : Customer Service Representative II

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	179	354	$51,924	$19,656	$42,982	$50,603	$60,000	$69,939	$107,000
All Packaging/Label	26	57	$53,804	$37,440	$45,190	$54,000	$59,427	$65,660	$83,500
Packaging/Converting	16	34	$50,534	$37,440	$43,960	$51,553	$56,250	$60,041	$63,440
Tag & Label	10	23	$58,638	$37,440	$50,019	$55,536	$65,550	$77,749	$83,500
North East	37	76	$51,592	$28,558	$41,600	$50,603	$58,000	$70,000	$90,000
South East	12	21	$49,344	$31,200	$39,130	$48,880	$57,475	$63,216	$71,564
South Central	38	73	$49,001	$25,642	$40,795	$48,619	$57,650	$64,700	$79,000
North Central	71	145	$53,105	$29,140	$44,274	$52,000	$60,090	$69,649	$107,000
West	21	39	$55,038	$19,656	$41,600	$54,250	$64,800	$80,000	$91,560

Management : Production Planner / Scheduler / Traffic Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	140	196	$63,696	$31,262	$51,000	$61,625	$74,000	$85,697	$137,000
All Packaging/Label	26	34	$69,203	$41,600	$56,313	$64,746	$75,110	$84,200	$137,000
Packaging/Converting	19	23	$69,698	$41,600	$52,375	$64,499	$75,665	$93,927	$137,000
Tag & Label	7	11	$68,169	$54,059	$59,321	$64,992	$75,055	$77,722	$87,000
North East	30	39	$65,758	$31,720	$52,375	$64,171	$75,750	$85,354	$100,255
South East	11	17	$56,006	$41,600	$48,984	$50,000	$62,820	$68,300	$89,000
South Central	27	38	$62,292	$31,262	$51,136	$58,495	$75,000	$83,255	$113,301
North Central	51	70	$64,761	$35,360	$52,000	$63,117	$74,000	$87,000	$130,000
West	21	32	$64,606	$38,479	$51,000	$62,078	$68,221	$80,496	$137,000

** Insufficient data

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Management : Estimating Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	74	77	$71,798	$30,000	$58,937	$70,000	$85,000	$94,309	$120,000
All Packaging/Label	10	11	$79,699	$62,400	$66,857	$74,623	$82,275	$98,910	$120,000
Packaging/Converting	6	7	$74,136	$62,400	$64,858	$72,000	$75,217	$83,900	$100,000
Tag & Label	**	**	**	**	**	**	**	**	**
North East	12	14	$77,005	$60,000	$65,000	$74,716	$87,827	$91,580	$100,000
South East	6	6	$70,046	$46,576	$50,788	$64,600	$74,250	$91,500	$111,000
South Central	14	14	$67,616	$30,000	$55,811	$69,393	$73,080	$86,470	$110,941
North Central	33	34	$72,485	$41,600	$54,320	$73,312	$85,500	$97,904	$120,000
West	9	9	$68,776	$46,590	$60,000	$65,000	$76,100	$82,800	$90,000

Management : Estimator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	188	291	$57,197	$31,200	$48,131	$56,160	$65,000	$73,000	$109,000
All Packaging/Label	23	34	$62,238	$37,440	$54,040	$62,764	$68,960	$74,600	$99,895
Packaging/Converting	16	20	$59,918	$37,440	$47,320	$58,146	$66,716	$75,000	$99,895
Tag & Label	7	14	$65,552	$53,550	$59,598	$65,660	$70,312	$72,656	$75,000
North East	31	44	$59,437	$35,000	$48,152	$56,500	$66,000	$76,176	$99,895
South East	12	18	$57,620	$40,560	$49,950	$55,000	$64,250	$72,642	$77,500
South Central	46	76	$56,306	$31,200	$45,000	$54,650	$66,000	$72,460	$109,000
North Central	74	119	$57,145	$34,000	$48,981	$58,240	$64,828	$71,313	$82,525
West	25	34	$56,246	$38,403	$46,500	$56,080	$60,250	$67,872	$86,528

Management : Human Resources Manager / Personnel Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	155	164	$76,748	$26,304	$61,000	$75,000	$88,600	$108,463	$201,000
All Packaging/Label	30	32	$89,842	$35,700	$75,000	$83,200	$105,000	$116,436	$201,000
Packaging/Converting	23	25	$85,489	$35,700	$75,509	$82,400	$101,269	$114,840	$120,000
Tag & Label	7	7	$105,386	$66,504	$71,226	$94,000	$105,150	$134,220	$201,000
North East	32	34	$77,782	$36,758	$61,410	$78,517	$90,538	$110,190	$125,000
South East	8	8	$75,105	$43,000	$44,980	$69,500	$77,500	$114,400	$140,000
South Central	34	35	$63,212	$26,304	$51,999	$65,000	$74,250	$82,079	$92,848
North Central	67	72	$82,737	$36,000	$67,000	$77,188	$90,000	$119,400	$201,000
West	14	15	$78,124	$44,000	$59,501	$80,000	$91,250	$100,000	$117,500

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Management : Environmental Health & Safety Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	37	40	$76,006	$33,280	$60,000	$75,428	$85,000	$95,000	$160,000
All Packaging/Label	8	11	$85,048	$74,856	$77,813	$82,400	$90,342	$93,075	$97,375
Packaging/Converting	5	7	$87,039	$77,251	$77,813	$90,000	$91,843	$94,498	$97,375
Tag & Label	**	**	**	**	**	**	**	**	**
North East	9	11	$76,466	$42,500	$62,700	$78,000	$85,842	$93,075	$97,375
South East	6	6	$65,363	$33,280	$41,640	$64,150	$71,500	$86,840	$107,600
South Central	6	6	$65,101	$54,808	$55,904	$63,400	$66,000	$74,200	$85,000
North Central	13	14	$86,230	$54,500	$67,225	$81,700	$90,000	$111,343	$160,000
West	**	**	**	**	**	**	**	**	**

Management : Continuous Improvement Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	40	41	$87,637	$43,680	$75,048	$85,000	$96,425	$116,781	$140,000
All Packaging/Label	15	15	$89,805	$60,320	$73,190	$89,175	$99,100	$117,657	$125,250
Packaging/Converting	10	10	$83,673	$60,320	$63,000	$80,500	$96,250	$106,600	$110,313
Tag & Label	5	5	$102,069	$75,920	$79,234	$95,000	$117,500	$125,125	$125,250
North East	9	9	$85,563	$43,680	$67,730	$88,000	$95,363	$111,032	$117,500
South East	**	**	**	**	**	**	**	**	**
South Central	6	6	$79,609	$60,000	$67,500	$80,739	$87,088	$90,305	$92,000
North Central	17	17	$88,712	$55,388	$75,048	$87,000	$100,641	$112,120	$125,250
West	5	6	$98,333	$70,000	$72,500	$87,500	$112,500	$134,000	$140,000

Management : Continuous Improvement Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	18	$67,291	$42,432	$55,500	$69,862	$78,500	$80,892	$98,000
All Packaging/Label	8	9	$70,248	$44,928	$48,380	$79,000	$79,750	$85,814	$98,000
Packaging/Converting	5	6	$67,473	$45,840	$50,920	$72,000	$79,000	$79,400	$80,000
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	6	7	$71,644	$42,432	$44,988	$79,000	$80,365	$88,522	$98,000
West	**	**	**	**	**	**	**	**	**

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Management : Quality Control Technician

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	69	113	$49,234	$27,040	$37,440	$42,640	$56,030	$70,000	$132,600
All Packaging/Label	26	47	$46,546	$33,000	$37,830	$41,959	$51,500	$65,116	$78,795
Packaging/Converting	18	31	$43,633	$34,000	$37,752	$41,350	$45,129	$54,221	$70,000
Tag & Label	8	16	$52,190	$33,000	$38,480	$50,000	$58,150	$76,365	$78,795
North East	15	30	$44,354	$33,280	$37,804	$40,872	$47,452	$54,579	$81,549
South East	6	13	$40,801	$33,280	$36,575	$38,480	$42,605	$46,988	$54,500
South Central	9	12	$47,653	$27,040	$35,360	$51,000	$55,600	$57,920	$70,000
North Central	24	37	$53,768	$28,922	$39,130	$47,000	$64,652	$76,131	$128,619
West	15	21	$54,343	$30,160	$34,937	$50,440	$57,314	$81,491	$132,600

Department Managers : IT Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	145	156	$93,323	$35,880	$68,500	$89,500	$114,518	$137,192	$199,026
All Packaging/Label	16	18	$99,839	$40,800	$75,464	$90,000	$122,509	$150,160	$179,000
Packaging/Converting	11	13	$88,351	$40,800	$60,625	$80,300	$106,625	$132,691	$147,200
Tag & Label	5	5	$129,708	$73,428	$80,974	$130,500	$154,125	$170,500	$179,000
North East	25	29	$94,571	$55,000	$71,250	$90,000	$114,880	$126,548	$147,200
South East	11	11	$96,173	$43,000	$78,250	$90,000	$117,000	$129,300	$145,080
South Central	32	35	$85,636	$40,800	$62,250	$85,000	$98,160	$119,000	$199,026
North Central	59	63	$95,364	$35,880	$67,160	$86,890	$112,904	$149,327	$180,000
West	18	18	$97,374	$40,000	$70,886	$94,978	$121,000	$134,832	$169,220

Department Managers : Workflow Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	21	22	$72,603	$38,500	$56,463	$66,613	$80,500	$93,030	$157,352
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	6	7	$62,849	$56,000	$56,694	$59,518	$64,875	$73,200	$76,000
North Central	6	6	$83,846	$55,000	$59,793	$70,570	$78,750	$113,941	$157,352
West	**	**	**	**	**	**	**	**	**

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Department Managers : Prepress Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	162	170	$71,086	$24,500	$59,745	$68,000	$82,980	$95,600	$117,000
All Packaging/Label	20	23	$78,475	$47,800	$60,000	$76,000	$90,044	$100,400	$115,000
Packaging/Converting	13	14	$77,083	$59,740	$62,500	$75,450	$84,441	$93,059	$99,000
Tag & Label	7	9	$80,640	$47,800	$57,225	$79,500	$98,294	$108,250	$115,000
North East	29	32	$71,750	$37,148	$62,500	$70,476	$80,000	$97,400	$117,000
South East	9	10	$69,010	$43,000	$52,200	$66,700	$78,298	$92,700	$100,000
South Central	44	45	$67,872	$39,915	$58,174	$65,193	$77,250	$86,085	$115,000
North Central	60	63	$73,175	$35,360	$60,000	$68,000	$89,161	$99,886	$113,000
West	20	20	$71,716	$24,500	$54,448	$70,356	$90,000	$90,000	$115,000

Department Managers : Pressroom Manager - Sheetfed

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	89	95	$79,926	$34,000	$62,400	$78,160	$91,043	$111,000	$140,000
All Packaging/Label	10	12	$90,801	$64,296	$71,781	$82,298	$103,901	$125,200	$130,490
Packaging/Converting	7	7	$103,913	$77,000	$80,750	$103,901	$112,000	$130,147	$130,490
Tag & Label	**	**	**	**	**	**	**	**	**
North East	16	17	$92,792	$55,000	$75,500	$83,200	$105,475	$130,147	$140,000
South East	9	10	$85,261	$44,000	$68,000	$89,200	$92,500	$110,000	$112,000
South Central	25	26	$74,759	$42,000	$59,675	$67,694	$84,542	$105,000	$115,000
North Central	27	30	$75,519	$50,400	$63,348	$71,391	$83,175	$92,850	$135,000
West	12	12	$79,464	$34,000	$64,992	$83,500	$90,000	$97,400	$127,125

Department Managers : Pressroom Manager - Web

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	33	35	$81,042	$48,880	$64,997	$76,400	$86,272	$111,412	$141,000
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	7	7	$83,006	$55,900	$66,475	$84,000	$87,235	$103,006	$117,500
South East	**	**	**	**	**	**	**	**	**
South Central	6	6	$65,856	$48,880	$54,440	$66,200	$71,785	$76,256	$80,286
North Central	18	20	$86,214	$62,250	$67,500	$80,403	$92,170	$113,000	$141,000
West	**	**	**	**	**	**	**	**	**

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Department Managers : Digital Print Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	79	83	$65,493	$35,000	$52,750	$63,500	$73,000	$86,151	$128,000
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	16	16	$64,051	$40,000	$53,000	$63,300	$70,000	$76,800	$90,500
South East	5	7	$65,857	$50,000	$50,750	$68,000	$74,750	$81,680	$85,600
South Central	20	20	$65,610	$45,600	$55,000	$62,200	$70,000	$73,000	$128,000
North Central	29	31	$68,091	$35,000	$51,250	$70,000	$80,000	$90,000	$120,000
West	9	9	$58,563	$36,000	$38,150	$58,240	$74,058	$79,997	$80,000

Department Managers : Wide Format / Display Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	44	46	$68,427	$32,640	$55,000	$67,280	$80,000	$89,185	$125,008
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	13	13	$62,366	$32,640	$48,500	$58,000	$73,750	$83,500	$100,000
North Central	14	16	$69,785	$49,000	$60,000	$68,780	$78,000	$84,800	$87,979
West	9	9	$76,781	$42,000	$54,000	$70,020	$90,500	$102,501	$125,008

Department Managers : Bindery Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	116	126	$66,105	$33,864	$53,040	$65,130	$75,000	$90,000	$116,000
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	17	19	$66,242	$39,000	$51,285	$68,640	$71,250	$85,266	$102,500
South East	9	10	$61,345	$40,000	$44,500	$61,500	$66,975	$77,500	$100,000
South Central	31	34	$63,240	$33,864	$53,040	$61,983	$70,000	$83,390	$112,750
North Central	47	51	$69,441	$35,360	$55,870	$68,260	$81,250	$91,013	$116,000
West	12	12	$63,799	$36,000	$52,000	$58,626	$72,996	$87,300	$100,000

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Department Managers : Converting / Finishing Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	35	43	$78,891	$32,240	$65,713	$76,875	$90,716	$99,943	$156,894
All Packaging/Label	11	15	$82,101	$47,385	$61,651	$84,000	$97,702	$102,234	$106,458
Packaging/Converting	9	13	$84,827	$47,385	$64,577	$93,730	$99,107	$103,128	$106,458
Tag & Label	**	**	**	**	**	**	**	**	**
North East	11	16	$89,521	$47,840	$69,888	$93,297	$99,809	$105,264	$156,894
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	13	14	$69,059	$32,240	$57,330	$70,863	$81,860	$89,800	$90,000
West	**	**	**	**	**	**	**	**	**

Department Managers : Mailroom / Fulfillment Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	86	102	$65,312	$24,000	$52,760	$64,480	$74,397	$89,663	$114,500
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	13	19	$70,115	$45,760	$51,500	$66,560	$81,250	$91,048	$114,500
South East	7	7	$66,206	$32,000	$45,500	$65,000	$72,875	$88,850	$106,000
South Central	20	24	$58,937	$35,360	$50,000	$57,500	$65,000	$76,525	$88,313
North Central	34	40	$65,769	$38,000	$54,754	$63,250	$71,500	$90,000	$104,000
West	12	12	$68,413	$24,000	$63,500	$70,100	$75,000	$79,472	$100,000

Department Managers : Shipping / Receiving Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	151	162	$59,111	$20,000	$47,060	$58,000	$70,000	$79,998	$125,000
All Packaging/Label	24	25	$67,265	$39,500	$57,250	$67,000	$75,000	$90,142	$101,081
Packaging/Converting	17	18	$70,618	$47,902	$58,500	$70,500	$75,500	$91,038	$101,081
Tag & Label	7	7	$58,642	$39,500	$41,465	$58,000	$63,170	$71,362	$89,284
North East	30	31	$61,987	$20,000	$47,112	$58,000	$72,625	$89,000	$125,000
South East	10	12	$62,416	$44,900	$45,000	$57,000	$77,000	$83,759	$86,300
South Central	36	39	$55,724	$32,000	$44,150	$56,248	$63,000	$70,100	$91,480
North Central	56	59	$60,765	$31,000	$49,750	$60,000	$71,247	$80,000	$91,000
West	19	21	$54,620	$36,400	$43,680	$54,412	$60,000	$69,800	$90,000

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Department Managers : Maintenance Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	90	97	$79,011	$22,500	$65,481	$77,250	$90,000	$104,548	$180,000
All Packaging/Label	20	22	$88,589	$62,400	$74,325	$84,000	$99,455	$112,241	$126,500
Packaging/Converting	16	17	$92,263	$66,560	$77,280	$90,000	$104,839	$113,563	$126,500
Tag & Label	**	**	**	**	**	**	**	**	**
North East	24	27	$79,429	$22,500	$62,400	$81,120	$93,839	$105,900	$126,500
South East	5	5	$74,300	$57,500	$58,125	$74,000	$78,500	$90,000	$100,000
South Central	18	18	$79,987	$40,000	$59,394	$75,571	$90,000	$112,973	$143,058
North Central	37	41	$78,924	$40,080	$67,340	$77,250	$83,750	$97,188	$180,000
West	6	6	$78,734	$40,000	$53,852	$79,600	$87,698	$100,638	$113,301

Office / Administration : Office Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	53	54	$53,933	$30,000	$41,699	$51,452	$62,400	$73,114	$115,000
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	13	14	$54,629	$34,905	$41,699	$56,450	$63,700	$66,616	$78,125
South East	5	5	$51,082	$38,000	$38,718	$50,004	$56,001	$63,268	$68,536
South Central	11	11	$50,557	$30,000	$33,350	$47,800	$60,723	$73,729	$79,040
North Central	13	13	$54,906	$38,000	$44,400	$53,300	$61,500	$71,250	$78,000
West	11	11	$56,569	$30,240	$41,965	$50,000	$60,600	$78,240	$115,000

Office / Administration : Executive Administrative Assistant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	37	38	$51,220	$24,000	$39,968	$48,474	$56,850	$71,200	$106,080
All Packaging/Label	8	8	$59,241	$32,320	$42,000	$56,850	$71,000	$80,686	$85,000
Packaging/Converting	7	7	$63,087	$42,000	$48,225	$57,000	$73,152	$81,226	$85,000
Tag & Label	**	**	**	**	**	**	**	**	**
North East	9	9	$61,356	$27,000	$34,640	$57,000	$76,431	$87,108	$106,080
South East	**	**	**	**	**	**	**	**	**
South Central	12	13	$47,328	$30,000	$37,680	$47,424	$50,602	$64,971	$72,000
North Central	11	11	$49,494	$38,000	$41,900	$47,840	$51,475	$64,206	$66,675
West	**	**	**	**	**	**	**	**	**

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Office / Administration : Administrative Assistant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	40	46	$41,453	$25,000	$34,580	$40,506	$45,438	$52,320	$65,971
All Packaging/Label	5	5	$43,992	$31,200	$31,200	$45,760	$46,540	$55,900	$65,000
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	6	7	$39,795	$28,080	$31,958	$39,296	$44,200	$47,872	$52,800
South East	**	**	**	**	**	**	**	**	**
South Central	8	9	$43,931	$34,944	$40,244	$42,000	$44,490	$46,904	$63,000
North Central	18	21	$39,761	$25,000	$32,820	$36,880	$46,280	$50,757	$65,971
West	6	6	$45,265	$28,000	$29,600	$44,574	$55,120	$60,944	$65,000

Office / Administration : HR Assistant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	49	62	$49,480	$31,200	$42,008	$49,336	$53,456	$57,754	$85,000
All Packaging/Label	10	14	$49,478	$38,645	$44,816	$51,636	$54,540	$55,000	$57,057
Packaging/Converting	8	12	$49,807	$38,645	$44,850	$51,636	$54,080	$55,000	$57,057
Tag & Label	**	**	**	**	**	**	**	**	**
North East	11	17	$50,130	$38,645	$45,000	$52,000	$53,264	$55,000	$57,057
South East	**	**	**	**	**	**	**	**	**
South Central	8	12	$42,275	$33,280	$35,000	$43,340	$45,000	$47,856	$52,998
North Central	22	25	$52,167	$31,200	$40,820	$50,960	$55,000	$71,000	$85,000
West	**	**	**	**	**	**	**	**	**

Office / Administration : General Administrative / Clerical Support

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	47	63	$38,665	$24,544	$33,044	$37,377	$42,543	$47,476	$75,000
All Packaging/Label	6	8	$41,855	$35,360	$37,477	$42,385	$44,928	$46,321	$47,900
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	9	12	$40,430	$24,544	$31,387	$39,240	$44,928	$50,785	$66,560
South East	**	**	**	**	**	**	**	**	**
South Central	12	14	$39,056	$24,960	$34,060	$35,880	$40,000	$44,888	$75,000
North Central	16	26	$37,277	$29,688	$32,382	$35,316	$39,241	$46,051	$53,064
West	8	9	$39,306	$31,366	$36,003	$38,480	$41,080	$44,150	$50,000

** Insufficient data

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Office / Administration : Receptionist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	92	98	$34,057	$21,050	$31,000	$34,892	$37,440	$40,008	$49,000
All Packaging/Label	9	9	$35,803	$29,250	$33,710	$35,880	$37,407	$38,636	$40,040
Packaging/Converting	6	6	$34,864	$29,250	$31,265	$35,336	$36,586	$37,892	$38,480
Tag & Label	**	**	**	**	**	**	**	**	**
North East	16	16	$35,479	$22,000	$33,250	$35,586	$36,920	$39,887	$49,000
South East	5	5	$34,996	$21,050	$24,962	$38,400	$39,084	$39,416	$39,520
South Central	30	34	$32,502	$22,148	$29,320	$31,720	$34,972	$37,764	$48,484
North Central	28	29	$34,235	$25,000	$31,200	$33,946	$37,440	$40,086	$41,600
West	13	14	$35,507	$22,000	$33,800	$35,360	$38,510	$40,960	$44,000

Office / Administration : Accounting Supervisor / Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	85	98	$68,460	$35,000	$54,540	$70,000	$79,410	$93,224	$125,000
All Packaging/Label	9	12	$87,438	$55,000	$71,500	$88,091	$97,375	$107,500	$125,000
Packaging/Converting	5	7	$82,230	$55,000	$67,375	$87,382	$90,239	$95,402	$97,375
Tag & Label	**	**	**	**	**	**	**	**	**
North East	14	19	$68,764	$43,600	$51,500	$62,920	$82,596	$91,806	$97,375
South East	6	7	$70,139	$35,000	$51,163	$76,500	$82,600	$83,920	$87,000
South Central	24	25	$64,407	$40,000	$50,148	$65,000	$70,000	$75,070	$120,000
North Central	27	31	$71,183	$37,000	$51,199	$73,330	$79,115	$97,162	$125,000
West	14	16	$68,422	$37,518	$57,501	$67,300	$80,000	$90,000	$100,000

Office / Administration : A/P or A/R Clerk

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	181	270	$45,590	$25,000	$39,000	$44,720	$50,980	$56,000	$92,000
All Packaging/Label	30	48	$48,782	$34,320	$41,000	$48,992	$53,040	$58,472	$80,000
Packaging/Converting	21	32	$47,099	$34,320	$40,000	$48,360	$52,000	$54,496	$61,800
Tag & Label	9	16	$52,149	$38,480	$41,600	$52,146	$55,008	$63,456	$80,000
North East	30	48	$45,834	$31,200	$40,000	$45,931	$51,600	$55,576	$61,800
South East	11	14	$44,330	$34,320	$37,620	$43,160	$47,840	$51,584	$63,302
South Central	41	59	$42,329	$25,000	$38,480	$42,000	$45,075	$53,347	$60,289
North Central	74	116	$46,837	$31,000	$38,480	$45,594	$52,000	$59,131	$92,000
West	25	33	$47,219	$30,160	$41,600	$45,760	$50,750	$55,700	$80,000

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Office / Administration : Full Charge Bookkeeper

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	39	41	$47,629	$25,000	$39,603	$46,000	$50,006	$64,966	$100,000
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	7	7	$45,810	$25,060	$32,590	$49,000	$49,627	$54,806	$66,000
South East	**	**	**	**	**	**	**	**	**
South Central	10	12	$44,267	$35,486	$38,480	$42,780	$47,000	$49,400	$65,145
North Central	12	12	$47,325	$25,000	$33,300	$46,400	$51,563	$61,112	$85,000
West	8	8	$55,824	$26,000	$40,000	$47,980	$63,350	$82,000	$100,000

Office / Administration : Accountant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	65	83	$59,851	$31,000	$45,000	$59,000	$71,039	$80,210	$94,700
All Packaging/Label	14	20	$66,508	$46,800	$57,783	$62,844	$72,525	$80,000	$94,700
Packaging/Converting	13	19	$65,798	$46,800	$56,646	$61,500	$71,498	$81,430	$94,700
Tag & Label	**	**	**	**	**	**	**	**	**
North East	13	17	$69,817	$44,720	$54,371	$72,525	$79,697	$87,791	$94,700
South East	**	**	**	**	**	**	**	**	**
South Central	15	22	$51,897	$36,400	$40,635	$45,810	$60,458	$72,081	$76,960
North Central	29	35	$60,315	$31,000	$48,916	$59,115	$67,973	$81,900	$93,600
West	5	5	$56,272	$37,440	$38,480	$60,000	$65,490	$71,160	$75,000

Office / Administration : Credit Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	15	$62,896	$32,656	$50,648	$65,000	$71,807	$81,480	$98,020
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	8	8	$70,689	$44,720	$56,375	$69,220	$76,960	$88,404	$98,020
West	**	**	**	**	**	**	**	**	**

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Office / Administration : Purchasing Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	106	122	$58,728	$28,239	$46,348	$58,580	$68,125	$78,160	$94,000
All Packaging/Label	20	23	$62,749	$39,520	$50,000	$60,216	$73,500	$82,240	$88,000
Packaging/Converting	12	14	$61,066	$39,520	$46,000	$59,400	$70,750	$84,000	$88,000
Tag & Label	8	9	$65,368	$46,696	$54,500	$66,238	$72,990	$80,320	$83,200
North East	23	27	$61,792	$36,920	$46,283	$58,800	$77,251	$85,900	$94,000
South East	6	6	$60,813	$46,000	$49,700	$60,000	$62,500	$71,192	$80,479
South Central	28	31	$56,555	$28,239	$45,091	$59,005	$66,970	$70,900	$81,000
North Central	39	46	$57,770	$31,200	$46,348	$56,996	$66,112	$75,000	$91,000
West	10	12	$60,075	$40,581	$43,160	$64,680	$70,000	$76,351	$80,000

Information Technology : Technology Support Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	84	102	$26.77	$15.00	$21.55	$26.00	$29.69	$36.38	$48.00
All Packaging/Label	10	12	$27.58	$15.37	$23.50	$26.10	$30.00	$35.91	$39.00
Packaging/Converting	6	8	$25.98	$15.37	$21.00	$25.63	$26.44	$34.33	$36.44
Tag & Label	**	**	**	**	**	**	**	**	**
North East	16	20	$25.90	$15.00	$20.00	$25.50	$29.58	$33.80	$40.81
South East	6	8	$30.26	$20.00	$27.40	$28.73	$32.70	$37.10	$40.86
South Central	21	24	$26.39	$16.50	$19.23	$24.94	$31.05	$37.24	$43.27
North Central	32	41	$26.36	$16.83	$21.42	$26.00	$28.85	$32.17	$48.00
West	9	9	$28.43	$21.63	$22.51	$27.00	$30.56	$36.87	$40.78

Information Technology : Database Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	62	91	$26.52	$13.69	$20.18	$25.00	$32.00	$37.84	$50.75
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	15	23	$29.97	$19.83	$24.75	$27.50	$34.94	$39.40	$47.35
South East	6	10	$25.03	$16.50	$18.00	$23.50	$25.00	$35.70	$42.05
South Central	14	24	$23.76	$13.69	$16.50	$20.75	$29.57	$34.23	$47.74
North Central	20	27	$25.87	$16.63	$19.60	$24.00	$29.02	$35.48	$50.75
West	7	7	$29.34	$21.63	$23.22	$30.00	$32.47	$34.30	$35.25

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Information Technology : Network Engineer

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	32	36	$34.38	$12.00	$26.00	$34.37	$41.01	$48.96	$52.37
All Packaging/Label	5	8	$36.94	$19.62	$34.35	$37.86	$39.00	$43.10	$51.44
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	7	8	$28.42	$17.00	$18.00	$25.54	$29.88	$42.01	$52.37
North Central	16	17	$38.81	$23.08	$30.25	$39.00	$46.34	$50.72	$51.58
West	**	**	**	**	**	**	**	**	**

Information Technology : Programmer / Web Developer

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	67	108	$36.36	$16.00	$27.90	$35.24	$43.57	$50.01	$60.00
All Packaging/Label	6	11	$40.49	$29.00	$36.51	$40.73	$43.86	$46.29	$48.14
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	11	22	$37.67	$25.00	$28.62	$39.19	$42.30	$47.74	$52.88
South East	**	**	**	**	**	**	**	**	**
South Central	17	28	$35.24	$19.25	$26.92	$32.82	$43.27	$50.10	$53.96
North Central	31	49	$35.62	$16.00	$27.48	$35.47	$43.67	$46.54	$57.53
West	7	8	$39.75	$22.00	$29.00	$37.13	$39.64	$60.00	$60.00

Prepress : Working Supervisor (Prepress)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	102	115	$28.22	$16.50	$24.48	$27.35	$31.75	$35.42	$53.08
All Packaging/Label	6	9	$30.70	$25.00	$27.32	$31.68	$32.67	$33.37	$36.65
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	16	16	$27.63	$21.00	$25.00	$27.46	$29.50	$31.81	$33.22
South East	8	9	$24.56	$16.50	$19.13	$25.00	$27.95	$30.15	$31.50
South Central	27	31	$28.07	$19.00	$24.32	$27.35	$31.28	$34.82	$39.00
North Central	33	40	$28.86	$19.00	$23.00	$28.59	$32.00	$35.00	$53.08
West	18	19	$29.35	$19.25	$23.75	$26.92	$35.49	$39.48	$44.50

** Insufficient data

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Prepress : Graphic Design (Art Director / Designer)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	157	259	$24.47	$12.50	$19.37	$22.65	$27.28	$33.99	$60.00
All Packaging/Label	17	26	$26.14	$15.00	$20.98	$24.68	$29.60	$36.08	$41.41
Packaging/Converting	12	20	$27.69	$15.00	$22.00	$26.13	$31.82	$36.58	$41.41
Tag & Label	5	6	$20.97	$18.85	$18.93	$20.10	$21.95	$23.85	$24.10
North East	33	54	$24.59	$13.00	$20.00	$24.00	$28.17	$31.59	$40.68
South East	12	20	$24.33	$15.00	$17.00	$22.03	$26.25	$36.00	$50.45
South Central	43	68	$21.26	$12.50	$18.00	$20.50	$24.10	$27.82	$33.90
North Central	47	84	$24.92	$13.50	$20.00	$23.62	$26.40	$34.87	$60.00
West	22	33	$29.80	$14.25	$22.13	$26.00	$34.95	$44.43	$60.00

Prepress : Desktop Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	79	149	$22.74	$12.68	$18.96	$23.00	$26.33	$29.01	$31.50
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	12	22	$23.66	$15.75	$18.47	$24.60	$26.99	$29.00	$30.00
South East	**	**	**	**	**	**	**	**	**
South Central	26	51	$21.40	$12.68	$17.54	$20.30	$25.00	$28.71	$30.81
North Central	25	52	$23.28	$14.50	$19.50	$23.33	$27.32	$30.39	$31.50
West	12	17	$23.07	$15.00	$22.01	$23.99	$24.56	$25.34	$27.00

Prepress : Prepress / Desktop Technician

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	218	382	$23.55	$12.00	$20.00	$23.00	$26.36	$29.82	$39.66
All Packaging/Label	25	49	$25.40	$16.50	$22.52	$25.00	$28.00	$31.59	$34.24
Packaging/Converting	20	37	$25.38	$16.50	$22.50	$25.00	$28.19	$33.00	$34.24
Tag & Label	5	12	$25.48	$20.50	$23.00	$25.14	$27.50	$28.60	$30.75
North East	43	74	$24.67	$16.30	$20.90	$24.37	$27.16	$32.37	$39.66
South East	14	25	$24.52	$17.50	$21.00	$25.15	$27.30	$28.01	$31.00
South Central	48	81	$21.53	$12.00	$19.00	$21.59	$24.48	$26.91	$31.61
North Central	80	147	$23.60	$14.00	$20.12	$23.50	$26.28	$29.00	$37.80
West	33	55	$24.44	$14.25	$20.00	$24.00	$28.76	$30.85	$39.00

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Prepress : Platemaker (CTP / Conventional)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	100	137	$20.30	$11.54	$17.00	$19.94	$23.00	$27.00	$32.89
All Packaging/Label	11	19	$19.19	$11.54	$16.97	$19.28	$20.61	$22.23	$28.98
Packaging/Converting	8	14	$19.66	$11.54	$17.25	$20.03	$21.42	$22.26	$28.98
Tag & Label	**	**	**	**	**	**	**	**	**
North East	17	23	$21.68	$16.50	$18.24	$20.39	$23.59	$28.39	$30.00
South East	5	7	$19.35	$14.50	$15.59	$18.00	$23.25	$23.48	$24.00
South Central	29	39	$18.67	$11.54	$16.56	$19.00	$20.77	$22.69	$27.14
North Central	35	52	$21.21	$13.00	$17.12	$20.28	$25.00	$28.11	$32.89
West	14	16	$19.72	$14.50	$17.00	$19.25	$21.43	$23.74	$28.75

Digital Printing : Working Supervisor (Digital)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	91	99	$26.23	$13.13	$22.04	$25.25	$29.45	$34.64	$44.15
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	15	16	$27.57	$13.13	$25.00	$27.96	$28.85	$35.19	$38.46
South East	8	10	$22.47	$16.00	$17.80	$21.95	$24.63	$29.90	$30.00
South Central	23	26	$24.41	$16.50	$20.25	$24.00	$25.70	$32.87	$36.60
North Central	29	31	$26.84	$18.00	$23.83	$25.64	$29.59	$32.89	$40.87
West	16	16	$29.06	$15.00	$24.46	$28.20	$35.00	$38.64	$44.15

Digital Printing : Digital Press Operator (2-out format; <20")

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	131	202	$20.33	$12.00	$17.00	$19.21	$23.00	$25.96	$39.31
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	21	32	$22.09	$15.65	$18.00	$22.00	$25.00	$26.47	$35.43
South East	12	17	$19.38	$13.00	$14.25	$18.00	$21.75	$24.17	$39.31
South Central	42	62	$18.92	$12.00	$16.00	$18.00	$21.00	$24.03	$29.21
North Central	44	75	$21.05	$13.00	$18.00	$20.00	$23.44	$26.00	$36.00
West	12	16	$19.89	$15.00	$16.25	$19.75	$22.50	$23.80	$28.00

** Insufficient data

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Digital Printing : Digital Press Operator (4-out format; >20")

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	84	138	$22.13	$11.00	$18.73	$21.95	$25.00	$28.00	$34.50
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	15	28	$25.05	$18.54	$23.00	$25.00	$27.00	$29.25	$34.50
South East	5	10	$19.80	$14.00	$16.06	$20.13	$22.25	$24.00	$25.10
South Central	21	33	$19.97	$12.99	$17.57	$19.50	$22.41	$24.35	$28.77
North Central	31	50	$22.49	$11.00	$18.88	$22.00	$25.60	$28.00	$31.57
West	12	17	$21.86	$16.00	$18.88	$21.00	$23.17	$28.23	$29.00

Digital Printing : Digital Press Operator (Labels)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	30	54	$23.17	$14.00	$19.55	$22.13	$26.50	$30.30	$35.00
All Packaging/Label	12	22	$25.06	$18.03	$20.63	$23.75	$29.46	$30.97	$35.00
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	9	17	$24.93	$18.03	$20.00	$24.00	$29.55	$31.11	$35.00
North East	5	10	$24.93	$19.00	$20.73	$24.16	$27.50	$31.50	$32.00
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	11	19	$23.25	$15.00	$18.89	$22.25	$25.28	$30.56	$31.16
West	8	11	$22.78	$17.00	$17.75	$21.50	$24.25	$29.80	$35.00

Digital Printing : Production Copiers Operator - B&W

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	44	72	$18.25	$10.00	$16.00	$18.00	$19.89	$23.30	$28.77
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	8	13	$21.00	$17.00	$18.38	$21.00	$22.99	$24.56	$25.00
South East	**	**	**	**	**	**	**	**	**
South Central	10	17	$17.34	$10.00	$14.50	$17.50	$18.32	$20.97	$28.77
North Central	19	31	$17.50	$14.00	$15.00	$17.00	$18.32	$19.82	$28.24
West	**	**	**	**	**	**	**	**	**

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Digital Printing : Inkjet Press Operator - Sheetfed

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	64	$21.23	$12.00	$17.71	$20.07	$23.50	$28.63	$38.00
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	6	12	$21.35	$15.50	$19.20	$20.57	$22.00	$25.80	$30.00
South East	**	**	**	**	**	**	**	**	**
South Central	6	8	$20.44	$17.00	$18.00	$19.00	$22.00	$24.50	$26.50
North Central	15	31	$20.71	$13.33	$17.31	$20.00	$23.00	$25.94	$32.29
West	8	10	$25.60	$15.00	$17.50	$26.50	$29.50	$34.00	$38.00

Digital Printing : Inkjet Press Operator - Roll-fed

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	24	43	$20.41	$12.00	$16.84	$19.56	$24.50	$26.36	$31.00
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	5	8	$18.06	$12.00	$13.00	$17.93	$19.56	$23.64	$26.00
North Central	12	24	$21.21	$14.00	$18.00	$22.00	$24.50	$26.16	$27.27
West	**	**	**	**	**	**	**	**	**

Digital Printing : Wide Format Operator - Production < 60"

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	76	112	$20.44	$13.00	$17.50	$19.84	$23.00	$25.75	$38.00
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	11	16	$21.00	$15.50	$17.00	$19.59	$22.40	$27.56	$31.50
South East	9	16	$19.93	$14.00	$17.00	$19.25	$21.63	$24.80	$26.97
South Central	22	32	$19.28	$13.00	$16.00	$18.25	$21.50	$23.40	$30.00
North Central	21	30	$20.38	$15.50	$17.75	$19.25	$21.17	$25.50	$30.00
West	13	18	$22.57	$15.00	$19.73	$22.63	$24.75	$25.00	$38.00

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Digital Printing : Grand Format Operator - Production > 60"

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	65	$20.06	$13.00	$17.00	$20.10	$22.38	$24.33	$38.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	7	10	$19.10	$13.50	$14.50	$19.75	$21.00	$24.00	$26.00
South Central	10	17	$18.79	$13.75	$16.50	$18.50	$19.88	$22.18	$27.47
North Central	10	20	$20.85	$15.00	$18.50	$21.00	$23.00	$24.00	$25.81
West	7	14	$22.70	$15.00	$19.97	$22.13	$24.10	$24.78	$38.00

Digital Printing : Wide Format Finishing / Laminating Technician

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	46	85	$18.38	$10.00	$16.00	$17.75	$20.19	$23.33	$28.40
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	7	16	$17.82	$14.00	$15.25	$16.61	$18.00	$21.80	$28.40
South East	6	11	$17.08	$14.00	$14.75	$16.06	$19.51	$20.00	$21.00
South Central	11	16	$18.23	$10.00	$14.50	$18.00	$21.00	$23.81	$26.84
North Central	16	30	$18.77	$15.00	$16.50	$17.38	$20.13	$24.75	$27.75
West	6	12	$19.57	$16.00	$17.75	$19.27	$21.20	$22.20	$23.00

Digital Printing : Wide Format / Display Installer

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	23	33	$21.29	$12.75	$17.25	$21.00	$24.49	$28.13	$34.00
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	7	9	$20.35	$12.75	$17.25	$19.00	$23.76	$24.84	$27.50
North Central	5	7	$20.80	$15.50	$16.63	$19.01	$22.15	$26.47	$28.50
West	6	8	$22.80	$15.00	$16.00	$21.70	$25.75	$30.22	$34.00

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Press Operations (Sheetfed) : Working Supervisor (Sheetfed)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	60	72	$30.96	$17.00	$27.00	$30.25	$34.52	$37.75	$47.08
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	8	9	$31.26	$25.77	$27.50	$31.03	$33.88	$34.62	$35.50
South East	**	**	**	**	**	**	**	**	**
South Central	14	17	$31.72	$18.60	$26.69	$33.00	$34.83	$37.13	$47.08
North Central	24	30	$30.21	$22.00	$27.00	$29.63	$33.94	$34.95	$44.87
West	10	10	$33.04	$17.00	$28.00	$35.15	$37.03	$40.00	$40.56

Press Operations (Sheetfed) : < 20" 1-2 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	59	77	$20.83	$14.00	$18.00	$20.35	$22.87	$27.34	$31.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	8	15	$22.62	$16.00	$19.88	$22.00	$25.05	$27.78	$31.00
South East	7	10	$19.06	$14.00	$17.00	$18.50	$20.50	$22.00	$25.05
South Central	14	18	$19.04	$14.80	$15.63	$19.00	$21.00	$21.70	$27.54
North Central	21	25	$21.32	$16.81	$18.25	$20.35	$22.98	$26.13	$30.50
West	9	9	$22.02	$17.00	$17.63	$21.00	$24.44	$28.60	$30.00

Press Operations (Sheetfed) : < 20" 4-6 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	49	$23.16	$16.00	$20.49	$22.70	$25.50	$27.76	$31.57
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	14	17	$23.32	$18.60	$19.88	$22.00	$25.25	$28.05	$30.53
North Central	13	20	$23.87	$18.49	$20.75	$23.00	$27.00	$28.25	$31.57
West	**	**	**	**	**	**	**	**	**

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Press Operations (Sheetfed) : Jet Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	31	39	$21.40	$14.00	$18.50	$22.00	$23.58	$25.23	$29.90
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	6	10	$22.78	$20.00	$21.00	$22.97	$24.00	$24.61	$25.00
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	11	12	$19.12	$14.00	$16.00	$18.26	$22.00	$22.90	$28.00
North Central	13	16	$22.02	$18.00	$18.50	$20.80	$23.00	$27.44	$29.90
West	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 20"- 28" 1-2 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	23	34	$22.81	$10.75	$18.13	$20.78	$27.49	$31.00	$33.50
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	9	14	$25.71	$19.00	$20.25	$25.98	$29.52	$33.00	$33.50
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	8	13	$20.69	$10.75	$14.19	$20.30	$25.91	$29.66	$31.00
West	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 20"- 28" 4-5 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	59	93	$25.24	$15.50	$22.29	$25.50	$27.68	$30.57	$35.24
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	12	18	$27.06	$17.50	$25.25	$26.67	$30.18	$31.22	$33.00
South East	**	**	**	**	**	**	**	**	**
South Central	19	30	$23.73	$15.50	$21.50	$24.00	$25.75	$27.00	$28.85
North Central	19	34	$26.82	$17.50	$23.48	$26.70	$28.75	$32.04	$35.24
West	5	5	$21.10	$18.50	$18.63	$20.00	$20.00	$24.00	$28.00

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Press Operations (Sheetfed) : 20"- 28" 6 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	52	89	$26.94	$14.75	$23.70	$27.00	$29.30	$33.00	$41.50
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	9	17	$29.36	$23.00	$26.19	$29.00	$32.88	$33.67	$36.53
South East	**	**	**	**	**	**	**	**	**
South Central	14	23	$24.86	$18.50	$21.88	$24.52	$27.50	$30.20	$33.70
North Central	16	31	$27.25	$20.50	$23.80	$27.00	$29.25	$31.47	$41.50
West	10	14	$26.74	$14.75	$22.58	$28.00	$30.38	$32.20	$36.00

Press Operations (Sheetfed) : 38"- 42" 1-2 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	25	37	$23.59	$16.00	$20.00	$22.96	$25.94	$33.08	$36.16
All Packaging/Label	5	7	$25.67	$16.00	$18.25	$23.00	$33.27	$34.14	$36.16
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	7	8	$25.72	$16.00	$17.82	$26.00	$33.00	$33.27	$33.27
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	13	22	$24.04	$17.56	$20.50	$23.29	$25.38	$27.61	$36.16
West	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 38"- 42" 4-5 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	45	85	$26.89	$16.50	$23.52	$27.00	$30.28	$33.00	$37.40
All Packaging/Label	5	11	$28.05	$22.50	$23.41	$28.00	$31.49	$32.19	$32.74
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	8	15	$27.47	$16.50	$23.61	$27.00	$31.95	$33.00	$34.33
South East	5	9	$28.67	$23.15	$24.56	$27.50	$30.25	$34.42	$37.01
South Central	8	15	$27.88	$22.00	$24.13	$27.00	$29.61	$34.21	$37.40
North Central	17	37	$25.93	$17.50	$22.50	$25.30	$28.42	$31.59	$35.00
West	7	9	$26.42	$20.00	$21.00	$27.00	$29.75	$30.68	$32.27

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Press Operations (Sheetfed) : 38"- 42" 6 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	91	185	$27.89	$15.38	$24.80	$27.70	$31.19	$33.35	$42.20
All Packaging/Label	5	13	$25.33	$15.38	$23.16	$24.00	$28.13	$31.63	$33.00
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	10	19	$28.04	$16.50	$24.33	$28.00	$32.00	$33.20	$35.50
South East	9	21	$27.61	$20.00	$23.63	$28.00	$30.88	$32.00	$33.00
South Central	28	47	$26.19	$15.38	$22.89	$25.75	$29.55	$32.47	$35.00
North Central	34	80	$28.52	$20.00	$25.25	$28.05	$30.81	$34.00	$42.20
West	10	18	$29.74	$23.00	$25.38	$29.00	$31.69	$38.05	$40.00

Press Operations (Sheetfed) : 38"- 42" 8-10 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	43	93	$30.14	$19.75	$27.00	$30.00	$33.44	$36.13	$42.20
All Packaging/Label	12	25	$31.31	$19.75	$28.31	$32.58	$34.19	$36.60	$39.72
Packaging/Converting	10	21	$31.19	$19.75	$26.32	$32.58	$34.81	$36.60	$39.72
Tag & Label	**	**	**	**	**	**	**	**	**
North East	10	22	$32.83	$25.75	$30.23	$32.54	$34.63	$36.60	$39.72
South East	5	9	$28.65	$22.90	$25.38	$29.00	$30.49	$32.10	$33.00
South Central	13	27	$27.96	$20.00	$23.88	$28.29	$30.70	$32.83	$36.00
North Central	11	27	$30.02	$19.75	$26.75	$29.58	$33.44	$36.68	$42.20
West	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 38"- 42" 4-5 Color 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	19	27	$21.33	$15.00	$17.46	$21.00	$24.66	$25.60	$29.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	8	14	$20.85	$15.00	$16.46	$20.18	$24.85	$26.27	$29.00
West	**	**	**	**	**	**	**	**	**

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Press Operations (Sheetfed) : 38"- 42" 6 Color 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	44	78	$22.57	$13.00	$18.00	$21.53	$26.25	$29.99	$35.96
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	5	9	$24.53	$14.35	$16.00	$24.60	$28.58	$30.42	$35.96
South East	**	**	**	**	**	**	**	**	**
South Central	12	21	$20.16	$13.00	$17.25	$19.00	$21.95	$25.60	$33.71
North Central	18	35	$24.12	$15.80	$19.63	$24.85	$28.06	$31.87	$35.69
West	5	6	$23.17	$19.00	$19.25	$23.00	$25.25	$27.10	$28.00

Press Operations (Sheetfed) : 38"- 42" 8-10 Color 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	26	63	$23.25	$14.00	$20.00	$23.96	$26.43	$29.00	$33.00
All Packaging/Label	7	17	$23.03	$17.00	$19.63	$23.96	$26.17	$26.55	$27.70
Packaging/Converting	6	14	$22.50	$17.00	$19.13	$23.48	$25.52	$26.26	$26.28
Tag & Label	**	**	**	**	**	**	**	**	**
North East	9	21	$24.37	$19.50	$20.25	$25.00	$26.27	$28.90	$31.50
South East	**	**	**	**	**	**	**	**	**
South Central	7	16	$22.82	$14.50	$15.81	$23.40	$27.61	$30.60	$33.00
North Central	8	21	$22.97	$14.00	$18.19	$25.00	$27.11	$27.80	$30.73
West	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 52"- 60" Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	9	19	$24.18	$14.00	$21.00	$23.75	$26.45	$30.21	$34.05
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	5	10	$23.63	$18.75	$20.50	$22.62	$24.13	$28.01	$34.05
West	NR	NR	NR	NR	NR	NR	NR	NR	NR

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Press Operations (Sheetfed) : 52"- 60" 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	9	22	$21.49	$12.50	$18.75	$20.50	$24.24	$26.21	$31.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 61"- 81" Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	12	28	$32.11	$21.00	$27.57	$32.80	$35.70	$38.26	$42.60
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 61"- 81" 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	7	18	$24.70	$17.00	$21.97	$25.18	$27.25	$29.67	$32.71
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	NR	NR	NR	NR	NR	NR	NR	NR	NR
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

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Press Operations (Sheetfed) : Press Feeder

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	120	215	$18.76	$11.00	$16.61	$18.50	$20.34	$22.14	$27.75
All Packaging/Label	16	34	$18.44	$15.00	$16.75	$18.25	$19.80	$21.54	$22.37
Packaging/Converting	14	31	$18.73	$15.90	$17.00	$18.50	$19.86	$21.86	$22.37
Tag & Label	**	**	**	**	**	**	**	**	**
North East	19	35	$19.66	$15.00	$17.88	$20.00	$21.81	$22.06	$23.25
South East	11	18	$18.51	$16.00	$17.00	$18.98	$19.88	$20.10	$22.00
South Central	28	42	$17.25	$11.00	$14.55	$16.75	$19.13	$21.00	$27.61
North Central	41	87	$19.31	$13.00	$17.00	$18.50	$20.49	$24.58	$27.75
West	21	33	$18.45	$14.00	$17.00	$18.05	$20.00	$21.00	$22.37

Press Operations (Sheetfed) : Floor Helper

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	47	80	$16.96	$11.00	$15.00	$16.68	$18.66	$20.00	$23.00
All Packaging/Label	8	19	$17.76	$13.00	$16.00	$18.25	$18.98	$20.13	$22.11
Packaging/Converting	8	19	$17.76	$13.00	$16.00	$18.25	$18.98	$20.13	$22.11
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	11	24	$17.94	$14.98	$16.00	$18.18	$19.24	$20.25	$22.11
South East	**	**	**	**	**	**	**	**	**
South Central	14	25	$16.21	$12.45	$14.63	$16.00	$17.00	$18.88	$21.70
North Central	12	19	$16.66	$11.00	$15.00	$16.00	$18.31	$20.00	$20.50
West	6	6	$17.43	$14.00	$14.32	$17.50	$19.00	$20.38	$20.96

Press Operations (Heatset Web - Full) : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	23	$30.96	$20.00	$25.00	$28.50	$33.76	$37.63	$67.79
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	8	13	$30.38	$20.00	$24.56	$25.46	$32.00	$35.05	$67.79
West	**	**	**	**	**	**	**	**	**

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Press Operations (Heatset Web - Full) : Lead Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	45	90	$27.33	$17.00	$22.00	$26.34	$31.93	$35.00	$41.35
All Packaging/Label	8	15	$33.24	$21.62	$29.63	$33.44	$36.37	$40.91	$41.35
Packaging/Converting	6	11	$34.62	$22.75	$30.90	$34.21	$40.46	$41.26	$41.35
Tag & Label	**	**	**	**	**	**	**	**	**
North East	6	14	$32.99	$20.00	$28.63	$31.49	$38.99	$40.99	$41.35
South East	**	**	**	**	**	**	**	**	**
South Central	11	16	$24.42	$20.25	$22.00	$23.38	$25.20	$28.56	$30.82
North Central	20	49	$26.52	$17.20	$21.65	$25.25	$31.96	$34.16	$36.30
West	7	9	$28.60	$17.00	$21.60	$30.00	$34.63	$35.01	$35.12

Press Operations (Heatset Web - Full) : Assistant Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	34	71	$20.70	$14.00	$17.69	$19.90	$23.13	$27.92	$30.50
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	5	12	$22.07	$16.00	$19.13	$21.76	$23.50	$26.49	$30.01
South East	**	**	**	**	**	**	**	**	**
South Central	9	16	$20.89	$15.50	$18.00	$19.95	$22.00	$24.97	$29.00
North Central	17	38	$19.68	$14.00	$16.00	$18.79	$20.56	$28.06	$30.50
West	**	**	**	**	**	**	**	**	**

Press Operations (Heatset Web - Full) : Material Handler

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	32	61	$16.93	$12.00	$14.56	$15.50	$17.87	$22.92	$31.25
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	10	17	$15.92	$12.00	$14.00	$15.28	$16.44	$17.87	$27.17
North Central	15	31	$17.64	$13.00	$14.44	$16.25	$18.37	$23.00	$31.25
West	**	**	**	**	**	**	**	**	**

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Press Operations (Non-Heatset Web) : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	8	12	$29.70	$25.00	$25.00	$30.13	$33.00	$34.37	$35.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

Press Operations (Non-Heatset Web) : Lead Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	21	35	$25.34	$17.00	$21.19	$25.94	$28.25	$30.68	$35.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	7	10	$22.59	$19.00	$19.88	$22.19	$24.13	$26.00	$27.56
North Central	9	19	$26.49	$17.00	$23.13	$26.60	$30.05	$31.85	$35.00
West	**	**	**	**	**	**	**	**	**

Press Operations (Non-Heatset Web) : Assistant Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	11	18	$20.94	$15.25	$17.63	$21.00	$21.75	$26.08	$30.75
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	5	11	$21.44	$15.25	$16.97	$21.20	$22.93	$27.31	$30.75
West	NR	NR	NR	NR	NR	NR	NR	NR	NR

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Press Operations (Non-Heatset Web) : Material Handler

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	17	34	$16.05	$12.00	$14.25	$15.98	$17.33	$19.20	$22.35
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	9	19	$15.92	$12.50	$14.00	$15.79	$16.86	$18.20	$20.50
West	**	**	**	**	**	**	**	**	**

Narrow Web Presses, Collators : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	5	7	$30.37	$24.07	$27.28	$31.50	$31.76	$32.60	$34.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	NR	NR	NR	NR	NR	NR	NR	NR	NR

Narrow Web Presses, Collators : Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	13	24	$23.61	$14.28	$17.50	$23.70	$28.00	$30.52	$39.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

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Narrow Web Presses, Collators : Forms Collator Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	7	15	$20.48	$15.46	$18.34	$20.39	$22.20	$23.50	$26.22
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	6	12	$20.48	$15.46	$17.85	$20.49	$22.00	$23.76	$26.22
West	NR	NR	NR	NR	NR	NR	NR	NR	NR

Finishing/Converting : Letterpress Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	57	75	$22.00	$13.75	$19.00	$21.95	$25.00	$27.50	$30.90
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	8	12	$21.97	$15.00	$18.00	$22.50	$25.00	$26.37	$28.75
South East	**	**	**	**	**	**	**	**	**
South Central	23	30	$20.73	$13.75	$17.42	$21.00	$22.00	$25.75	$29.00
North Central	12	17	$23.90	$18.00	$20.50	$23.45	$26.13	$28.60	$30.90
West	10	10	$23.03	$16.00	$19.25	$23.50	$25.50	$26.83	$30.00

Finishing/Converting : Finishing Press Operator (Kluge, etc.)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	61	88	$20.41	$12.00	$17.50	$20.00	$23.00	$25.62	$35.00
All Packaging/Label	5	12	$19.42	$15.45	$17.45	$18.88	$20.45	$22.80	$24.00
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	8	10	$17.79	$12.00	$15.23	$17.50	$19.23	$23.00	$23.00
South East	8	10	$22.56	$17.50	$19.88	$23.00	$24.50	$25.57	$26.81
South Central	14	20	$19.21	$13.40	$17.00	$20.00	$21.60	$22.00	$27.00
North Central	22	34	$20.87	$13.00	$18.00	$19.41	$23.97	$26.93	$34.00
West	9	14	$21.37	$16.50	$17.34	$20.50	$23.00	$25.80	$35.00

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Finishing/Converting : Automated Diecutter (< 28" Cylinder)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	35	54	$19.63	$12.50	$17.00	$19.50	$21.25	$23.92	$31.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	5	5	$18.43	$15.00	$15.44	$19.00	$19.88	$20.71	$21.25
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	11	15	$18.20	$12.50	$16.38	$18.75	$19.67	$20.94	$22.00
North Central	12	24	$20.72	$14.00	$17.60	$20.28	$23.25	$24.45	$31.00
West	7	10	$19.75	$15.00	$17.00	$18.75	$21.50	$24.75	$26.25

Finishing/Converting : Automated Diecutter (> 40" Bobst, etc.)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	76	152	$22.65	$12.00	$19.00	$23.00	$25.75	$28.50	$33.00
All Packaging/Label	15	37	$23.20	$15.00	$20.92	$23.00	$26.58	$28.78	$30.00
Packaging/Converting	15	37	$23.20	$15.00	$20.92	$23.00	$26.58	$28.78	$30.00
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	17	33	$22.84	$12.00	$19.00	$23.00	$27.00	$29.45	$30.00
South East	7	15	$24.08	$15.50	$21.19	$25.00	$26.00	$28.25	$32.00
South Central	14	23	$20.89	$13.00	$17.00	$21.50	$24.58	$25.18	$28.00
North Central	26	64	$22.88	$15.00	$20.00	$23.00	$26.00	$28.68	$32.70
West	12	17	$22.53	$14.00	$19.75	$22.29	$24.34	$25.48	$33.00

Finishing/Converting : Diemaker

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	26	38	$23.39	$17.00	$20.25	$22.33	$26.71	$28.71	$33.41
All Packaging/Label	7	14	$24.15	$18.76	$21.50	$22.93	$25.93	$28.10	$33.41
Packaging/Converting	7	14	$24.15	$18.76	$21.50	$22.93	$25.93	$28.10	$33.41
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	10	18	$23.42	$17.25	$20.08	$22.71	$25.83	$28.30	$33.41
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	6	7	$21.50	$17.00	$19.25	$21.37	$22.64	$24.86	$25.56
North Central	6	9	$23.40	$18.00	$19.19	$22.00	$26.98	$28.88	$31.00
West	**	**	**	**	**	**	**	**	**

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Finishing/Converting : Folder / Gluer Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	95	175	$22.26	$12.26	$18.89	$22.00	$25.14	$28.00	$35.00
All Packaging/Label	16	38	$22.68	$12.26	$18.50	$22.93	$27.23	$28.60	$31.75
Packaging/Converting	16	38	$22.68	$12.26	$18.50	$22.93	$27.23	$28.60	$31.75
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	18	35	$23.76	$15.00	$20.04	$25.00	$27.17	$28.72	$30.18
South East	7	16	$24.72	$14.00	$22.65	$26.00	$26.81	$29.30	$34.00
South Central	21	37	$21.96	$12.26	$18.50	$22.00	$25.00	$27.30	$35.00
North Central	33	65	$21.09	$13.33	$18.13	$21.00	$23.89	$25.50	$31.00
West	16	22	$22.02	$15.00	$18.25	$21.73	$23.84	$28.80	$31.75

Flexo : Flexo Operator < 9" web width

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	13	27	$22.59	$12.50	$19.75	$23.55	$25.19	$27.44	$32.00
All Packaging/Label	8	17	$24.12	$19.00	$22.00	$24.00	$25.44	$27.41	$32.00
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	6	12	$24.86	$20.00	$22.00	$24.38	$26.00	$27.75	$32.00
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	NR	NR	NR	NR	NR	NR	NR	NR	NR
North Central	7	16	$21.39	$12.50	$16.00	$22.00	$24.00	$27.48	$32.00
West	**	**	**	**	**	**	**	**	**

Flexo : Flexo Operator > 10" web width

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	30	73	$25.47	$15.00	$21.93	$25.00	$28.00	$30.32	$39.25
All Packaging/Label	19	47	$26.82	$20.00	$24.19	$26.74	$29.24	$31.16	$39.25
Packaging/Converting	10	26	$25.74	$20.66	$22.75	$25.18	$27.90	$30.00	$32.25
Tag & Label	9	21	$28.17	$20.00	$24.50	$28.00	$30.11	$32.04	$39.25
North East	6	16	$24.02	$20.00	$21.00	$24.38	$25.63	$27.67	$29.90
South East	**	**	**	**	**	**	**	**	**
South Central	6	11	$22.54	$15.00	$19.53	$21.38	$24.69	$27.52	$30.87
North Central	12	30	$26.03	$18.96	$23.74	$25.68	$28.04	$31.00	$32.25
West	**	**	**	**	**	**	**	**	**

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Flexo : Plate Mounter

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	18	30	$20.51	$15.35	$18.33	$20.00	$22.12	$23.15	$33.92
All Packaging/Label	15	27	$20.69	$15.35	$18.53	$20.00	$22.08	$23.71	$33.92
Packaging/Converting	9	15	$22.24	$18.92	$20.00	$22.00	$23.00	$24.08	$33.92
Tag & Label	6	12	$18.76	$15.35	$16.00	$18.52	$19.50	$21.20	$25.25
North East	5	10	$20.07	$15.35	$17.75	$20.38	$21.05	$22.05	$25.00
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	8	12	$21.63	$17.00	$18.54	$20.00	$23.00	$24.80	$33.92
West	**	**	**	**	**	**	**	**	**

Flexo : Flexo Platemaker

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	9	12	$19.60	$14.04	$17.00	$20.08	$22.00	$22.81	$24.25
All Packaging/Label	6	8	$21.30	$18.54	$20.00	$21.20	$22.05	$23.25	$24.25
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

Flexo : Rewind Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	25	52	$18.80	$11.50	$17.00	$18.13	$20.71	$23.25	$25.25
All Packaging/Label	14	34	$19.79	$15.66	$17.73	$19.12	$21.50	$23.79	$25.25
Packaging/Converting	6	12	$19.99	$15.75	$18.00	$20.22	$21.08	$22.93	$25.25
Tag & Label	8	22	$19.68	$15.66	$17.51	$19.00	$22.06	$23.82	$25.00
North East	**	**	**	**	**	**	**	**	**
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	9	21	$19.26	$15.75	$17.50	$18.00	$20.74	$23.70	$25.25
West	5	9	$19.36	$16.00	$17.25	$19.00	$20.00	$21.14	$25.00

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Flexo : Slitter Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	32	$20.45	$14.00	$17.50	$19.54	$23.60	$25.56	$31.49
All Packaging/Label	9	19	$20.54	$14.00	$17.92	$19.73	$23.22	$25.51	$27.00
Packaging/Converting	5	11	$20.49	$17.00	$17.92	$18.50	$21.92	$25.38	$27.00
Tag & Label	**	**	**	**	**	**	**	**	**
North East	6	12	$19.42	$14.00	$18.00	$18.93	$20.50	$22.98	$27.00
South East	**	**	**	**	**	**	**	**	**
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

Bindery : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	127	175	$25.55	$13.00	$21.11	$25.00	$29.00	$33.83	$45.00
All Packaging/Label	6	10	$26.49	$17.00	$20.13	$24.25	$31.50	$37.50	$38.00
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	20	24	$27.34	$18.50	$22.00	$26.16	$29.93	$34.91	$38.00
South East	11	19	$25.84	$17.00	$20.19	$28.00	$29.51	$30.20	$33.64
South Central	35	55	$24.23	$13.00	$18.62	$24.50	$28.00	$34.31	$37.56
North Central	43	58	$25.48	$16.00	$21.25	$25.00	$28.92	$33.12	$40.06
West	18	19	$27.02	$18.00	$23.94	$25.00	$28.25	$31.91	$45.00

Bindery : Hand Bindery

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	160	302	$14.73	$7.25	$13.00	$14.58	$16.00	$17.70	$24.67
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	21	36	$14.74	$7.25	$13.00	$15.00	$16.00	$17.30	$23.54
South East	11	22	$14.55	$10.00	$13.00	$14.00	$16.00	$16.45	$22.00
South Central	49	90	$13.49	$10.00	$12.00	$13.45	$15.00	$15.50	$19.17
North Central	54	112	$15.38	$10.00	$13.52	$15.00	$16.50	$18.80	$24.67
West	25	42	$15.72	$12.15	$14.00	$15.00	$17.00	$18.70	$20.25

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Bindery : Small Bindery Machines

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	108	176	$17.11	$10.40	$15.00	$16.82	$19.00	$21.70	$30.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	14	21	$18.79	$14.00	$15.13	$18.00	$21.13	$23.18	$26.50
South East	9	14	$17.88	$14.00	$15.00	$17.55	$18.45	$19.91	$30.00
South Central	33	53	$16.55	$10.40	$13.63	$16.36	$18.00	$22.32	$24.04
North Central	41	72	$16.57	$11.00	$14.83	$16.50	$18.00	$20.00	$24.65
West	11	16	$18.55	$14.00	$15.00	$17.75	$20.00	$24.40	$29.00

Bindery : Combination (Small Machine / Hand)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	65	105	$16.32	$11.00	$14.50	$16.00	$18.00	$20.00	$26.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	12	20	$16.90	$12.00	$15.00	$16.00	$18.00	$20.00	$26.00
South East	5	5	$15.88	$14.00	$14.13	$15.00	$16.50	$17.95	$18.89
South Central	19	32	$15.82	$11.50	$13.73	$15.25	$17.00	$19.01	$24.50
North Central	21	35	$16.41	$11.00	$14.38	$16.00	$17.25	$21.48	$23.04
West	8	13	$16.57	$15.00	$15.13	$16.00	$17.38	$18.35	$19.50

Bindery : Folder Operator > 17x22

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	110	168	$20.57	$12.00	$17.75	$20.00	$23.39	$25.83	$32.00
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	17	21	$20.65	$12.65	$19.13	$20.50	$23.54	$24.90	$25.79
South East	6	8	$20.47	$15.00	$17.00	$20.14	$23.00	$24.31	$28.00
South Central	31	49	$19.60	$12.00	$16.81	$19.00	$22.00	$24.50	$27.00
North Central	42	69	$21.20	$14.25	$18.50	$20.60	$24.65	$26.78	$29.25
West	14	21	$20.73	$14.00	$17.94	$19.50	$22.88	$25.90	$32.00

** Insufficient data

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Bindery : Cutter Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	186	303	$20.01	$12.00	$17.00	$20.00	$22.35	$25.00	$33.15
All Packaging/Label	8	17	$20.96	$13.50	$18.00	$20.75	$23.88	$24.95	$27.00
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	5	10	$22.14	$16.00	$19.09	$22.75	$24.00	$26.00	$27.00
North East	31	46	$20.41	$13.00	$17.00	$20.00	$23.78	$25.38	$29.55
South East	13	22	$19.92	$13.50	$17.00	$18.63	$21.70	$25.93	$26.90
South Central	52	83	$19.13	$13.00	$17.00	$18.68	$21.03	$22.96	$33.15
North Central	65	122	$20.35	$12.00	$18.00	$20.00	$23.00	$25.40	$32.95
West	25	30	$20.53	$14.00	$18.00	$21.00	$22.13	$23.50	$27.00

Bindery : Folder / Cutter Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	136	224	$20.35	$11.85	$18.00	$20.00	$22.50	$25.00	$34.67
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	**	**	**	**	**	**	**	**	**
North East	22	33	$22.07	$16.00	$19.13	$22.06	$24.60	$25.29	$34.67
South East	11	20	$21.64	$16.50	$19.90	$21.50	$23.20	$25.50	$26.90
South Central	42	65	$19.31	$12.50	$16.81	$19.25	$22.00	$23.00	$25.42
North Central	45	83	$20.38	$11.85	$17.69	$19.76	$22.05	$25.97	$31.00
West	16	23	$19.61	$14.00	$16.00	$19.62	$21.12	$24.78	$27.00

Bindery : Multi-competency Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	118	219	$21.54	$13.00	$18.47	$22.00	$24.00	$26.00	$33.72
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	15	27	$22.95	$13.00	$21.75	$23.00	$25.08	$26.00	$27.00
South East	5	8	$22.30	$15.75	$17.00	$20.38	$28.42	$29.20	$30.00
South Central	30	50	$21.21	$15.00	$18.00	$21.58	$23.25	$25.48	$33.72
North Central	55	113	$21.39	$13.50	$18.42	$21.50	$23.41	$25.85	$32.50
West	13	21	$21.02	$13.25	$18.00	$21.00	$23.48	$25.90	$27.50

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Bindery : Stitcher / Binder Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	135	193	$20.79	$10.00	$18.00	$20.00	$23.68	$25.32	$37.50
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	21	30	$21.34	$13.00	$18.13	$20.25	$23.65	$26.00	$37.50
South East	12	14	$21.39	$10.00	$18.64	$20.33	$24.50	$26.94	$28.80
South Central	43	62	$19.88	$12.00	$16.63	$19.80	$22.80	$25.00	$31.25
North Central	47	72	$21.17	$12.50	$18.30	$20.95	$24.04	$25.51	$31.00
West	12	15	$21.05	$17.00	$18.38	$20.00	$23.65	$24.33	$25.50

Bindery : Perfect Binder Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	58	93	$20.56	$13.50	$18.00	$20.00	$22.47	$26.08	$32.00
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	8	11	$22.11	$16.00	$18.38	$21.10	$26.13	$26.95	$29.00
South East	6	8	$23.68	$18.00	$20.00	$24.50	$25.00	$26.36	$30.00
South Central	15	22	$18.99	$13.50	$15.90	$18.75	$21.05	$22.33	$26.25
North Central	20	40	$20.98	$15.50	$18.00	$20.00	$22.50	$26.12	$32.00
West	9	12	$18.55	$15.00	$16.00	$18.00	$19.00	$22.00	$25.37

Bindery : Binder / Stitcher Helper

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	70	120	$15.65	$10.30	$14.00	$15.00	$17.00	$19.08	$26.00
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	8	15	$16.96	$13.00	$15.00	$17.00	$18.00	$19.00	$25.00
South East	6	6	$16.03	$13.85	$13.93	$15.18	$15.68	$18.40	$22.00
South Central	23	39	$14.46	$10.30	$12.19	$14.00	$15.16	$17.00	$26.00
North Central	27	50	$16.00	$11.50	$14.34	$15.50	$17.00	$18.50	$25.70
West	6	10	$16.33	$13.00	$13.75	$15.38	$18.50	$19.50	$21.50

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Bindery : Shrink Wrap Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	60	82	$15.70	$10.00	$14.00	$15.50	$17.00	$18.95	$26.50
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	8	11	$17.48	$13.00	$14.00	$16.53	$18.32	$22.85	$26.50
South East	5	5	$14.69	$13.36	$13.52	$14.00	$15.50	$16.05	$16.10
South Central	22	28	$14.72	$11.00	$13.00	$14.50	$15.65	$17.80	$23.00
North Central	18	27	$16.34	$10.00	$14.88	$16.00	$17.69	$19.13	$21.46
West	7	11	$15.32	$13.00	$13.00	$15.50	$16.25	$17.45	$18.00

Mailing & Fulfillment : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	79	99	$23.51	$11.00	$19.50	$22.25	$26.13	$31.55	$43.27
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	7	7	$24.07	$17.00	$18.13	$21.63	$29.51	$31.65	$32.00
South East	5	5	$24.19	$21.69	$21.83	$23.00	$24.50	$27.00	$29.00
South Central	18	24	$22.98	$15.00	$19.00	$22.00	$26.50	$29.00	$43.27
North Central	33	47	$22.75	$11.00	$19.06	$22.00	$24.20	$30.00	$40.06
West	16	16	$26.09	$18.00	$21.50	$22.86	$28.25	$36.38	$42.35

Mailing & Fulfillment : Insert Machine Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	78	143	$18.58	$12.00	$16.00	$18.00	$20.35	$22.68	$33.00
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	16	28	$19.20	$15.00	$16.00	$18.50	$21.50	$23.68	$25.11
South East	**	**	**	**	**	**	**	**	**
South Central	17	29	$18.21	$12.00	$15.00	$18.00	$20.00	$22.08	$30.00
North Central	31	66	$18.41	$12.00	$16.00	$18.00	$20.01	$22.00	$33.00
West	10	14	$19.36	$15.00	$16.75	$18.38	$20.18	$24.30	$28.61

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Mailing & Fulfillment : Mail Machine Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	99	176	$18.04	$10.00	$15.64	$17.89	$20.00	$22.52	$34.50
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	20	35	$19.14	$12.00	$16.50	$18.50	$20.38	$23.15	$34.50
South East	9	16	$18.16	$10.00	$16.00	$18.85	$19.50	$21.32	$23.12
South Central	19	34	$15.45	$10.00	$14.00	$15.00	$16.63	$18.50	$22.00
North Central	35	70	$18.90	$14.00	$16.00	$18.20	$21.08	$23.42	$30.00
West	16	21	$17.44	$13.50	$16.81	$17.17	$18.38	$20.00	$21.50

Mailing & Fulfillment : Mail Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	67	103	$19.50	$12.00	$15.88	$18.00	$21.37	$27.49	$40.87
All Packaging/Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
Packaging/Converting	NR	NR	NR	NR	NR	NR	NR	NR	NR
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	11	18	$19.97	$14.00	$15.75	$18.38	$20.75	$24.37	$40.00
South East	**	**	**	**	**	**	**	**	**
South Central	19	34	$18.00	$12.00	$14.62	$17.24	$19.25	$24.60	$28.00
North Central	27	39	$20.63	$13.80	$16.00	$19.00	$21.94	$28.00	$40.87
West	7	7	$21.49	$14.00	$16.25	$18.75	$20.63	$28.80	$40.00

Mailing & Fulfillment : Fulfillment Worker

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	110	199	$15.58	$10.00	$14.00	$15.00	$17.10	$18.73	$24.26
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	23	42	$15.63	$11.00	$13.75	$15.13	$17.08	$18.00	$23.00
South East	5	7	$18.54	$15.00	$15.75	$18.17	$18.84	$21.73	$24.26
South Central	29	56	$15.19	$10.00	$13.46	$15.00	$17.08	$18.54	$22.00
North Central	42	78	$15.47	$11.00	$14.00	$15.00	$17.00	$18.76	$24.00
West	11	16	$16.09	$14.00	$14.25	$16.00	$16.75	$18.30	$20.95

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Shipping / Warehouse / Maintenance : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	116	141	$24.12	$13.00	$19.00	$22.55	$27.91	$32.62	$47.66
All Packaging/Label	11	17	$28.24	$18.40	$22.91	$27.88	$33.30	$34.80	$38.58
Packaging/Converting	6	12	$27.02	$18.40	$21.50	$24.99	$33.50	$34.68	$38.58
Tag & Label	5	5	$31.16	$27.88	$27.97	$32.00	$32.52	$33.85	$35.00
North East	17	21	$25.25	$18.00	$20.59	$22.50	$27.48	$34.43	$38.58
South East	8	10	$26.53	$17.50	$21.25	$24.86	$30.79	$32.69	$38.03
South Central	29	35	$23.23	$13.00	$18.20	$22.00	$27.41	$31.22	$47.66
North Central	45	56	$23.62	$15.12	$19.00	$22.78	$27.88	$30.54	$35.20
West	17	19	$24.76	$16.25	$19.75	$21.07	$27.94	$35.00	$43.27

Shipping / Warehouse / Maintenance : Shipping / Receiving Clerk

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	226	350	$17.86	$12.00	$16.00	$17.48	$19.50	$22.00	$32.59
All Packaging/Label	30	54	$19.15	$12.02	$17.00	$18.75	$20.41	$22.68	$30.63
Packaging/Converting	21	36	$19.42	$12.02	$17.00	$18.86	$20.80	$22.88	$30.63
Tag & Label	9	18	$18.59	$14.00	$16.48	$18.38	$20.00	$21.68	$26.00
North East	37	58	$18.23	$13.00	$15.62	$17.77	$19.53	$22.29	$30.63
South East	13	23	$17.45	$13.00	$15.00	$17.75	$19.06	$20.54	$23.00
South Central	58	86	$17.02	$12.00	$15.00	$16.50	$18.00	$20.78	$30.15
North Central	87	143	$18.30	$13.00	$16.00	$18.00	$20.00	$22.00	$32.59
West	31	40	$17.78	$14.00	$16.00	$17.09	$19.00	$20.50	$23.00

Shipping / Warehouse / Maintenance : Delivery Person / Driver

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	193	268	$17.32	$10.00	$15.00	$17.00	$19.00	$21.00	$35.00
All Packaging/Label	11	15	$19.63	$14.00	$16.00	$19.00	$21.00	$22.25	$35.00
Packaging/Converting	8	10	$20.50	$15.72	$16.25	$19.50	$20.50	$23.00	$35.00
Tag & Label	**	**	**	**	**	**	**	**	**
North East	33	43	$17.44	$10.00	$15.00	$17.90	$19.10	$20.70	$23.50
South East	12	19	$18.66	$15.00	$16.95	$18.80	$20.13	$21.00	$23.25
South Central	52	69	$16.15	$10.00	$13.56	$16.00	$18.00	$20.55	$22.64
North Central	70	102	$17.81	$11.00	$15.50	$17.50	$19.60	$21.46	$35.00
West	26	35	$17.31	$13.50	$15.00	$17.00	$18.00	$21.95	$26.00

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Shipping / Warehouse / Maintenance : Materials Handler (Shipping / Warehouse)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	138	220	$16.91	$11.00	$15.00	$16.50	$18.00	$20.06	$30.91
All Packaging/Label	25	52	$18.02	$12.50	$16.00	$17.93	$19.60	$20.51	$24.17
Packaging/Converting	17	35	$17.67	$12.50	$16.00	$17.50	$19.15	$20.09	$24.17
Tag & Label	8	17	$18.73	$15.30	$16.80	$18.50	$19.86	$20.96	$22.86
North East	21	37	$16.58	$12.00	$15.00	$15.99	$17.00	$19.92	$25.00
South East	8	15	$16.75	$14.00	$15.20	$17.00	$17.63	$18.88	$19.50
South Central	29	36	$15.95	$11.00	$14.00	$15.95	$17.10	$20.20	$22.71
North Central	65	113	$17.22	$12.00	$15.50	$17.00	$18.50	$20.06	$30.91
West	15	19	$17.64	$13.50	$15.19	$18.00	$19.06	$20.60	$23.00

Shipping / Warehouse / Maintenance : Forklift Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	64	97	$17.29	$12.00	$15.00	$16.50	$18.75	$21.36	$29.66
All Packaging/Label	9	16	$17.86	$14.00	$16.25	$17.50	$19.00	$20.18	$24.17
Packaging/Converting	7	11	$18.64	$16.00	$16.81	$18.00	$19.15	$20.93	$24.17
Tag & Label	**	**	**	**	**	**	**	**	**
North East	8	15	$19.82	$13.50	$16.50	$19.58	$21.56	$24.34	$26.50
South East	**	**	**	**	**	**	**	**	**
South Central	18	25	$16.02	$14.00	$14.31	$15.25	$16.49	$18.42	$23.00
North Central	28	45	$17.29	$12.00	$15.13	$17.00	$18.62	$20.55	$29.66
West	7	8	$16.71	$14.50	$15.00	$17.00	$17.00	$17.74	$20.00

Shipping / Warehouse / Maintenance : Maintenance (Facility)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	108	150	$20.13	$12.50	$15.15	$18.58	$23.65	$28.41	$40.00
All Packaging/Label	23	34	$19.92	$13.00	$15.65	$18.27	$24.45	$25.80	$30.00
Packaging/Converting	19	27	$20.07	$13.00	$15.42	$18.54	$24.42	$25.95	$30.00
Tag & Label	**	**	**	**	**	**	**	**	**
North East	24	31	$19.81	$13.00	$15.14	$18.00	$21.81	$27.00	$34.00
South East	8	13	$22.23	$12.50	$14.13	$21.25	$26.08	$34.78	$38.00
South Central	23	31	$18.85	$12.50	$14.00	$17.00	$21.99	$26.35	$35.00
North Central	43	61	$20.04	$12.50	$16.00	$18.62	$22.46	$28.37	$34.05
West	10	14	$22.12	$14.00	$15.50	$21.85	$25.40	$27.41	$40.00

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Shipping / Warehouse / Maintenance : Maintenance (Equipment)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	112	201	$26.40	$10.00	$22.01	$26.00	$30.00	$33.99	$45.00
All Packaging/Label	25	49	$28.28	$18.90	$25.44	$27.74	$31.34	$34.04	$39.80
Packaging/Converting	20	38	$27.93	$18.90	$24.75	$27.00	$30.73	$33.68	$39.80
Tag & Label	5	11	$29.48	$23.00	$26.39	$28.75	$31.37	$34.35	$37.00
North East	17	35	$26.91	$14.00	$22.00	$26.50	$32.47	$34.00	$45.00
South East	9	16	$28.95	$21.01	$25.00	$29.81	$32.00	$33.80	$38.78
South Central	25	41	$24.24	$10.00	$20.50	$23.00	$28.13	$32.33	$38.78
North Central	55	101	$26.41	$16.00	$22.31	$26.00	$30.00	$33.00	$42.00
West	6	8	$30.06	$23.43	$25.00	$28.62	$32.72	$35.53	$40.00

Ancillary Positions : CAD Design (Structural)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	42	$32.15	$14.71	$25.00	$28.98	$35.23	$53.15	$60.10
All Packaging/Label	13	17	$30.60	$14.71	$22.24	$27.00	$34.53	$44.82	$56.77
Packaging/Converting	13	17	$30.60	$14.71	$22.24	$27.00	$34.53	$44.82	$56.77
Tag & Label	NR	NR	NR	NR	NR	NR	NR	NR	NR
North East	9	13	$34.50	$23.56	$26.46	$34.00	$35.34	$50.64	$56.77
South East	**	**	**	**	**	**	**	**	**
South Central	6	7	$27.77	$14.71	$14.93	$26.00	$30.91	$40.06	$55.00
North Central	11	11	$27.02	$19.50	$24.25	$25.96	$27.09	$34.39	$37.95
West	8	9	$38.98	$21.80	$26.78	$34.64	$48.32	$54.56	$60.10

Ancillary Positions : Color Management Professional - G7 Expert

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	13	14	$35.61	$24.00	$28.74	$34.04	$37.70	$49.85	$53.32
All Packaging/Label	**	**	**	**	**	**	**	**	**
Packaging/Converting	**	**	**	**	**	**	**	**	**
Tag & Label	**	**	**	**	**	**	**	**	**
North East	**	**	**	**	**	**	**	**	**
South East	NR	NR	NR	NR	NR	NR	NR	NR	NR
South Central	**	**	**	**	**	**	**	**	**
North Central	**	**	**	**	**	**	**	**	**
West	**	**	**	**	**	**	**	**	**

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Wages by Company Size

Management : CEO / President (No Owners)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	169	169	$171,403	$24,000	$98,693	$150,000	$225,000	$300,000	$599,999
1 - 25 Employees	54	54	$104,274	$26,000	$75,460	$99,000	$125,000	$161,162	$209,400
26 - 75 Employees	60	60	$173,647	$30,000	$120,000	$150,000	$224,999	$290,000	$426,064
76 - 150 Employees	34	34	$220,078	$30,000	$155,000	$240,000	$272,500	$309,300	$441,693
150+ Employees	24	24	$258,130	$24,000	$200,000	$222,300	$315,500	$339,920	$599,999

Management : COO / Vice President / General Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	129	129	$137,685	$30,000	$83,216	$120,000	$175,000	$250,000	$350,000
1 - 25 Employees	36	36	$92,637	$30,000	$65,000	$78,500	$109,500	$156,000	$200,000
26 - 75 Employees	56	56	$128,687	$49,140	$90,000	$120,000	$147,075	$204,000	$300,000
76 - 150 Employees	20	20	$178,752	$95,000	$120,000	$156,250	$227,942	$260,000	$325,000
150+ Employees	18	18	$212,914	$100,000	$148,979	$210,000	$250,000	$287,400	$350,000

Management : VP Operations

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	118	123	$128,071	$41,600	$100,000	$121,420	$150,000	$182,000	$375,358
1 - 25 Employees	20	21	$91,927	$48,000	$65,000	$81,856	$109,837	$128,859	$180,000
26 - 75 Employees	39	40	$110,362	$41,600	$80,000	$103,500	$135,000	$150,000	$229,500
76 - 150 Employees	31	33	$136,988	$98,020	$113,686	$132,518	$149,250	$164,745	$270,600
150+ Employees	32	33	$165,515	$100,000	$125,000	$161,652	$187,500	$220,500	$375,358

Management : Plant Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	139	151	$93,018	$39,520	$70,200	$87,200	$107,639	$141,363	$188,667
1 - 25 Employees	30	30	$69,712	$39,520	$55,320	$64,740	$77,350	$97,500	$120,000
26 - 75 Employees	53	55	$85,876	$45,000	$70,150	$78,000	$100,000	$115,000	$145,000
76 - 150 Employees	35	38	$100,186	$52,500	$76,710	$94,394	$125,000	$144,320	$158,628
150+ Employees	22	29	$120,831	$77,000	$87,900	$107,093	$143,411	$159,200	$188,667

Management : Production / Operations Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	185	225	$85,042	$39,520	$66,075	$80,000	$100,000	$120,000	$192,000
1 - 25 Employees	51	52	$70,572	$40,000	$58,000	$67,696	$80,000	$98,715	$120,000
26 - 75 Employees	67	74	$79,049	$39,520	$63,563	$75,000	$85,793	$102,824	$183,000
76 - 150 Employees	43	64	$90,885	$46,800	$71,430	$84,250	$105,000	$130,300	$155,000
150+ Employees	28	40	$106,295	$41,730	$90,000	$105,000	$120,000	$140,000	$192,000

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Management : CFO / Controller / Financial Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	183	193	$114,201	$40,000	$75,823	$103,740	$136,875	$175,000	$301,600
1 - 25 Employees	19	19	$80,625	$40,000	$64,256	$77,500	$95,105	$102,800	$132,500
26 - 75 Employees	78	81	$96,144	$41,600	$70,000	$90,000	$114,077	$139,700	$264,000
76 - 150 Employees	50	51	$131,625	$62,000	$89,261	$126,500	$151,250	$179,500	$280,000
150+ Employees	41	47	$141,319	$65,000	$103,750	$131,882	$175,000	$212,040	$301,600

Management : Sales Manager / Sales VP

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	183	219	$125,570	$23,013	$71,218	$110,000	$165,750	$225,000	$300,000
1 - 25 Employees	34	37	$76,480	$26,000	$55,275	$70,018	$84,000	$120,000	$187,200
26 - 75 Employees	70	80	$106,262	$23,013	$67,600	$92,500	$144,000	$165,000	$300,000
76 - 150 Employees	45	54	$139,929	$24,000	$98,000	$130,000	$175,000	$217,560	$300,000
150+ Employees	38	52	$177,308	$25,000	$115,000	$175,000	$223,600	$273,999	$300,000

Management : Marketing / Business Development Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	100	127	$86,383	$35,000	$59,693	$80,000	$100,000	$132,900	$240,000
1 - 25 Employees	13	14	$62,830	$35,000	$38,221	$51,801	$74,500	$104,000	$124,982
26 - 75 Employees	28	33	$80,072	$40,000	$58,500	$75,000	$88,750	$108,200	$240,000
76 - 150 Employees	35	45	$94,700	$40,000	$73,500	$90,012	$100,005	$142,000	$212,180
150+ Employees	26	38	$92,028	$44,000	$66,500	$82,500	$104,500	$134,600	$196,000

Management : Customer Service Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	178	203	$73,721	$29,120	$58,180	$71,000	$86,599	$100,280	$141,000
1 - 25 Employees	29	30	$55,943	$29,120	$48,440	$54,020	$64,500	$76,000	$97,500
26 - 75 Employees	59	66	$67,706	$29,835	$55,700	$65,328	$77,250	$90,000	$134,218
76 - 150 Employees	51	60	$74,857	$49,255	$62,500	$75,000	$81,243	$90,570	$128,000
150+ Employees	44	52	$91,664	$35,568	$80,000	$89,325	$101,036	$118,382	$141,000

Management : Customer Service Representative I

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	276	520	$49,150	$19,000	$39,520	$48,000	$56,350	$65,757	$104,000
1 - 25 Employees	69	90	$46,351	$19,000	$37,284	$43,748	$53,500	$65,520	$94,896
26 - 75 Employees	110	206	$49,727	$23,400	$41,278	$49,960	$56,800	$65,000	$90,948
76 - 150 Employees	61	144	$47,890	$28,000	$39,520	$47,670	$54,000	$61,463	$80,000
150+ Employees	42	91	$53,221	$20,800	$40,000	$51,000	$62,000	$76,013	$104,000

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Management : Customer Service Representative II

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	179	354	$51,924	$19,656	$42,982	$50,603	$60,000	$69,939	$107,000
1 - 25 Employees	30	40	$41,706	$19,656	$34,840	$40,000	$48,235	$54,250	$83,500
26 - 75 Employees	68	121	$49,904	$28,558	$43,540	$50,000	$55,558	$64,900	$80,000
76 - 150 Employees	48	115	$52,968	$31,200	$43,635	$52,651	$60,008	$65,013	$91,560
150+ Employees	39	91	$59,576	$29,140	$47,965	$59,183	$70,030	$79,900	$107,000

Management : Production Planner / Scheduler / Traffic Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	140	196	$63,696	$31,262	$51,000	$61,625	$74,000	$85,697	$137,000
1 - 25 Employees	14	16	$56,863	$35,360	$40,000	$53,000	$60,000	$68,079	$137,000
26 - 75 Employees	40	47	$62,113	$31,262	$50,750	$61,000	$72,250	$75,798	$113,301
76 - 150 Employees	49	77	$64,691	$31,720	$52,163	$61,755	$75,165	$84,556	$130,000
150+ Employees	43	65	$65,051	$36,868	$52,000	$62,830	$75,000	$88,202	$109,967

Management : Estimating Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	74	77	$71,798	$30,000	$58,937	$70,000	$85,000	$94,309	$120,000
1 - 25 Employees	9	9	$56,036	$30,000	$45,394	$58,849	$60,000	$75,350	$78,500
26 - 75 Employees	19	19	$63,367	$41,600	$51,875	$59,200	$70,500	$86,089	$100,000
76 - 150 Employees	23	26	$71,085	$46,590	$61,200	$68,713	$76,310	$88,646	$100,000
150+ Employees	27	27	$82,614	$52,484	$66,828	$85,000	$90,050	$105,172	$120,000

Management : Estimator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	188	291	$57,197	$31,200	$48,131	$56,160	$65,000	$73,000	$109,000
1 - 25 Employees	15	15	$51,383	$38,000	$42,182	$50,000	$54,526	$64,400	$75,000
26 - 75 Employees	79	100	$56,484	$31,200	$49,400	$56,000	$63,240	$68,646	$81,406
76 - 150 Employees	55	100	$57,153	$36,000	$47,000	$56,134	$65,776	$73,000	$109,000
150+ Employees	44	86	$58,927	$35,000	$49,500	$60,212	$68,060	$74,239	$85,526

Management : Human Resources Manager / Personnel Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	155	164	$76,748	$26,304	$61,000	$75,000	$88,600	$108,463	$201,000
1 - 25 Employees	13	13	$56,961	$36,000	$47,859	$53,999	$59,540	$72,900	$84,000
26 - 75 Employees	45	47	$67,598	$26,304	$50,000	$65,000	$78,097	$96,500	$125,000
76 - 150 Employees	57	58	$78,878	$44,000	$66,000	$76,108	$86,490	$102,663	$179,200
150+ Employees	46	52	$87,720	$50,000	$69,000	$84,000	$103,000	$116,036	$201,000

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Management : Environmental Health & Safety Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	37	40	$76,006	$33,280	$60,000	$75,428	$85,000	$95,000	$160,000
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	9	9	$66,686	$47,840	$54,577	$67,000	$75,688	$84,100	$85,000
150+ Employees	27	30	$80,652	$33,280	$64,300	$79,500	$89,000	$97,375	$160,000

Management : Continuous Improvement Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	40	41	$87,637	$43,680	$75,048	$85,000	$96,425	$116,781	$140,000
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	6	6	$88,933	$61,000	$68,000	$80,500	$88,800	$113,960	$140,000
76 - 150 Employees	20	21	$85,791	$43,680	$71,250	$87,000	$95,363	$106,330	$130,000
150+ Employees	14	14	$87,708	$55,388	$75,834	$82,500	$95,000	$119,125	$125,250

Management : Continuous Improvement Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	18	$67,291	$42,432	$55,500	$69,862	$78,500	$80,892	$98,000
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	9	10	$60,100	$42,432	$45,384	$60,650	$69,862	$72,775	$78,000
150+ Employees	7	8	$70,551	$42,432	$55,000	$69,935	$80,000	$87,168	$98,000

Management : Quality Control Technician

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	69	113	$49,234	$27,040	$37,440	$42,640	$56,030	$70,000	$132,600
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	15	23	$47,932	$27,040	$37,336	$45,000	$56,930	$68,980	$76,960
76 - 150 Employees	29	42	$50,408	$32,177	$37,097	$42,040	$56,300	$80,631	$132,600
150+ Employees	23	46	$48,631	$28,922	$36,700	$43,576	$54,933	$66,592	$128,619

Department Managers : IT Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	145	156	$93,323	$35,880	$68,500	$89,500	$114,518	$137,192	$199,026
1 - 25 Employees	8	8	$69,491	$35,880	$40,000	$63,550	$90,000	$97,856	$118,000
26 - 75 Employees	54	56	$81,444	$40,800	$60,000	$77,600	$97,000	$107,380	$175,000
76 - 150 Employees	47	52	$97,018	$46,462	$75,000	$92,937	$118,000	$133,568	$180,000
150+ Employees	43	48	$107,772	$47,476	$85,000	$102,395	$125,000	$147,920	$199,026

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Department Managers : Workflow Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	21	22	$72,603	$38,500	$56,463	$66,613	$80,500	$93,030	$157,352
1 - 25 Employees	5	5	$59,917	$38,500	$41,875	$64,586	$70,147	$72,250	$72,500
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	9	10	$79,727	$45,760	$56,500	$70,820	$83,000	$114,000	$157,352
150+ Employees	**	**	**	**	**	**	**	**	**

Department Managers : Prepress Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	162	170	$71,086	$24,500	$59,745	$68,000	$82,980	$95,600	$117,000
1 - 25 Employees	23	26	$54,178	$24,500	$45,900	$55,950	$60,000	$66,132	$80,000
26 - 75 Employees	59	61	$66,669	$37,148	$56,025	$65,000	$73,942	$89,650	$117,000
76 - 150 Employees	44	45	$77,345	$54,590	$65,496	$74,900	$85,290	$96,500	$115,000
150+ Employees	42	44	$83,301	$50,000	$66,500	$85,714	$94,000	$105,960	$115,000

Department Managers : Pressroom Manager - Sheetfed

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	89	95	$79,926	$34,000	$62,400	$78,160	$91,043	$111,000	$140,000
1 - 25 Employees	7	7	$51,486	$34,000	$40,000	$52,000	$52,750	$61,000	$75,000
26 - 75 Employees	27	28	$71,816	$44,000	$60,000	$63,696	$80,522	$94,568	$127,125
76 - 150 Employees	28	29	$87,931	$55,000	$74,250	$88,400	$98,750	$105,100	$140,000
150+ Employees	33	37	$87,002	$50,908	$71,195	$86,488	$95,351	$112,300	$135,000

Department Managers : Pressroom Manager - Web

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	33	35	$81,042	$48,880	$64,997	$76,400	$86,272	$111,412	$141,000
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	7	7	$70,035	$60,000	$61,688	$62,400	$71,600	$82,518	$96,794
76 - 150 Employees	10	12	$82,285	$65,000	$72,800	$81,643	$88,000	$93,210	$109,824
150+ Employees	16	16	$89,125	$64,000	$70,000	$84,024	$88,000	$124,500	$141,000

Department Managers : Digital Print Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	79	83	$65,493	$35,000	$52,750	$63,500	$73,000	$86,151	$128,000
1 - 25 Employees	14	14	$48,204	$35,360	$40,000	$47,348	$54,000	$59,800	$63,600
26 - 75 Employees	27	27	$60,607	$35,000	$49,980	$59,349	$63,500	$79,998	$128,000
76 - 150 Employees	19	20	$69,847	$49,000	$62,000	$70,988	$76,180	$82,500	$86,387
150+ Employees	21	24	$77,739	$53,400	$65,000	$70,000	$90,000	$99,160	$120,000

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Department Managers : Wide Format / Display Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	44	46	$68,427	$32,640	$55,000	$67,280	$80,000	$89,185	$125,008
1 - 25 Employees	5	5	$62,800	$48,000	$50,000	$60,000	$71,250	$75,000	$75,000
26 - 75 Employees	18	18	$61,740	$32,640	$50,500	$64,000	$72,510	$78,400	$87,979
76 - 150 Employees	13	13	$74,791	$50,000	$53,820	$71,000	$83,000	$98,200	$125,008
150+ Employees	10	12	$76,255	$42,600	$60,000	$82,500	$88,500	$93,242	$100,000

Department Managers : Bindery Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	116	126	$66,105	$33,864	$53,040	$65,130	$75,000	$90,000	$116,000
1 - 25 Employees	17	17	$48,606	$35,360	$40,920	$49,442	$53,650	$56,960	$64,200
26 - 75 Employees	48	49	$59,181	$33,864	$48,285	$60,000	$67,768	$70,515	$90,000
76 - 150 Employees	28	31	$73,144	$37,440	$61,991	$72,000	$80,357	$92,813	$116,000
150+ Employees	27	33	$80,217	$57,000	$68,535	$77,500	$89,416	$99,640	$112,750

Department Managers : Converting / Finishing Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	35	43	$78,891	$32,240	$65,713	$76,875	$90,716	$99,943	$156,894
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	5	5	$65,921	$45,000	$45,710	$68,182	$79,836	$84,292	$84,864
76 - 150 Employees	12	16	$83,291	$47,385	$60,600	$82,500	$92,864	$101,787	$156,894
150+ Employees	17	21	$81,004	$58,760	$70,000	$76,875	$92,798	$99,718	$106,458

Department Managers : Mailroom / Fulfillment Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	86	102	$65,312	$24,000	$52,760	$64,480	$74,397	$89,663	$114,500
1 - 25 Employees	7	7	$42,761	$24,000	$30,000	$41,400	$45,500	$55,979	$69,929
26 - 75 Employees	31	35	$60,913	$35,360	$50,844	$62,872	$70,000	$77,750	$85,000
76 - 150 Employees	25	32	$65,067	$42,000	$54,850	$64,740	$70,200	$75,800	$104,000
150+ Employees	27	34	$74,512	$48,000	$58,220	$70,750	$86,656	$98,400	$114,500

Department Managers : Shipping / Receiving Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	151	162	$59,111	$20,000	$47,060	$58,000	$70,000	$79,998	$125,000
1 - 25 Employees	11	11	$46,970	$31,200	$32,000	$45,000	$53,751	$55,816	$80,000
26 - 75 Employees	51	54	$53,311	$20,000	$44,340	$54,706	$60,000	$70,000	$90,000
76 - 150 Employees	54	57	$59,295	$36,400	$48,380	$60,000	$68,158	$72,352	$91,000
150+ Employees	42	47	$67,942	$34,000	$54,522	$68,000	$79,095	$90,000	$125,000

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Department Managers : Maintenance Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	90	97	$79,011	$22,500	$65,481	$77,250	$90,000	$104,548	$180,000
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	22	22	$66,627	$22,500	$52,500	$69,840	$77,625	$86,640	$100,000
76 - 150 Employees	34	35	$76,025	$40,000	$59,924	$76,157	$85,000	$104,143	$126,500
150+ Employees	37	43	$86,671	$40,000	$70,000	$82,000	$95,430	$112,349	$180,000

Office / Administration : Office Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	53	54	$53,933	$30,000	$41,699	$51,452	$62,400	$73,114	$115,000
1 - 25 Employees	18	18	$49,207	$32,000	$39,804	$46,419	$60,000	$62,080	$71,786
26 - 75 Employees	20	21	$54,878	$30,000	$45,190	$53,300	$66,500	$77,442	$80,000
76 - 150 Employees	9	9	$64,593	$33,800	$46,375	$62,400	$72,010	$81,700	$115,000
150+ Employees	6	6	$48,813	$34,000	$36,000	$45,438	$55,002	$64,000	$70,000

Office / Administration : Executive Administrative Assistant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	37	38	$51,220	$24,000	$39,968	$48,474	$56,850	$71,200	$106,080
1 - 25 Employees	6	6	$37,981	$27,000	$29,660	$37,470	$41,644	$46,608	$47,840
26 - 75 Employees	9	9	$47,858	$24,000	$38,665	$42,000	$46,068	$55,068	$106,080
76 - 150 Employees	8	8	$52,497	$39,936	$41,600	$49,070	$56,700	$70,400	$72,000
150+ Employees	15	16	$58,610	$30,000	$50,000	$56,000	$66,900	$74,443	$85,000

Office / Administration : Administrative Assistant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	40	46	$41,453	$25,000	$34,580	$40,506	$45,438	$52,320	$65,971
1 - 25 Employees	10	10	$42,396	$28,000	$31,200	$41,840	$48,360	$52,800	$65,000
26 - 75 Employees	8	8	$38,008	$29,120	$33,250	$38,488	$41,600	$42,960	$46,800
76 - 150 Employees	15	18	$41,371	$28,080	$33,920	$38,368	$43,160	$59,192	$65,971
150+ Employees	7	10	$43,414	$25,000	$38,460	$45,112	$48,204	$51,000	$51,948

Office / Administration : HR Assistant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	49	62	$49,480	$31,200	$42,008	$49,336	$53,456	$57,754	$85,000
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	5	5	$58,092	$39,104	$41,148	$52,000	$63,310	$76,040	$85,000
76 - 150 Employees	18	24	$46,962	$31,200	$40,000	$46,761	$53,000	$55,000	$74,000
150+ Employees	27	34	$49,626	$35,000	$42,508	$49,000	$53,456	$56,434	$80,600

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Office / Administration : General Administrative / Clerical Support

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	47	63	$38,665	$24,544	$33,044	$37,377	$42,543	$47,476	$75,000
1 - 25 Employees	5	5	$31,857	$24,960	$26,000	$31,366	$32,022	$36,920	$41,600
26 - 75 Employees	22	27	$38,910	$24,544	$33,410	$38,480	$40,000	$50,600	$66,560
76 - 150 Employees	11	18	$38,798	$29,688	$33,249	$35,360	$40,593	$45,094	$75,000
150+ Employees	11	16	$41,925	$30,160	$34,632	$39,060	$45,926	$48,740	$75,000

Office / Administration : Receptionist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	92	98	$34,057	$21,050	$31,000	$34,892	$37,440	$40,008	$49,000
1 - 25 Employees	9	9	$31,793	$21,050	$26,208	$31,000	$36,835	$39,541	$41,600
26 - 75 Employees	34	36	$32,780	$22,000	$28,000	$33,280	$37,128	$39,887	$44,616
76 - 150 Employees	28	29	$34,071	$25,000	$31,227	$34,944	$35,629	$37,697	$41,080
150+ Employees	25	29	$36,301	$29,702	$32,280	$36,400	$38,160	$40,436	$49,000

Office / Administration : Accounting Supervisor / Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	85	98	$68,460	$35,000	$54,540	$70,000	$79,410	$93,224	$125,000
1 - 25 Employees	12	12	$53,983	$35,000	$42,000	$52,136	$66,000	$70,000	$70,720
26 - 75 Employees	26	26	$66,251	$37,000	$53,040	$67,800	$74,250	$85,440	$100,000
76 - 150 Employees	28	35	$66,803	$37,440	$51,875	$65,000	$77,750	$89,401	$120,000
150+ Employees	22	28	$78,596	$41,932	$62,500	$76,077	$93,000	$99,900	$125,000

Office / Administration : A/P or A/R Clerk

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	181	270	$45,590	$25,000	$39,000	$44,720	$50,980	$56,000	$92,000
1 - 25 Employees	23	25	$44,701	$31,304	$38,250	$44,720	$47,840	$54,058	$65,000
26 - 75 Employees	62	83	$44,882	$25,000	$38,480	$43,050	$49,325	$56,160	$85,000
76 - 150 Employees	59	98	$44,399	$29,120	$39,050	$43,680	$47,840	$52,000	$92,000
150+ Employees	41	74	$48,120	$31,000	$41,569	$48,582	$53,634	$59,421	$70,720

Office / Administration : Full Charge Bookkeeper

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	39	41	$47,629	$25,000	$39,603	$46,000	$50,006	$64,966	$100,000
1 - 25 Employees	16	16	$43,015	$25,000	$33,300	$42,170	$46,576	$55,916	$77,500
26 - 75 Employees	14	14	$53,147	$25,000	$38,409	$49,750	$58,280	$77,400	$100,000
76 - 150 Employees	6	8	$45,170	$38,480	$39,520	$45,500	$46,800	$49,513	$51,563
150+ Employees	**	**	**	**	**	**	**	**	**

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Office / Administration : Accountant

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	65	83	$59,851	$31,000	$45,000	$59,000	$71,039	$80,210	$94,700
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	20	24	$62,681	$36,171	$45,000	$60,750	$75,000	$82,220	$93,600
76 - 150 Employees	21	28	$58,150	$36,400	$47,840	$59,016	$62,500	$73,470	$82,399
150+ Employees	21	28	$61,774	$38,768	$45,000	$59,640	$74,000	$85,212	$94,700

Office / Administration : Credit Manager

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	15	$62,896	$32,656	$50,648	$65,000	$71,807	$81,480	$98,020
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	7	7	$76,526	$65,000	$65,000	$73,440	$79,220	$89,606	$98,020

Office / Administration : Purchasing Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	106	122	$58,728	$28,239	$46,348	$58,580	$68,125	$78,160	$94,000
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	37	37	$57,565	$28,239	$46,178	$60,000	$66,470	$75,100	$91,000
76 - 150 Employees	36	41	$57,335	$36,920	$46,259	$55,000	$67,544	$76,970	$88,000
150+ Employees	36	48	$60,691	$37,440	$47,757	$61,358	$68,640	$77,601	$94,000

Information Technology : Technology Support Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	84	102	$26.77	$15.00	$21.55	$26.00	$29.69	$36.38	$48.00
1 - 25 Employees	5	5	$25.71	$17.25	$17.69	$26.57	$28.96	$32.88	$36.00
26 - 75 Employees	20	22	$26.57	$16.83	$21.50	$26.44	$29.43	$33.30	$40.81
76 - 150 Employees	28	35	$26.49	$16.50	$21.57	$25.00	$28.88	$36.21	$43.27
150+ Employees	34	45	$27.03	$15.00	$21.10	$26.00	$29.61	$38.50	$48.00

Information Technology : Database Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	62	91	$26.52	$13.69	$20.18	$25.00	$32.00	$37.84	$50.75
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	30	41	$25.29	$13.69	$19.00	$25.00	$30.00	$33.87	$43.00
76 - 150 Employees	16	29	$26.44	$17.00	$21.02	$23.83	$29.43	$36.35	$47.35
150+ Employees	15	22	$29.62	$16.63	$23.10	$25.50	$34.06	$41.81	$50.75

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Information Technology : Network Engineer

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	32	36	$34.38	$12.00	$26.00	$34.37	$41.01	$48.96	$52.37
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	9	9	$28.06	$18.00	$20.85	$26.00	$32.38	$37.04	$39.42
76 - 150 Employees	10	11	$35.14	$12.00	$26.46	$34.75	$41.77	$49.66	$52.37
150+ Employees	13	16	$37.17	$17.00	$28.00	$38.61	$45.91	$49.38	$51.58

Information Technology : Programmer / Web Developer

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	67	108	$36.36	$16.00	$27.90	$35.24	$43.57	$50.01	$60.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	19	24	$32.94	$16.00	$25.63	$32.16	$37.98	$43.98	$60.00
76 - 150 Employees	24	44	$35.35	$22.43	$27.40	$34.33	$41.35	$47.34	$53.96
150+ Employees	23	41	$38.73	$19.25	$29.32	$39.26	$46.31	$50.91	$57.53

Prepress : Working Supervisor (Prepress)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	102	115	$28.22	$16.50	$24.48	$27.35	$31.75	$35.42	$53.08
1 - 25 Employees	18	18	$23.02	$16.50	$20.00	$22.50	$25.50	$29.01	$29.50
26 - 75 Employees	43	44	$27.10	$19.00	$24.00	$25.38	$30.50	$32.70	$40.00
76 - 150 Employees	24	30	$30.29	$19.00	$25.76	$30.03	$35.00	$36.65	$44.50
150+ Employees	18	24	$31.87	$24.42	$28.60	$31.25	$32.69	$34.60	$53.08

Prepress : Graphic Design (Art Director / Designer)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	157	259	$24.47	$12.50	$19.37	$22.65	$27.28	$33.99	$60.00
1 - 25 Employees	48	64	$23.52	$13.00	$18.50	$22.03	$25.51	$32.84	$60.00
26 - 75 Employees	54	85	$23.03	$12.50	$18.22	$22.00	$26.00	$30.54	$60.00
76 - 150 Employees	34	71	$24.86	$15.00	$19.61	$23.50	$28.04	$31.25	$57.22
150+ Employees	24	46	$28.98	$17.53	$21.67	$27.21	$33.48	$40.27	$57.22

Prepress : Desktop Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	79	149	$22.74	$12.68	$18.96	$23.00	$26.33	$29.01	$31.50
1 - 25 Employees	9	11	$21.95	$14.50	$16.69	$23.83	$24.13	$26.75	$29.00
26 - 75 Employees	33	58	$22.34	$12.68	$18.53	$22.70	$25.00	$29.10	$31.50
76 - 150 Employees	20	42	$22.25	$15.50	$19.22	$22.73	$25.00	$26.70	$29.42
150+ Employees	20	42	$24.11	$14.73	$19.01	$24.88	$28.11	$30.00	$31.00

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Prepress : Prepress / Desktop Technician

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	218	382	$23.55	$12.00	$20.00	$23.00	$26.36	$29.82	$39.66
1 - 25 Employees	42	53	$21.22	$12.00	$18.00	$20.16	$24.50	$27.35	$32.00
26 - 75 Employees	84	133	$23.04	$13.00	$20.00	$23.00	$25.45	$28.43	$32.14
76 - 150 Employees	57	129	$24.02	$15.00	$20.96	$23.82	$26.27	$30.05	$39.00
150+ Employees	41	83	$25.60	$13.25	$21.15	$25.76	$28.63	$33.34	$39.66

Prepress : Platemaker (CTP / Conventional)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	100	137	$20.30	$11.54	$17.00	$19.94	$23.00	$27.00	$32.89
1 - 25 Employees	10	10	$20.49	$13.00	$16.08	$19.97	$24.00	$26.75	$27.57
26 - 75 Employees	28	32	$19.48	$11.54	$15.95	$19.50	$21.50	$24.96	$29.00
76 - 150 Employees	34	48	$20.44	$13.50	$17.00	$19.58	$22.29	$27.29	$32.89
150+ Employees	32	51	$20.71	$13.00	$17.10	$20.00	$23.06	$27.00	$30.50

Digital Printing : Working Supervisor (Digital)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	91	99	$26.23	$13.13	$22.04	$25.25	$29.45	$34.64	$44.15
1 - 25 Employees	25	26	$22.93	$15.00	$19.07	$24.02	$25.23	$27.06	$34.62
26 - 75 Employees	29	29	$26.79	$20.00	$22.69	$25.15	$29.39	$34.35	$40.00
76 - 150 Employees	23	25	$26.76	$13.13	$23.49	$26.25	$28.08	$33.86	$44.15
150+ Employees	16	21	$29.42	$16.00	$24.50	$29.45	$34.62	$37.63	$40.87

Digital Printing : Digital Press Operator (2-out format; <20")

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	131	202	$20.33	$12.00	$17.00	$19.21	$23.00	$25.96	$39.31
1 - 25 Employees	38	44	$19.58	$13.00	$16.45	$18.64	$23.00	$24.83	$36.00
26 - 75 Employees	59	89	$19.12	$12.00	$17.00	$18.75	$21.00	$23.24	$29.21
76 - 150 Employees	19	41	$22.03	$16.00	$18.52	$22.00	$24.90	$26.30	$35.43
150+ Employees	19	37	$22.76	$14.00	$18.12	$23.00	$25.89	$28.82	$39.31

Digital Printing : Digital Press Operator (4-out format; >20")

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	84	138	$22.13	$11.00	$18.73	$21.95	$25.00	$28.00	$34.50
1 - 25 Employees	12	12	$20.37	$16.00	$18.00	$19.68	$20.00	$25.30	$27.50
26 - 75 Employees	32	46	$21.28	$11.00	$18.00	$21.00	$24.00	$26.40	$28.77
76 - 150 Employees	24	49	$22.03	$12.99	$19.06	$22.00	$24.88	$27.16	$31.19
150+ Employees	19	39	$23.71	$12.99	$20.00	$23.73	$28.19	$30.38	$34.50

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Digital Printing : Digital Press Operator (Labels)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	30	54	$23.17	$14.00	$19.55	$22.13	$26.50	$30.30	$35.00
1 - 25 Employees	5	5	$20.75	$18.25	$18.69	$20.00	$21.13	$22.75	$24.00
26 - 75 Employees	8	11	$25.73	$17.00	$21.91	$24.00	$29.33	$30.45	$35.00
76 - 150 Employees	8	20	$22.11	$17.00	$19.00	$21.88	$23.82	$26.00	$28.72
150+ Employees	10	21	$23.45	$14.00	$18.56	$23.32	$27.75	$31.15	$32.00

Digital Printing : Production Copiers Operator - B&W

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	44	72	$18.25	$10.00	$16.00	$18.00	$19.89	$23.30	$28.77
1 - 25 Employees	7	9	$18.12	$15.00	$16.44	$18.25	$18.66	$20.10	$21.00
26 - 75 Employees	18	26	$18.38	$10.00	$16.49	$18.00	$19.65	$23.34	$28.77
76 - 150 Employees	16	30	$18.53	$13.00	$15.45	$18.00	$20.75	$25.00	$28.24
150+ Employees	5	13	$18.57	$14.00	$15.23	$18.00	$20.72	$22.92	$25.00

Digital Printing : Inkjet Press Operator - Sheetfed

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	64	$21.23	$12.00	$17.71	$20.07	$23.50	$28.63	$38.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	11	14	$22.07	$17.00	$18.00	$21.50	$24.00	$29.20	$30.00
76 - 150 Employees	15	27	$21.52	$13.33	$17.00	$21.01	$23.63	$27.25	$38.00
150+ Employees	8	17	$19.40	$12.00	$16.73	$19.20	$20.79	$23.83	$29.00

Digital Printing : Inkjet Press Operator - Roll-fed

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	24	43	$20.41	$12.00	$16.84	$19.56	$24.50	$26.36	$31.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	8	10	$20.19	$14.00	$17.18	$18.75	$22.53	$25.00	$28.00
76 - 150 Employees	7	14	$19.53	$12.00	$14.00	$18.09	$24.50	$25.80	$31.00
150+ Employees	8	18	$20.39	$12.00	$15.00	$21.00	$24.68	$26.57	$27.27

Digital Printing : Wide Format Operator - Production < 60"

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	76	112	$20.44	$13.00	$17.50	$19.84	$23.00	$25.75	$38.00
1 - 25 Employees	16	16	$20.77	$15.00	$18.00	$20.00	$23.00	$25.40	$30.00
26 - 75 Employees	33	37	$19.91	$15.00	$17.00	$19.00	$21.91	$25.48	$27.00
76 - 150 Employees	19	42	$20.96	$13.00	$17.75	$19.98	$23.64	$25.75	$38.00
150+ Employees	10	19	$20.19	$14.00	$16.25	$20.00	$22.38	$24.44	$30.00

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Digital Printing : Grand Format Operator - Production > 60"

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	65	$20.06	$13.00	$17.00	$20.10	$22.38	$24.33	$38.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	18	31	$20.95	$13.75	$19.29	$21.00	$23.19	$24.00	$27.47
76 - 150 Employees	8	21	$20.02	$13.00	$16.50	$19.30	$21.53	$25.20	$38.00
150+ Employees	8	14	$18.45	$14.00	$16.00	$18.52	$20.55	$21.15	$21.75

Digital Printing : Wide Format Finishing / Laminating Technician

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	46	85	$18.38	$10.00	$16.00	$17.75	$20.19	$23.33	$28.40
1 - 25 Employees	5	6	$19.17	$15.00	$16.50	$18.50	$19.01	$21.81	$26.00
26 - 75 Employees	17	27	$18.28	$10.00	$14.88	$18.00	$20.63	$22.30	$27.75
76 - 150 Employees	13	29	$18.78	$15.00	$16.06	$17.85	$20.75	$24.17	$28.40
150+ Employees	14	30	$18.23	$14.00	$16.00	$17.13	$19.35	$22.25	$28.40

Digital Printing : Wide Format / Display Installer

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	23	33	$21.29	$12.75	$17.25	$21.00	$24.49	$28.13	$34.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	8	8	$19.91	$12.75	$16.00	$20.50	$22.00	$23.90	$27.50
76 - 150 Employees	8	15	$23.35	$17.00	$18.75	$22.00	$26.60	$28.89	$34.00
150+ Employees	6	9	$21.57	$14.00	$15.13	$24.34	$25.34	$26.02	$28.40

Press Operations (Sheetfed) : Working Supervisor (Sheetfed)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	60	72	$30.96	$17.00	$27.00	$30.25	$34.52	$37.75	$47.08
1 - 25 Employees	10	10	$25.18	$17.00	$22.00	$25.89	$27.50	$29.00	$31.00
26 - 75 Employees	20	21	$29.75	$18.60	$27.25	$30.00	$33.25	$34.97	$40.00
76 - 150 Employees	14	17	$31.88	$24.50	$27.02	$32.00	$34.88	$38.77	$42.00
150+ Employees	17	25	$33.69	$23.50	$30.13	$34.00	$35.17	$41.23	$47.08

Press Operations (Sheetfed) : < 20" 1-2 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	59	77	$20.83	$14.00	$18.00	$20.35	$22.87	$27.34	$31.00
1 - 25 Employees	28	33	$20.35	$14.00	$17.93	$19.50	$22.00	$25.04	$30.00
26 - 75 Employees	19	24	$20.34	$15.00	$17.50	$20.30	$22.00	$24.35	$28.44
76 - 150 Employees	7	12	$21.05	$14.80	$19.56	$21.37	$22.73	$24.46	$27.54
150+ Employees	5	8	$23.92	$16.50	$16.81	$24.25	$28.05	$30.60	$31.00

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Press Operations (Sheetfed) : < 20" 4-6 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	49	$23.16	$16.00	$20.49	$22.70	$25.50	$27.76	$31.57
1 - 25 Employees	12	15	$22.74	$16.00	$19.45	$22.50	$25.63	$27.07	$27.70
26 - 75 Employees	15	21	$22.95	$17.00	$20.56	$22.50	$24.38	$27.00	$30.50
76 - 150 Employees	7	9	$24.78	$21.00	$22.21	$23.50	$24.38	$30.63	$31.57
150+ Employees	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : Jet Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	31	39	$21.40	$14.00	$18.50	$22.00	$23.58	$25.23	$29.90
1 - 25 Employees	8	11	$23.22	$18.40	$19.75	$24.00	$25.00	$27.04	$27.70
26 - 75 Employees	11	11	$21.67	$15.46	$17.75	$22.00	$22.63	$27.50	$29.90
76 - 150 Employees	10	15	$19.80	$14.00	$17.13	$20.00	$22.33	$23.22	$24.61
150+ Employees	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 20"- 28" 1-2 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	23	34	$22.81	$10.75	$18.13	$20.78	$27.49	$31.00	$33.50
1 - 25 Employees	5	6	$23.63	$19.00	$19.50	$23.90	$26.62	$27.44	$27.70
26 - 75 Employees	6	8	$21.13	$18.00	$18.25	$19.65	$20.50	$24.60	$31.00
76 - 150 Employees	9	15	$20.94	$10.75	$16.56	$19.00	$24.13	$31.80	$33.00
150+ Employees	5	8	$29.12	$23.50	$26.00	$29.48	$31.00	$33.10	$33.50

Press Operations (Sheetfed) : 20"- 28" 4-5 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	59	93	$25.24	$15.50	$22.29	$25.50	$27.68	$30.57	$35.24
1 - 25 Employees	24	31	$23.51	$15.50	$20.00	$24.00	$27.07	$28.73	$31.82
26 - 75 Employees	18	28	$25.76	$17.50	$23.00	$25.25	$27.75	$33.08	$35.24
76 - 150 Employees	11	25	$26.12	$20.25	$23.63	$26.00	$27.01	$30.78	$33.00
150+ Employees	9	16	$26.58	$18.50	$23.34	$26.75	$30.50	$30.86	$33.00

Press Operations (Sheetfed) : 20"- 28" 6 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	52	89	$26.94	$14.75	$23.70	$27.00	$29.30	$33.00	$41.50
1 - 25 Employees	18	25	$26.71	$18.50	$22.74	$27.50	$29.11	$32.11	$36.53
26 - 75 Employees	21	40	$25.08	$14.75	$23.00	$25.00	$27.50	$29.00	$31.00
76 - 150 Employees	6	12	$31.00	$21.61	$28.00	$32.11	$33.52	$33.96	$36.00
150+ Employees	8	14	$29.58	$20.62	$25.00	$29.50	$32.25	$36.30	$41.50

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Press Operations (Sheetfed) : 38"- 42" 1-2 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	25	37	$23.59	$16.00	$20.00	$22.96	$25.94	$33.08	$36.16
1 - 25 Employees	5	8	$21.42	$16.00	$16.00	$19.70	$26.00	$27.36	$27.70
26 - 75 Employees	7	10	$23.26	$17.82	$20.00	$22.42	$23.64	$25.00	$36.16
76 - 150 Employees	12	18	$24.10	$17.56	$20.00	$23.00	$25.88	$33.05	$33.27
150+ Employees	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 38"- 42" 4-5 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	45	85	$26.89	$16.50	$23.52	$27.00	$30.28	$33.00	$37.40
1 - 25 Employees	11	19	$25.19	$16.50	$21.72	$25.00	$27.78	$30.86	$34.33
26 - 75 Employees	15	30	$26.56	$18.70	$24.00	$26.62	$29.24	$31.43	$37.01
76 - 150 Employees	11	23	$27.48	$22.00	$24.25	$28.00	$29.33	$32.08	$33.00
150+ Employees	10	16	$29.12	$17.50	$25.00	$30.20	$33.70	$34.82	$37.40

Press Operations (Sheetfed) : 38"- 42" 6 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	91	185	$27.89	$15.38	$24.80	$27.70	$31.19	$33.35	$42.20
1 - 25 Employees	13	20	$25.35	$16.50	$23.00	$25.50	$27.00	$28.00	$37.43
26 - 75 Employees	42	76	$27.06	$15.38	$24.50	$27.00	$29.70	$32.07	$35.50
76 - 150 Employees	25	68	$28.63	$19.20	$25.25	$28.99	$31.35	$33.84	$40.00
150+ Employees	13	25	$30.59	$20.00	$24.39	$32.00	$33.00	$38.04	$42.20

Press Operations (Sheetfed) : 38"- 42" 8-10 Color Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	43	93	$30.14	$19.75	$27.00	$30.00	$33.44	$36.13	$42.20
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	9	16	$27.25	$19.75	$23.08	$26.50	$30.00	$34.77	$36.18
76 - 150 Employees	19	44	$31.14	$20.00	$28.00	$30.96	$35.00	$36.60	$39.72
150+ Employees	15	38	$30.60	$21.00	$27.65	$30.88	$32.72	$35.00	$42.20

Press Operations (Sheetfed) : 38"- 42" 4-5 Color 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	19	27	$21.33	$15.00	$17.46	$21.00	$24.66	$25.60	$29.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	6	6	$20.37	$17.35	$17.43	$19.50	$22.58	$24.17	$24.20
76 - 150 Employees	7	14	$22.01	$15.49	$17.50	$23.00	$24.85	$26.27	$29.00
150+ Employees	6	9	$21.16	$15.00	$17.59	$22.00	$23.65	$24.63	$24.86

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Press Operations (Sheetfed) : 38"- 42" 6 Color 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	44	78	$22.57	$13.00	$18.00	$21.53	$26.25	$29.99	$35.96
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	16	25	$21.08	$13.00	$18.00	$19.44	$23.50	$28.90	$34.00
76 - 150 Employees	19	39	$22.74	$15.80	$18.88	$22.00	$25.00	$29.00	$35.96
150+ Employees	8	15	$24.96	$16.00	$18.28	$24.60	$28.68	$33.33	$35.69

Press Operations (Sheetfed) : 38"- 42" 8-10 Color 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	26	63	$23.25	$14.00	$20.00	$23.96	$26.43	$29.00	$33.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	12	28	$21.50	$14.00	$18.00	$21.50	$25.00	$26.28	$27.61
150+ Employees	10	27	$26.00	$17.00	$21.91	$26.88	$29.00	$31.13	$33.00

Press Operations (Sheetfed) : 52"- 60" Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	9	19	$24.18	$14.00	$21.00	$23.75	$26.45	$30.21	$34.05
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	5	9	$26.25	$14.00	$22.37	$27.48	$29.59	$31.30	$34.05
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR

Press Operations (Sheetfed) : 52"- 60" 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	9	22	$21.49	$12.50	$18.75	$20.50	$24.24	$26.21	$31.00
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : 61"- 81" Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	12	28	$32.11	$21.00	$27.57	$32.80	$35.70	$38.26	$42.60
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

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Press Operations (Sheetfed) : 61"- 81" 2nd Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	7	18	$24.70	$17.00	$21.97	$25.18	$27.25	$29.67	$32.71
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

Press Operations (Sheetfed) : Press Feeder

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	120	215	$18.76	$11.00	$16.61	$18.50	$20.34	$22.14	$27.75
1 - 25 Employees	13	13	$18.58	$15.00	$16.00	$17.00	$20.00	$22.00	$27.00
26 - 75 Employees	47	77	$18.54	$11.00	$16.00	$18.23	$20.00	$22.05	$27.75
76 - 150 Employees	37	82	$18.69	$13.00	$17.00	$18.50	$20.09	$21.92	$27.61
150+ Employees	27	50	$19.42	$13.00	$17.50	$19.75	$21.00	$23.50	$26.00

Press Operations (Sheetfed) : Floor Helper

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	47	80	$16.96	$11.00	$15.00	$16.68	$18.66	$20.00	$23.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	12	20	$17.29	$13.00	$15.50	$17.25	$18.50	$20.00	$21.70
76 - 150 Employees	15	27	$16.16	$13.00	$14.86	$16.00	$17.00	$18.65	$19.25
150+ Employees	17	30	$17.97	$14.00	$15.75	$17.78	$20.00	$20.96	$23.00

Press Operations (Heatset Web - Full) : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	23	$30.96	$20.00	$25.00	$28.50	$33.76	$37.63	$67.79
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	5	8	$26.13	$24.00	$24.50	$25.00	$25.75	$27.91	$33.56
150+ Employees	7	12	$35.48	$25.25	$28.50	$33.93	$35.69	$38.56	$67.79

Press Operations (Heatset Web - Full) : Lead Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	45	90	$27.33	$17.00	$22.00	$26.34	$31.93	$35.00	$41.35
1 - 25 Employees	6	6	$22.96	$17.00	$18.50	$21.50	$22.38	$27.65	$35.00
26 - 75 Employees	10	16	$24.45	$18.50	$21.37	$23.58	$25.20	$29.00	$34.21
76 - 150 Employees	14	31	$27.93	$20.00	$22.00	$25.80	$31.12	$40.04	$41.35
150+ Employees	16	39	$28.68	$17.20	$24.12	$29.50	$32.44	$34.58	$37.52

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Press Operations (Heatset Web - Full) : Assistant Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	34	71	$20.70	$14.00	$17.69	$19.90	$23.13	$27.92	$30.50
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	8	13	$18.66	$15.00	$16.50	$19.00	$19.53	$19.97	$24.00
76 - 150 Employees	11	24	$20.54	$14.00	$17.00	$19.75	$23.00	$26.77	$30.00
150+ Employees	15	35	$21.61	$15.00	$18.00	$20.68	$23.90	$29.05	$30.50

Press Operations (Heatset Web - Full) : Material Handler

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	32	61	$16.93	$12.00	$14.56	$15.50	$17.87	$22.92	$31.25
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	9	15	$14.89	$12.00	$14.00	$15.00	$15.34	$16.13	$18.27
76 - 150 Employees	10	21	$16.71	$12.25	$14.06	$16.25	$17.00	$21.80	$27.17
150+ Employees	13	26	$18.58	$14.00	$15.00	$17.42	$20.48	$24.61	$31.25

Press Operations (Non-Heatset Web) : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	8	12	$29.70	$25.00	$25.00	$30.13	$33.00	$34.37	$35.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

Press Operations (Non-Heatset Web) : Lead Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	21	35	$25.34	$17.00	$21.19	$25.94	$28.25	$30.68	$35.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	6	7	$22.99	$19.00	$20.31	$22.75	$25.61	$25.96	$26.00
76 - 150 Employees	6	11	$21.79	$17.00	$18.00	$21.25	$22.72	$27.18	$30.00
150+ Employees	8	15	$29.23	$25.00	$26.58	$29.00	$30.44	$32.65	$35.00

Press Operations (Non-Heatset Web) : Assistant Pressman

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	11	18	$20.94	$15.25	$17.63	$21.00	$21.75	$26.08	$30.75
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

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Press Operations (Non-Heatset Web) : Material Handler

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	17	34	$16.05	$12.00	$14.25	$15.98	$17.33	$19.20	$22.35
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	6	14	$15.25	$12.00	$12.75	$14.50	$16.88	$19.20	$20.50
150+ Employees	6	10	$16.27	$14.00	$15.10	$16.38	$16.98	$18.00	$18.00

Narrow Web Presses, Collators : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	5	7	$30.37	$24.07	$27.28	$31.50	$31.76	$32.60	$34.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

Narrow Web Presses, Collators : Press Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	13	24	$23.61	$14.28	$17.50	$23.70	$28.00	$30.52	$39.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	5	11	$22.75	$14.28	$14.86	$20.15	$28.45	$30.88	$39.00
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

Narrow Web Presses, Collators : Forms Collator Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	7	15	$20.48	$15.46	$18.34	$20.39	$22.20	$23.50	$26.22
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR

Finishing/Converting : Letterpress Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	57	75	$22.00	$13.75	$19.00	$21.95	$25.00	$27.50	$30.90
1 - 25 Employees	15	18	$20.78	$14.55	$17.00	$19.37	$24.00	$26.95	$30.00
26 - 75 Employees	23	26	$21.42	$13.75	$18.50	$21.82	$24.00	$26.24	$28.00
76 - 150 Employees	16	24	$23.17	$15.50	$21.00	$22.66	$25.00	$28.36	$30.90
150+ Employees	**	**	**	**	**	**	**	**	**

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Finishing/Converting : Finishing Press Operator (Kluge, etc.)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	61	88	$20.41	$12.00	$17.50	$20.00	$23.00	$25.62	$35.00
1 - 25 Employees	11	14	$19.95	$13.40	$16.15	$20.00	$21.80	$25.80	$27.00
26 - 75 Employees	28	34	$20.89	$13.98	$17.53	$21.13	$23.50	$25.19	$35.00
76 - 150 Employees	12	24	$20.18	$12.00	$18.75	$20.00	$21.75	$23.11	$28.00
150+ Employees	10	16	$20.14	$13.00	$15.45	$18.50	$22.00	$27.16	$34.00

Finishing/Converting : Automated Diecutter (< 28" Cylinder)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	35	54	$19.63	$12.50	$17.00	$19.50	$21.25	$23.92	$31.00
1 - 25 Employees	7	9	$17.81	$14.00	$15.06	$17.00	$19.75	$21.00	$21.00
26 - 75 Employees	15	16	$20.36	$15.00	$17.00	$19.84	$22.00	$24.18	$27.50
76 - 150 Employees	11	23	$19.06	$12.50	$17.00	$18.75	$20.07	$22.95	$26.25
150+ Employees	**	**	**	**	**	**	**	**	**

Finishing/Converting : Automated Diecutter (> 40" Bobst, etc.)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	76	152	$22.65	$12.00	$19.00	$23.00	$25.75	$28.50	$33.00
1 - 25 Employees	7	10	$22.54	$13.00	$19.00	$22.88	$25.68	$28.00	$28.00
26 - 75 Employees	23	36	$22.39	$14.00	$17.50	$23.00	$25.25	$28.20	$33.00
76 - 150 Employees	30	76	$22.61	$12.00	$19.50	$23.00	$26.00	$28.32	$32.00
150+ Employees	20	38	$23.36	$15.00	$20.00	$23.00	$26.58	$28.60	$30.00

Finishing/Converting : Diemaker

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	26	38	$23.39	$17.00	$20.25	$22.33	$26.71	$28.71	$33.41
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	5	7	$25.25	$17.00	$19.63	$28.64	$28.73	$29.60	$31.00
76 - 150 Employees	12	19	$22.67	$17.25	$19.69	$22.00	$24.00	$28.17	$33.41
150+ Employees	8	11	$24.49	$20.00	$21.76	$22.91	$27.90	$28.46	$30.26

Finishing/Converting : Folder / Gluer Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	95	175	$22.26	$12.26	$18.89	$22.00	$25.14	$28.00	$35.00
1 - 25 Employees	15	18	$19.53	$13.75	$15.50	$18.00	$21.50	$26.40	$31.75
26 - 75 Employees	28	40	$21.57	$12.26	$17.00	$22.00	$25.00	$26.71	$31.00
76 - 150 Employees	33	80	$22.94	$14.00	$20.06	$22.85	$25.50	$28.00	$35.00
150+ Employees	23	48	$23.28	$13.33	$21.00	$22.98	$26.52	$27.78	$35.00

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Flexo : Flexo Operator < 9" web width

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	13	27	$22.59	$12.50	$19.75	$23.55	$25.19	$27.44	$32.00
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

Flexo : Flexo Operator > 10" web width

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	30	73	$25.47	$15.00	$21.93	$25.00	$28.00	$30.32	$39.25
1 - 25 Employees	6	12	$25.62	$18.96	$20.00	$24.44	$28.00	$34.60	$39.25
26 - 75 Employees	6	14	$25.43	$19.71	$22.75	$24.50	$26.55	$30.66	$32.25
76 - 150 Employees	10	28	$25.50	$19.00	$23.50	$26.00	$27.61	$30.00	$30.87
150+ Employees	8	19	$25.38	$15.00	$21.00	$26.04	$29.24	$30.50	$32.10

Flexo : Plate Mounter

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	18	30	$20.51	$15.35	$18.33	$20.00	$22.12	$23.15	$33.92
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	5	11	$19.84	$15.35	$17.61	$19.50	$22.05	$22.92	$23.15
150+ Employees	6	12	$19.75	$16.50	$17.00	$19.99	$20.39	$21.76	$25.25

Flexo : Flexo Platemaker

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	9	12	$19.60	$14.04	$17.00	$20.08	$22.00	$22.81	$24.25
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	**	**	**	**	**	**	**	**	**

Flexo : Rewind Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	25	52	$18.80	$11.50	$17.00	$18.13	$20.71	$23.25	$25.25
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	7	14	$18.58	$11.50	$15.81	$18.63	$20.49	$23.50	$25.25
76 - 150 Employees	8	18	$18.51	$15.00	$16.50	$17.73	$20.10	$21.97	$23.70
150+ Employees	7	17	$19.57	$15.00	$17.63	$19.00	$22.04	$23.50	$24.04

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Flexo : Slitter Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	15	32	$20.45	$14.00	$17.50	$19.54	$23.60	$25.56	$31.49
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	**	**	**	**	**	**	**	**	**
150+ Employees	5	15	$21.57	$16.80	$18.47	$21.00	$24.63	$25.75	$27.00

Bindery : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	127	175	$25.55	$13.00	$21.11	$25.00	$29.00	$33.83	$45.00
1 - 25 Employees	25	25	$23.10	$14.00	$18.38	$23.18	$25.75	$29.00	$34.78
26 - 75 Employees	43	50	$23.48	$13.00	$19.96	$23.88	$26.16	$30.00	$45.00
76 - 150 Employees	34	55	$25.35	$14.00	$20.59	$25.50	$28.16	$32.73	$37.26
150+ Employees	27	48	$29.12	$19.00	$25.00	$28.92	$33.00	$35.65	$40.06

Bindery : Hand Bindery

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	160	302	$14.73	$7.25	$13.00	$14.58	$16.00	$17.70	$24.67
1 - 25 Employees	36	43	$15.11	$7.25	$13.00	$15.00	$17.00	$17.40	$21.46
26 - 75 Employees	71	130	$14.18	$10.00	$12.65	$14.00	$15.30	$17.16	$20.25
76 - 150 Employees	35	82	$15.14	$10.00	$13.50	$14.75	$15.83	$18.66	$23.54
150+ Employees	23	56	$15.42	$10.50	$13.85	$15.00	$16.50	$18.10	$24.67

Bindery : Small Bindery Machines

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	108	176	$17.11	$10.40	$15.00	$16.82	$19.00	$21.70	$30.00
1 - 25 Employees	22	28	$17.51	$13.00	$15.00	$17.00	$18.25	$21.82	$26.50
26 - 75 Employees	47	72	$16.50	$10.40	$14.28	$16.43	$18.00	$20.00	$29.00
76 - 150 Employees	21	37	$17.31	$13.00	$15.00	$16.50	$18.77	$22.30	$24.65
150+ Employees	21	44	$17.83	$11.00	$15.00	$17.78	$19.75	$21.80	$30.00

Bindery : Combination (Small Machine / Hand)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	65	105	$16.32	$11.00	$14.50	$16.00	$18.00	$20.00	$26.00
1 - 25 Employees	16	23	$16.91	$12.00	$14.38	$17.00	$18.25	$21.29	$22.00
26 - 75 Employees	24	34	$16.07	$12.50	$14.74	$15.00	$17.25	$18.60	$23.04
76 - 150 Employees	17	31	$15.82	$11.50	$14.55	$15.65	$16.50	$18.73	$24.50
150+ Employees	11	21	$16.75	$11.00	$14.47	$16.14	$18.50	$19.91	$26.00

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Bindery : Folder Operator > 17x22

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	110	168	$20.57	$12.00	$17.75	$20.00	$23.39	$25.83	$32.00
1 - 25 Employees	19	19	$18.81	$15.00	$16.94	$19.00	$20.11	$22.08	$24.00
26 - 75 Employees	51	73	$19.73	$12.65	$16.63	$19.50	$22.00	$24.50	$28.00
76 - 150 Employees	26	47	$21.57	$12.00	$19.00	$22.00	$24.61	$26.00	$32.00
150+ Employees	18	39	$21.29	$12.00	$18.50	$20.71	$25.00	$26.78	$29.25

Bindery : Cutter Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	186	303	$20.01	$12.00	$17.00	$20.00	$22.35	$25.00	$33.15
1 - 25 Employees	36	46	$19.71	$14.00	$17.00	$19.88	$21.35	$23.16	$28.00
26 - 75 Employees	82	121	$19.34	$12.00	$17.00	$19.00	$21.43	$23.50	$33.15
76 - 150 Employees	40	76	$20.48	$13.00	$17.00	$20.55	$23.00	$25.12	$29.55
150+ Employees	34	72	$20.94	$12.00	$18.00	$21.15	$24.00	$26.26	$28.00

Bindery : Folder / Cutter Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	136	224	$20.35	$11.85	$18.00	$20.00	$22.50	$25.00	$34.67
1 - 25 Employees	28	35	$19.55	$12.50	$17.00	$19.00	$21.29	$23.90	$31.00
26 - 75 Employees	51	74	$19.99	$14.00	$17.20	$19.75	$22.50	$24.51	$27.86
76 - 150 Employees	39	80	$20.75	$11.85	$18.00	$20.73	$22.50	$25.11	$34.67
150+ Employees	20	39	$21.16	$13.85	$18.60	$20.50	$24.20	$26.42	$30.00

Bindery : Multi-competency Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	118	219	$21.54	$13.00	$18.47	$22.00	$24.00	$26.00	$33.72
1 - 25 Employees	18	28	$19.41	$13.25	$17.00	$19.84	$21.46	$22.37	$24.20
26 - 75 Employees	50	79	$21.10	$13.00	$18.15	$21.00	$23.34	$26.05	$31.42
76 - 150 Employees	34	75	$22.09	$15.00	$19.68	$22.95	$24.69	$25.55	$29.50
150+ Employees	20	47	$23.15	$16.00	$21.63	$23.00	$25.47	$27.25	$33.72

Bindery : Stitcher / Binder Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	135	193	$20.79	$10.00	$18.00	$20.00	$23.68	$25.32	$37.50
1 - 25 Employees	19	27	$19.55	$10.00	$16.80	$19.00	$21.47	$24.23	$31.25
26 - 75 Employees	58	70	$20.06	$12.00	$17.64	$19.39	$22.44	$25.00	$28.25
76 - 150 Employees	35	53	$21.70	$15.00	$19.54	$22.00	$24.03	$25.48	$28.04
150+ Employees	27	52	$21.77	$13.50	$18.68	$22.20	$25.00	$25.54	$37.50

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Bindery : Perfect Binder Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	58	93	$20.56	$13.50	$18.00	$20.00	$22.47	$26.08	$32.00
1 - 25 Employees	5	6	$18.17	$15.00	$15.50	$18.50	$19.00	$20.20	$22.00
26 - 75 Employees	25	33	$20.25	$13.50	$17.25	$20.00	$22.14	$23.70	$32.00
76 - 150 Employees	13	22	$20.24	$15.65	$17.00	$19.50	$21.30	$25.87	$30.32
150+ Employees	18	36	$21.52	$15.00	$18.00	$20.77	$25.00	$26.61	$30.00

Bindery : Binder / Stitcher Helper

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	70	120	$15.65	$10.30	$14.00	$15.00	$17.00	$19.08	$26.00
1 - 25 Employees	10	15	$16.88	$12.00	$12.88	$16.79	$19.85	$21.73	$25.00
26 - 75 Employees	25	35	$15.26	$11.00	$13.00	$15.00	$16.13	$19.00	$25.70
76 - 150 Employees	19	38	$15.54	$10.30	$13.88	$15.00	$16.74	$18.22	$26.00
150+ Employees	17	34	$15.74	$13.00	$14.78	$15.50	$17.00	$18.00	$19.08

Bindery : Shrink Wrap Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	60	82	$15.70	$10.00	$14.00	$15.50	$17.00	$18.95	$26.50
1 - 25 Employees	12	17	$17.10	$13.00	$14.13	$16.00	$17.00	$22.00	$26.50
26 - 75 Employees	22	25	$14.72	$10.00	$13.00	$14.50	$16.40	$17.75	$19.00
76 - 150 Employees	14	22	$15.63	$13.00	$13.38	$15.58	$16.05	$17.92	$23.00
150+ Employees	13	20	$16.11	$12.00	$14.29	$15.63	$18.00	$19.08	$20.00

Mailing & Fulfillment : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	79	99	$23.51	$11.00	$19.50	$22.25	$26.13	$31.55	$43.27
1 - 25 Employees	8	9	$22.06	$11.00	$18.17	$22.00	$23.52	$27.00	$31.50
26 - 75 Employees	31	34	$21.91	$15.00	$18.88	$21.50	$23.27	$27.91	$35.00
76 - 150 Employees	23	28	$23.95	$13.70	$19.00	$22.00	$28.25	$30.73	$43.27
150+ Employees	21	33	$24.97	$17.00	$20.58	$22.96	$27.78	$33.97	$40.06

Mailing & Fulfillment : Insert Machine Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	78	143	$18.58	$12.00	$16.00	$18.00	$20.35	$22.68	$33.00
1 - 25 Employees	10	16	$19.43	$15.00	$17.48	$17.96	$19.57	$23.52	$31.00
26 - 75 Employees	29	43	$18.87	$13.00	$16.00	$18.00	$20.85	$22.68	$33.00
76 - 150 Employees	28	62	$18.48	$12.00	$16.17	$18.00	$20.57	$23.38	$28.61
150+ Employees	15	32	$17.60	$12.00	$15.00	$17.00	$19.50	$21.90	$24.24

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Mailing & Fulfillment : Mail Machine Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	99	176	$18.04	$10.00	$15.64	$17.89	$20.00	$22.52	$34.50
1 - 25 Employees	11	18	$17.87	$10.00	$16.25	$17.33	$18.86	$21.85	$24.80
26 - 75 Employees	44	62	$17.41	$10.00	$15.58	$17.19	$18.96	$21.95	$22.75
76 - 150 Employees	31	66	$18.13	$11.00	$15.50	$18.00	$19.75	$22.49	$34.50
150+ Employees	17	38	$18.99	$12.50	$16.38	$19.00	$20.00	$23.18	$30.00

Mailing & Fulfillment : Mail Specialist

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	67	103	$19.50	$12.00	$15.88	$18.00	$21.37	$27.49	$40.87
1 - 25 Employees	12	15	$18.54	$13.80	$16.48	$17.65	$21.02	$21.73	$24.00
26 - 75 Employees	24	37	$18.39	$12.00	$14.76	$16.85	$21.39	$24.30	$40.00
76 - 150 Employees	22	34	$19.79	$13.00	$16.93	$18.00	$20.41	$27.38	$40.00
150+ Employees	11	20	$21.67	$14.56	$17.50	$19.25	$21.50	$28.00	$40.87

Mailing & Fulfillment : Fulfillment Worker

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	110	199	$15.58	$10.00	$14.00	$15.00	$17.10	$18.73	$24.26
1 - 25 Employees	10	13	$16.46	$11.00	$15.25	$17.17	$18.13	$18.75	$19.50
26 - 75 Employees	50	81	$15.45	$11.00	$13.50	$15.00	$17.00	$19.10	$23.00
76 - 150 Employees	33	67	$15.43	$10.00	$14.00	$15.00	$16.79	$18.11	$24.00
150+ Employees	20	43	$15.92	$11.00	$13.93	$15.50	$17.42	$19.61	$24.26

Shipping / Warehouse / Maintenance : Working Supervisor

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	116	141	$24.12	$13.00	$19.00	$22.55	$27.91	$32.62	$47.66
1 - 25 Employees	13	13	$20.99	$14.00	$17.25	$21.00	$23.53	$24.70	$31.50
26 - 75 Employees	42	45	$22.22	$13.00	$18.00	$21.07	$25.17	$28.61	$35.00
76 - 150 Employees	31	38	$24.81	$17.50	$20.00	$23.63	$27.88	$33.83	$36.61
150+ Employees	33	48	$26.03	$14.00	$19.50	$25.38	$31.16	$33.74	$47.66

Shipping / Warehouse / Maintenance : Shipping / Receiving Clerk

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	226	350	$17.86	$12.00	$16.00	$17.48	$19.50	$22.00	$32.59
1 - 25 Employees	32	33	$17.01	$12.00	$15.00	$16.50	$19.00	$19.96	$24.50
26 - 75 Employees	88	113	$17.54	$12.00	$15.50	$17.00	$19.00	$20.85	$32.59
76 - 150 Employees	68	127	$17.73	$12.00	$15.97	$17.25	$19.26	$21.24	$26.00
150+ Employees	44	86	$18.95	$13.00	$16.50	$18.25	$21.00	$23.00	$30.63

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Shipping / Warehouse / Maintenance : Delivery Person / Driver

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	193	268	$17.32	$10.00	$15.00	$17.00	$19.00	$21.00	$35.00
1 - 25 Employees	37	40	$15.74	$10.00	$13.50	$15.25	$17.17	$20.00	$22.00
26 - 75 Employees	71	85	$16.37	$11.00	$15.00	$16.50	$17.50	$19.00	$23.50
76 - 150 Employees	55	92	$17.92	$12.00	$15.40	$17.95	$20.00	$21.22	$35.00
150+ Employees	37	62	$18.73	$14.00	$16.97	$18.59	$20.61	$21.48	$23.57

Shipping / Warehouse / Maintenance : Materials Handler (Shipping / Warehouse)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	138	220	$16.91	$11.00	$15.00	$16.50	$18.00	$20.06	$30.91
1 - 25 Employees	13	14	$16.38	$13.00	$14.25	$16.59	$17.85	$18.67	$20.00
26 - 75 Employees	43	58	$16.83	$11.00	$14.75	$17.00	$18.00	$19.65	$30.91
76 - 150 Employees	48	77	$16.73	$12.00	$15.14	$16.00	$18.00	$20.08	$25.00
150+ Employees	39	77	$17.23	$12.50	$15.29	$17.00	$18.50	$20.50	$24.17

Shipping / Warehouse / Maintenance : Forklift Operator

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	64	97	$17.29	$12.00	$15.00	$16.50	$18.75	$21.36	$29.66
1 - 25 Employees	7	10	$18.14	$13.50	$14.75	$17.09	$19.88	$23.00	$26.50
26 - 75 Employees	15	20	$17.31	$14.00	$14.50	$16.23	$19.00	$20.00	$29.66
76 - 150 Employees	27	38	$16.98	$12.00	$16.00	$17.00	$18.04	$19.00	$22.15
150+ Employees	18	34	$17.30	$12.50	$15.00	$16.43	$19.25	$22.60	$24.50

Shipping / Warehouse / Maintenance : Maintenance (Facility)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	108	150	$20.13	$12.50	$15.15	$18.58	$23.65	$28.41	$40.00
1 - 25 Employees	6	6	$19.21	$13.50	$14.75	$18.38	$21.13	$24.10	$26.50
26 - 75 Employees	23	25	$20.42	$12.50	$15.14	$20.43	$23.50	$26.68	$34.05
76 - 150 Employees	45	62	$21.08	$12.96	$15.25	$19.42	$25.50	$30.33	$40.00
150+ Employees	37	62	$19.24	$12.50	$14.75	$17.15	$21.51	$28.24	$38.00

Shipping / Warehouse / Maintenance : Maintenance (Equipment)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	112	201	$26.40	$10.00	$22.01	$26.00	$30.00	$33.99	$45.00
1 - 25 Employees	7	11	$22.73	$10.00	$18.63	$23.00	$25.38	$29.65	$31.00
26 - 75 Employees	24	30	$24.61	$18.90	$20.24	$24.13	$26.34	$30.00	$39.80
76 - 150 Employees	42	72	$25.53	$13.00	$22.00	$25.63	$28.00	$32.70	$40.00
150+ Employees	44	98	$27.77	$13.00	$22.77	$27.93	$32.53	$35.10	$45.00

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Ancillary Positions : CAD Design (Structural)

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	36	42	$32.15	$14.71	$25.00	$28.98	$35.23	$53.15	$60.10
1 - 25 Employees	**	**	**	**	**	**	**	**	**
26 - 75 Employees	7	7	$30.00	$14.71	$23.15	$26.50	$31.13	$41.57	$50.00
76 - 150 Employees	17	21	$34.61	$17.50	$23.92	$30.00	$41.32	$55.00	$60.10
150+ Employees	12	15	$31.76	$20.02	$25.94	$30.00	$34.40	$41.14	$55.00

Ancillary Positions : Color Management Professional - G7 Expert

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	13	14	$35.61	$24.00	$28.74	$34.04	$37.70	$49.85	$53.32
1 - 25 Employees	NR	NR	NR	NR	NR	NR	NR	NR	NR
26 - 75 Employees	**	**	**	**	**	**	**	**	**
76 - 150 Employees	6	6	$36.16	$28.47	$28.74	$33.36	$37.70	$44.98	$53.32
150+ Employees	5	5	$36.92	$29.00	$30.23	$34.17	$34.37	$43.76	$53.08

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Policies and Benefits by Region

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
Average Employee Count	140	89	90	102	66	85	66
Average Sales Volume	$40M	$25M	$23M	$16M	$14M	$18M	$11M
Is workforce union represented (# of firms)	10%	6%	12%	0%	2%	10%	4%

POLICIES & PRACTICES

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
Company has a written handbook	90%	100%	87%	85%	87%	94%	84%
There is a written "Drug Free" policy	87%	100%	69%	74%	71%	84%	65%
Company conducts drug testing	80%	50%	45%	59%	61%	70%	45%
Tests for drugs - new employee	73%	44%	38%	48%	46%	65%	36%
Tests for drugs - accident	60%	38%	34%	48%	58%	54%	32%
Tests for drugs - at random	10%	0%	13%	11%	22%	11%	7%
Tests for drugs - for cause	47%	38%	30%	26%	50%	52%	29%
Company does NOT test for drugs	17%	38%	47%	26%	17%	18%	44%
Company has written job descriptions	90%	69%	68%	81%	56%	79%	55%

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SHIFT & OVERTIME PAY

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
SHIFT DIFFERENTIALS							
Companies with 1 production shift(s)	10%	38%	36%	48%	45%	33%	60%
Companies with 2 production shift(s)	40%	31%	31%	33%	35%	33%	28%
Companies with 3+ production shift(s)	50%	31%	25%	15%	17%	34%	9%
Predominant work week (3 days)	0%	13%	0%	4%	0%	4%	1%
Predominant work week (4 days)	13%	13%	6%	11%	4%	2%	5%
Predominant work week (5 days)	87%	75%	84%	81%	92%	93%	91%
Shift Differential Premiums							
2nd Shift							
Max 2nd Shift $$	$1.25	$1.50	$3.00	$2.00	$1.50	$3.00	$2.00
Min 2nd Shift $$	$0.25	$0.25	$0.25	$1.00	$0.40	$0.20	$0.40
Average 2nd Shift $$	$0.65	$0.89	$0.94	$1.21	$0.81	$0.70	$0.98
Max 2nd Shift %		10.0%	30.0%	7.5%	10.0%	30.0%	10.0%
Min 2nd Shift %		10.0%	4.0%	7.5%	6.0%	5.0%	5.0%
Average 2nd Shift %		10.0%	11.6%	7.5%	8.6%	10.6%	6.7%
3rd Shift							
Max 3rd Shift $$	$2.00	$3.00	$2.00	$1.00	$3.00	$2.00	$1.50
Min 3rd Shift $$	$0.25	$0.75	$0.40	$1.00	$0.40	$0.25	$1.00
Average 3rd Shift $$	$0.97	$1.55	$1.18	$1.00	$1.04	$0.90	$1.17
Max 3rd Shift %	20.0%		30.0%		15.0%	25.0%	10.0%
Min 3rd Shift %	20.0%		1.9%		6.0%	5.0%	5.0%
Average 3rd Shift %	20.0%		14.2%		9.2%	13.0%	7.5%
OVERTIME POLICIES							
O.T. paid after 40 hours "earned"	47%	19%	31%	11%	17%	43%	7%
O.T. paid after 40 hours "worked"	53%	81%	66%	78%	77%	59%	87%
O.T. paid upon shift completion	3%	0%	6%	4%	4%	5%	1%
Double time after 4 hour of OT (shift)	3%	13%	4%	0%	2%	1%	28%
Saturday O.T. - paid Time & 1/2	70%	50%	61%	52%	67%	71%	61%
Saturday O.T. - paid Double-time	0%	0%	3%	0%	0%	0%	3%
Sunday O. T. - paid Time & 1/2	37%	31%	44%	48%	58%	47%	40%
Sunday O. T. - paid Double-time	30%	13%	14%	0%	10%	23%	15%
Holiday O.T. - paid Time & 1/2	30%	31%	35%	37%	44%	34%	27%
Holiday O.T. - paid Double-time	37%	13%	21%	19%	17%	33%	17%

HOLIDAY, VACATION & PTO POLICIES

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
LEAVE OF ABSENCE							
Companies with paid time for voting	43%	38%	34%	19%	28%	24%	39%
Companies paying for jury duty	80%	63%	69%	85%	65%	79%	31%
Companies offering PAID parental leave	13%	19%	12%	19%	11%	9%	1%
Max Days Paid	60	60	60	30	120	120	45
Min Days Paid	3	5	3	5	2	1	45
Average Days Paid	23	26	24	15	25	24	45
Companies with written sick/leave/PTO policy	83%	100%	88%	85%	75%	86%	87%
ELIGIBILITY POLICIES (SICK DAYS/VACATION/PTO)							
Anniversary date of hire	60%	56%	44%	63%	50%	52%	53%
By Calendar Year	33%	50%	48%	33%	40%	46%	43%

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	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
Earn days based on length of service	60%	63%	56%	37%	48%	68%	64%
SICK DAY POLICIES							
Companies offering sick day policy	37%	63%	53%	41%	35%	36%	64%
Max HOURS provided in 1 year	48	160	180	130	208	1040	160
Min HOURS provided in 1 year	16	4	5	5	8	6	4
Average HOURS provided in 1 year	32	50	49	59	41	63	42
Companies allowing accumulation	36%	30%	37%	73%	31%	47%	31%
Max number of HOURS of accumulation	80	480	400	1000	720	1600	160
Min number of HOURS of accumulation	24	40	32	240	24	16	24
Average number of HOURS of accumulation	42	213	106	573	139	294	83
< 1 Year Employment (% of firms offering PTO)							
< 40h Hours Provided	58%	55%	49%	60%	62%	52%	67%
< 80h Hours Provided	32%	27%	33%	27%	29%	31%	19%
< 120h Hours Provided	11%	18%	12%	13%	9%	14%	9%
< 160h Hours Provided	0%	0%	6%	0%	0%	2%	0%
< maxh Hours Provided	0%	0%	0%	0%	0%	1%	5%
>1 and <2 Years Employment (% of firms offering PTO)							
< 40h Hours Provided	11%	42%	17%	19%	32%	15%	35%
< 80h Hours Provided	58%	33%	46%	63%	42%	52%	44%
< 120h Hours Provided	32%	25%	27%	19%	23%	29%	19%
< 160h Hours Provided	0%	0%	10%	0%	3%	2%	0%
< maxh Hours Provided	0%	0%	0%	0%	0%	2%	2%
>2 and <5 Years Employment (% of firms offering PTO)							
< 40h Hours Provided	5%	15%	4%	0%	5%	2%	19%
< 80h Hours Provided	42%	54%	46%	71%	55%	35%	51%
< 120h Hours Provided	53%	23%	38%	24%	34%	50%	28%
< 160h Hours Provided	0%	8%	13%	6%	6%	11%	0%
< maxh Hours Provided	0%	0%	0%	0%	0%	2%	2%
>5 and <10 Years Employment (% of firms offering PTO)							
< 40h Hours Provided	5%	8%	4%	0%	4%	2%	14%
< 80h Hours Provided	0%	23%	4%	25%	22%	4%	20%
< 120h Hours Provided	53%	38%	53%	50%	54%	42%	39%
< 160h Hours Provided	42%	31%	29%	13%	15%	47%	23%
< maxh Hours Provided	0%	0%	10%	13%	4%	6%	5%
>10 Years Employment (% of firms offering PTO)							
< 40h Hours Provided	5%	8%	4%	0%	5%	2%	14%
< 80h Hours Provided	0%	8%	4%	0%	15%	2%	7%
< 120h Hours Provided	0%	33%	16%	56%	42%	13%	37%
< 160h Hours Provided	58%	25%	47%	25%	31%	50%	28%
< maxh Hours Provided	37%	25%	29%	19%	8%	34%	14%
% of Firms allowing accumulation (PTO)	26%	33%	42%	56%	33%	47%	56%
Maximum HOURS accumulated	320	1000	400	371	960	1000	1000
Minimum HOURS accumulated	24	40	24	20	8	20	40
Average HOURS accumulated	97	243	102	123	150	164	173
1 week paid vacation after six months	7%	19%	17%	11%	12%	12%	9%
1 week paid vacation after 1 year	40%	25%	23%	22%	31%	27%	37%
2 weeks paid vacation upon hire	3%	19%	13%	22%	7%	7%	9%
2 weeks paid vacation after 2 years	27%	44%	23%	30%	28%	30%	24%
3 weeks paid vacation after 7 years	7%	19%	9%	11%	7%	10%	7%
3 weeks paid vacation after 10 years	13%	19%	12%	30%	17%	12%	3%

** Insufficient data

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	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
2 weeks paid vacation after 1 year	20%	25%	29%	15%	29%	22%	23%
3 weeks paid vacation after 5 years	30%	31%	36%	11%	29%	30%	31%
3 weeks paid vacation after 8 years	7%	0%	5%	7%	2%	4%	4%
Other vacation policies (weeks/years)	33%	19%	39%	41%	39%	49%	37%
Other vacation policy							
Companies with specific vacation period	30%	13%	22%	37%	12%	22%	5%
Companies permitting vacation accumulation	30%	63%	38%	33%	29%	35%	69%
Maximum # of days carried forward	40	34	50	45	48	62	48
Minimum # of days carried forward	5	5	5	5	5	2	5
Average # of days carried forward	17	19	16	33	18	22	20
HOLIDAY POLICIES							
# of Holidays (MAX)	12	11	14	13	11	15	13
# of Holidays (MIN)	6	6	5	6	5	5	6
PAID HOLIDAYS							
New Year's Eve	40%	25%	26%	11%	23%	23%	24%
New Year's Day	93%	100%	97%	96%	95%	97%	93%
Martin Luther King Day	3%	6%	13%	15%	5%	2%	11%
President's Day	20%	0%	31%	7%	4%	2%	20%
Good Friday	43%	19%	35%	33%	18%	20%	4%
Memorial Day	100%	88%	100%	93%	91%	99%	88%
Independence Day	97%	94%	99%	96%	95%	99%	91%
Labor Day	97%	100%	99%	93%	96%	98%	91%
Columbus Day	10%	0%	13%	7%	0%	1%	0%
Thanksgiving Day	100%	100%	99%	100%	96%	99%	95%
Day after Thanksgiving	80%	63%	82%	48%	57%	63%	63%
Christmas Eve	70%	50%	44%	52%	53%	60%	43%
Christmas Day	97%	100%	96%	100%	97%	99%	93%
One Floating Day	57%	25%	38%	30%	15%	33%	17%
BEREAVEMENT PAY							
Leave provided by company	100%	94%	90%	85%	90%	95%	77%
Paid leave provided by company	83%	88%	83%	67%	82%	88%	56%
Max HOURS for immediate family	40	80	72	48	72	160	80
Min HOURS for immediate family	8	8	8	8	3	3	3
Average HOURS for immediate family	23	27	25	25	25	26	30
Max HOURS for other family members	24	24	24	48	24	72	80
Min HOURS for other family	8	8	8	8	4	1	8
Average HOURS for other family	13	13	12	20	13	14	23

INSURANCE BENEFITS

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
HEALTH INSURANCE							
No Health Plan is offered	0%	6%	3%	4%	11%	3%	13%
Company plan is self-funded	23%	19%	10%	15%	16%	27%	15%
An HMO Sponsored Plan is offered	33%	44%	42%	48%	17%	31%	60%
A PPO Sponsored Plan is offered	60%	63%	65%	78%	69%	65%	57%
Plan Deductibility							
<$1,000 per individual	23%	31%	25%	26%	7%	22%	44%
>$1,000 and <$3,000 per individual	57%	50%	48%	44%	38%	53%	37%
>$3,000 per individual	20%	50%	26%	41%	44%	41%	23%

** Insufficient data

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	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
Company offers HSA or HRA high deductible	47%	38%	35%	33%	28%	47%	8%
Max contribution by company per employee	$14,000	$2,500	$14,000	$5,000	$6,500	$11,386	$3,600
Health Plan Cost Sharing							
% of Firms providing 100% EE Coverage	5%	33%	6%	23%	10%	6%	49%
Employee Only							
% of Firms cost sharing	95%	67%	94%	77%	90%	94%	51%
Maximum % covered by Employer	94%	80%	96%	85%	95%	95%	95%
Minimum % covered by Employer	50%	60%	50%	40%	30%	20%	5%
Average % covered by Employer	70%	72%	66%	64%	65%	69%	68%
Average Monthly Premium	$544	$810	$586	$594	$491	$565	$719
Average Monthly Allowance (Fixed Amount) $	$341	$36	$370	$397	$375	$440	$364
Employee + 1							
% of Firms cost sharing	100%	58%	81%	62%	52%	86%	16%
Maximum % covered by Employer	90%	75%	96%	80%	74%	90%	88%
Minimum % covered by Employer	47%	50%	47%	25%	19%	20%	30%
Average % covered by Employer	67%	58%	64%	58%	47%	61%	58%
Average Monthly Premium	$1,066	$1,278	$1,010	$1,145	$959	$1,085	$1,023
Average Monthly Allowance (Fixed Amount) $	$491	$440	$741	$705	$403	$809	$426
Employee + Child							
% of Firms cost sharing	73%	50%	56%	31%	28%	57%	16%
Maximum % covered by Employer	81%	66%	80%	70%	74%	85%	87%
Minimum % covered by Employer	50%	50%	47%	41%	26%	25%	30%
Average % covered by Employer	65%	56%	64%	56%	50%	63%	58%
Average Monthly Premium	$932	$785	$1,000	$1,111	$932	$976	$954
Average Monthly Allowance (Fixed Amount) $	$351	$333	$545	$393	$383	$712	$401
Employee + Family							
% of Firms cost sharing	100%	67%	79%	54%	52%	88%	18%
Maximum % covered by Employer	90%	75%	96%	80%	77%	90%	87%
Minimum % covered by Employer	43%	48%	42%	16%	11%	10%	30%
Average % covered by Employer	66%	58%	64%	48%	47%	61%	57%
Average Monthly Premium	$1,494	$1,480	$1,473	$1,635	$1,392	$1,521	$1,485
Average Monthly Allowance (Fixed Amount) $	$861	$600	$925	$875	$499	$1,032	$477
Above rates include dental coverage	18%	0%	15%	31%	10%	16%	27%
Above rates include vision coverage	32%	8%	35%	38%	10%	18%	33%
DENTAL PLAN COST SHARING							
% of Firms providing 100% EE coverage	19%	0%	18%	57%	21%	7%	48%
Employee Only							
Avg % covered by Employer	62%	43%	62%	81%	67%	60%	79%
Avg Monthly Premium	$35	$29	$40	$45	$30	$34	$34
Employee + 1							
Avg % covered by Employer	58%	38%	61%	48%	41%	55%	66%
Avg Monthly Premium	$83	$63	$76	$57	$57	$71	$68
Employee + Family							
Avg % covered by Employer	57%	42%	58%	55%	40%	56%	56%
Avg Monthly Premium	$103	$98	$98	$92	$93	$99	$104
OTHER INSURANCE BENEFITS							
Group life paid in full or part by employer	77%	56%	58%	67%	62%	80%	53%
Life is available for purchase by employee	40%	56%	38%	44%	50%	50%	35%
Group AD&D coverage is provided	67%	44%	47%	41%	44%	61%	20%
STD paid in full or part by employer	57%	44%	49%	41%	28%	48%	9%

** Insufficient data

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	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
STD may be purchased by employee	43%	50%	36%	44%	45%	44%	28%
LTD paid in full or part by employer	50%	50%	29%	22%	29%	50%	12%
LTD may be purchased by employee	30%	19%	34%	48%	43%	37%	32%

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OTHER BENEFITS & POLICIES

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
SMOKING POLICY							
Companies with smoke free policy	27%	38%	30%	33%	23%	29%	33%
Smoking outside building -- off clock	33%	19%	32%	33%	37%	38%	29%
Smoking outside building -- on clock	33%	25%	25%	19%	29%	24%	15%
Smoking inside -- designated areas	3%	0%	3%	4%	0%	0%	3%
No formal policy	3%	13%	5%	7%	6%	5%	15%
Electronic Cigarettes ARE included in policy	7%	13%	10%	11%	11%	9%	8%
PENSION/PROFIT SHARING PLANS							
Profit sharing plan offered	27%	31%	17%	0%	14%	24%	11%
Companies providing 401(k) plan	90%	75%	81%	70%	75%	84%	64%
% of Firms matching EE contribution	96%	92%	74%	68%	70%	77%	56%
Companies providing Simple IRA	7%	6%	10%	15%	4%	6%	8%
% of Firms matching EE contribution	50%	100%	75%	75%	50%	78%	50%
Defined Benefit Plan provided (Company)	0%	13%	1%	11%	2%	3%	5%
Defined Benefit Plan provided (Union)	0%	0%	1%	0%	0%	3%	1%
No retirement plan offered	3%	13%	4%	11%	11%	4%	12%
WORKFORCE PERFORMANCE INCENTIVES, MISC. POLICIES							
Incentives offered for management personnel	67%	81%	66%	70%	61%	55%	57%
Incentives offered for production personnel	50%	69%	47%	63%	52%	43%	51%
INCENTIVE - PRODUCTION PERSONNEL							
Based on profitability	50%	63%	42%	52%	38%	35%	33%
Based on productivity	20%	13%	16%	22%	13%	12%	21%
Based on sales	0%	6%	4%	15%	8%	9%	12%
Based on other metrics	13%	19%	12%	11%	14%	7%	11%
INCENTIVE - MANAGEMENT PERSONNEL							
Based on profitability	70%	75%	47%	56%	48%	47%	47%
Based on productivity	37%	19%	23%	19%	16%	15%	16%
Based on sales	20%	38%	16%	26%	17%	20%	23%
Based on other metrics	10%	13%	12%	7%	14%	10%	11%
JOB ABSENCE & EMPLOYEE TURNOVER							
Companies tracking job absence	20%	13%	12%	11%	6%	8%	11%
Maximum % reported	7%	1%	10%	5%	10%	10%	20%
Minimum % reported	1%	1%	1%	2%	1%	1%	1%
Average % reported	3%	1%	4%	3%	4%	4%	7%
Companies tracking employee turnover	43%	44%	25%	30%	23%	39%	23%
Maximum % reported	33%	22%	33%	16%	29%	40%	33%
Minimum % reported	1%	1%	1%	1%	1%	1%	1%
Average % reported	13%	10%	11%	9%	9%	13%	12%
MOONLIGHTING POLICY [3]							
Does the company have a formal policy?	30%	38%	34%	41%	49%	50%	43%
Companies with formal policy ---							
Restrict moonlighting with competitors	33%	33%	46%	64%	36%	42%	31%
Requires approval for moonlighting	56%	17%	19%	45%	46%	41%	38%
Permitted (performance is not impaired)	67%	100%	42%	36%	46%	51%	59%
No restrictions	7%	0%	3%	4%	4%	3%	1%

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[3] Percentages are based on the companies which have a policy rather than all participants.

2021 WAGE ADJUSTMENT

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
Projected Wage Increase next 12 months	3%	4%	3%	3%	4%	3%	4%
Companies NOT offering wage adjustments	7%	13%	32%	22%	34%	17%	35%

** Insufficient data

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COVID-19 TOPICS

	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
Portion of company deemed non-essential	0%	0%	10%	4%	6%	6%	8%
Maximum % of work deemed non-essential			100%	100%	100%	100%	100%
Minimum % of work deemed non-essential			50%	100%	90%	3%	50%
Average % of work deemed non-essential			89%	100%	93%	63%	83%
Days closed for being non-essential							
1-5-days	3%	0%	5%	4%	1%	1%	1%
6-14-days	0%	0%	0%	0%	1%	0%	0%
15-30-days	0%	0%	3%	0%	2%	2%	1%
30+days	0%	0%	3%	4%	2%	1%	7%
Work-week/Wage Reductions							
Made reductions to work-week hours	17%	31%	42%	59%	51%	34%	51%
Maximum % work-week reduction	40%	25%	60%	100%	50%	75%	100%
Minimum % work-week reduction	10%	10%	10%	10%	3%	6%	10%
Average % work-week reduction	23%	19%	29%	27%	22%	27%	30%
Applicable to exempt employees only	3%	0%	3%	15%	2%	1%	0%
Applicable to non-exempt employees only	3%	6%	5%	15%	20%	10%	9%
Applicable to all employees	17%	31%	32%	44%	32%	27%	47%
Made reductions to wages	3%	13%	9%	37%	20%	16%	13%
Maximum % wage reduction	20%	20%	60%	25%	25%	40%	50%
Minimum % wage reduction	20%	10%	1%	10%	6%	8%	1%
Average % wage reduction	20%	15%	21%	19%	16%	17%	22%
Applicable to exempt employees only	0%	6%	3%	22%	11%	8%	7%
Applicable to non-exempt employees only	0%	0%	1%	7%	1%	1%	4%
Applicable to all employees	13%	6%	8%	22%	12%	13%	12%
Utilized work-share partial unemployment for the reduced hours	10%	19%	21%	7%	24%	19%	27%
Reduction in Force Periods/Furloughs							
Had reduction-in-force periods or furloughs	27%	25%	49%	41%	41%	47%	37%
Maximum % reduction or furloughed	50%	30%	100%	25%	75%	100%	100%
Minimum % reduction or furloughed	1%	10%	1%	1%	1%	1%	5%
Average % reduction or furloughed	12%	19%	32%	12%	19%	27%	40%
Company paid/shared health benefits to those individuals	20%	13%	44%	30%	20%	39%	28%
Company was able to re-employ those workers	20%	6%	43%	22%	27%	42%	31%
Maximum % pecentage of workers rehired	100%	20%	100%	75%	100%	100%	100%
Minimum % pecentage of workers rehired	1%	20%	1%	3%	1%	1%	3%
Average % pecentage of workers rehired	53%	20%	63%	42%	41%	59%	66%
FFCRA							
Workers took time off under FFCRA	77%	44%	53%	44%	50%	65%	44%
Illness	73%	31%	47%	41%	45%	57%	31%
Childcare	67%	38%	38%	26%	23%	48%	23%
Illness of a family member	53%	25%	29%	37%	27%	46%	27%
COVID Testing							
Had employees test positive for COVID-19	87%	69%	71%	81%	80%	86%	51%
Maximum % tested positive	73%	56%	61%	67%	75%	80%	44%
Minimum % tested positive	73%	56%	61%	67%	75%	80%	44%
Average % tested positive	73%	56%	61%	67%	75%	80%	44%
PPE							
Provided PPE for employees	100%	94%	86%	96%	85%	94%	89%

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	Packaging/Converting	Tag & Label	North East	South East	South Central	North Central	West
Office/Administration							
Masks	100%	94%	86%	96%	85%	93%	88%
Face Shields	33%	19%	27%	19%	22%	31%	23%
Gloves	70%	69%	64%	56%	65%	61%	64%
Production/Operations							
Masks	100%	94%	87%	89%	84%	94%	81%
Face Shields	43%	19%	32%	15%	21%	33%	24%
Gloves	80%	75%	75%	59%	64%	69%	67%
Workplace Changes							
Staggered Office/Administration shifts	33%	44%	44%	44%	31%	35%	29%
Staggered Production/Operations shifts	33%	38%	47%	37%	32%	37%	29%
Modified work areas for social distancing	73%	94%	78%	78%	71%	78%	64%
Modifications to Benefits							
HealthCare							
Modified	0%	0%	1%	0%	1%	1%	3%
Eliminated	0%	0%	0%	4%	0%	0%	0%
Suspended	0%	0%	0%	0%	0%	0%	1%
Profit-Sharing							
Modified	0%	0%	1%	0%	1%	1%	0%
Eliminated	0%	0%	1%	0%	0%	1%	1%
Suspended	0%	0%	1%	0%	2%	2%	1%
401K							
Modified	3%	0%	0%	0%	2%	3%	1%
Eliminated	0%	0%	0%	0%	2%	2%	1%
Suspended	0%	0%	1%	11%	5%	1%	4%
Child Care							
Modified	0%	0%	0%	0%	2%	1%	0%
Eliminated	0%	0%	0%	0%	0%	0%	0%
Suspended	0%	0%	0%	0%	0%	1%	0%
SBA Loans							
Eligible for the EID or PPP loans through the SBA	60%	88%	79%	81%	85%	81%	81%
% applied	53%	75%	78%	81%	81%	78%	75%
% received funds in 1st stimulus	53%	69%	75%	81%	78%	73%	72%
% received funds in 2nd stimulus	30%	38%	48%	52%	54%	49%	57%

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Policies and Benefits by Company Size

	All Participants	<25	>25 and <=75	>75 and <=150	150+
Average Employee Count	79	13	45	106	310
Average Sales Volume	$17M	$2M	$11M	$23M	$63M
Is workforce union represented (# of firms)	7%	7%	7%	7%	8%

POLICIES & PRACTICES

	All Participants	<25	>25 and <=75	>75 and <=150	150+
Company has a written handbook	89%	83%	89%	96%	90%
There is a written "Drug Free" policy	74%	55%	74%	93%	92%
Company conducts drug testing	59%	31%	62%	85%	83%
Tests for drugs - new employee	49%	20%	50%	75%	79%
Tests for drugs - accident	47%	24%	54%	74%	58%
Tests for drugs - at random	13%	5%	14%	23%	17%
Tests for drugs - for cause	42%	17%	46%	62%	63%
Company does NOT test for drugs	28%	56%	23%	8%	4%
Company has written job descriptions	67%	62%	60%	82%	83%

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SHIFT & OVERTIME PAY

	All Participants	<25	>25 and <=75	>75 and <=150	150+
SHIFT DIFFERENTIALS					
Companies with 1 production shift(s)	42%	86%	31%	11%	4%
Companies with 2 production shift(s)	32%	8%	55%	42%	21%
Companies with 3+ production shift(s)	23%	4%	11%	45%	69%
Predominant work week (3 days)	2%	1%	0%	3%	8%
Predominant work week (4 days)	4%	4%	4%	8%	4%
Predominant work week (5 days)	90%	92%	93%	88%	83%
Shift Differential Premiums					
2nd Shift					
Max 2nd Shift $$	$3.00	$2.00	$3.00	$2.00	$1.50
Min 2nd Shift $$	$0.20	$0.25	$0.25	$0.25	$0.20
Average 2nd Shift $$	$0.82	$0.95	$0.99	$0.73	$0.67
Max 2nd Shift %	30.0%	30.0%	25.0%	10.0%	30.0%
Min 2nd Shift %	4.0%	4.0%	5.0%	6.0%	4.0%
Average 2nd Shift %	9.7%	11.8%	9.2%	9.0%	11.1%
3rd Shift					
Max 3rd Shift $$	$3.00		$2.00	$3.00	$2.00
Min 3rd Shift $$	$0.25		$0.38	$0.25	$0.40
Average 3rd Shift $$	$0.99		$1.11	$0.92	$0.99
Max 3rd Shift %	30.0%	30.0%	15.0%	20.0%	25.0%
Min 3rd Shift %	1.9%	10.0%	1.9%	6.0%	7.0%
Average 3rd Shift %	11.9%	20.0%	8.1%	13.4%	14.8%
OVERTIME POLICIES					
O.T. paid after 40 hours "earned"	26%	17%	31%	30%	37%
O.T. paid after 40 hours "worked"	70%	77%	66%	68%	63%
O.T. paid upon shift completion	4%	3%	6%	4%	2%
Double time after 4 hour of OT (shift)	7%	10%	5%	4%	2%
Saturday O.T. - paid Time & 1/2	65%	63%	71%	67%	52%
Saturday O.T. - paid Double-time	1%	2%	0%	0%	0%
Sunday O. T. - paid Time & 1/2	48%	49%	47%	52%	38%
Sunday O. T. - paid Double-time	15%	11%	19%	16%	15%
Holiday O.T. - paid Time & 1/2	35%	34%	34%	40%	35%
Holiday O.T. - paid Double-time	24%	19%	26%	27%	21%

HOLIDAY, VACATION & PTO POLICIES

	All Participants	<25	>25 and <=75	>75 and <=150	150+
LEAVE OF ABSENCE					
Companies with paid time for voting	29%	34%	26%	27%	25%
Companies paying for jury duty	66%	57%	61%	78%	75%
Companies offering PAID parental leave	9%	9%	6%	10%	12%
Max Days Paid	120	120	30	60	60
Min Days Paid	1	2	1	3	3
Average Days Paid	24	27	9	26	28
Companies with written sick/leave/PTO policy	84%	79%	86%	84%	87%
ELIGIBILITY POLICIES (SICK DAYS/VACATION/PTO)					
Anniversary date of hire	51%	48%	51%	60%	48%
By Calendar Year	44%	48%	39%	47%	38%

** Insufficient data

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	All Participants	<25	>25 and <=75	>75 and <=150	150+
Earn days based on length of service	58%	54%	56%	64%	67%
SICK DAY POLICIES					
Companies offering sick day policy	44%	47%	48%	36%	35%
Max HOURS provided in 1 year	1040	208	180	240	1040
Min HOURS provided in 1 year	4	8	4	6	5
Average HOURS provided in 1 year	50	43	49	43	99
Companies allowing accumulation	39%	30%	46%	38%	44%
Max number of HOURS of accumulation	1600	1600	400	1440	480
Min number of HOURS of accumulation	16	20	16	16	24
Average number of HOURS of accumulation	192	308	130	227	237
< 1 Year Employment (% of firms offering PTO)					
< 40h Hours Provided	56%	61%	64%	48%	38%
< 80h Hours Provided	29%	19%	30%	38%	41%
< 120h Hours Provided	12%	15%	5%	13%	17%
< 160h Hours Provided	2%	3%	0%	2%	3%
< maxh Hours Provided	1%	1%	1%	0%	0%
>1 and <2 Years Employment (% of firms offering PTO)					
< 40h Hours Provided	23%	30%	20%	23%	18%
< 80h Hours Provided	48%	44%	54%	43%	47%
< 120h Hours Provided	25%	21%	23%	32%	29%
< 160h Hours Provided	3%	4%	1%	2%	6%
< maxh Hours Provided	1%	1%	1%	0%	0%
>2 and <5 Years Employment (% of firms offering PTO)					
< 40h Hours Provided	6%	9%	4%	8%	0%
< 80h Hours Provided	46%	46%	50%	44%	44%
< 120h Hours Provided	39%	35%	41%	42%	41%
< 160h Hours Provided	8%	10%	3%	6%	15%
< maxh Hours Provided	1%	1%	1%	0%	0%
>5 and <10 Years Employment (% of firms offering PTO)					
< 40h Hours Provided	5%	8%	4%	6%	0%
< 80h Hours Provided	12%	23%	10%	6%	3%
< 120h Hours Provided	47%	38%	52%	52%	49%
< 160h Hours Provided	30%	24%	30%	35%	37%
< maxh Hours Provided	6%	9%	3%	2%	11%
>10 Years Employment (% of firms offering PTO)					
< 40h Hours Provided	5%	8%	4%	6%	0%
< 80h Hours Provided	6%	13%	5%	4%	0%
< 120h Hours Provided	26%	26%	33%	16%	21%
< 160h Hours Provided	40%	33%	35%	58%	45%
< maxh Hours Provided	23%	20%	22%	16%	33%
% of Firms allowing accumulation (PTO)	44%	39%	38%	53%	47%
Maximum HOURS accumulated	1000	1000	400	1000	1000
Minimum HOURS accumulated	8	20	8	24	20
Average HOURS accumulated	149	169	119	143	188
1 week paid vacation after six months	12%	13%	16%	10%	6%
1 week paid vacation after 1 year	29%	33%	32%	21%	17%
2 weeks paid vacation upon hire	10%	10%	10%	8%	12%
2 weeks paid vacation after 2 years	27%	26%	33%	21%	21%
3 weeks paid vacation after 7 years	8%	8%	9%	7%	10%
3 weeks paid vacation after 10 years	13%	12%	14%	10%	15%

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	All Participants	<25	>25 and <=75	>75 and <=150	150+
2 weeks paid vacation after 1 year	25%	29%	24%	22%	19%
3 weeks paid vacation after 5 years	30%	22%	39%	26%	31%
3 weeks paid vacation after 8 years	4%	5%	3%	4%	6%
Other vacation policies (weeks/years)	42%	38%	39%	55%	40%
Other vacation policy					
Companies with specific vacation period	18%	15%	14%	23%	29%
Companies permitting vacation accumulation	40%	39%	39%	41%	40%
Maximum # of days carried forward	62	48	62	40	40
Minimum # of days carried forward	2	2	3	5	5
Average # of days carried forward	20	19	22	21	17
HOLIDAY POLICIES					
# of Holidays (MAX)	15	14	11	12	15
# of Holidays (MIN)	5	5	5	6	6
PAID HOLIDAYS					
New Year's Eve	23%	20%	19%	25%	31%
New Year's Day	96%	95%	96%	97%	98%
Martin Luther King Day	7%	11%	6%	1%	8%
President's Day	11%	11%	9%	12%	12%
Good Friday	20%	21%	18%	22%	23%
Memorial Day	95%	92%	95%	99%	94%
Independence Day	97%	95%	95%	99%	98%
Labor Day	96%	94%	97%	99%	98%
Columbus Day	3%	5%	1%	1%	4%
Thanksgiving Day	97%	96%	98%	99%	96%
Day after Thanksgiving	64%	62%	63%	64%	63%
Christmas Eve	52%	49%	46%	62%	56%
Christmas Day	97%	95%	98%	99%	98%
One Floating Day	27%	21%	29%	26%	40%
BEREAVEMENT PAY					
Leave provided by company	89%	80%	91%	99%	96%
Paid leave provided by company	79%	62%	84%	88%	92%
Max HOURS for immediate family	160	72	72	80	160
Min HOURS for immediate family	3	3	3	3	3
Average HOURS for immediate family	26	25	25	25	30
Max HOURS for other family members	80	72	72	80	72
Min HOURS for other family	1	4	8	8	1
Average HOURS for other family	15	15	15	14	15

INSURANCE BENEFITS

	All Participants	<25	>25 and <=75	>75 and <=150	150+
HEALTH INSURANCE					
No Health Plan is offered	7%	15%	4%	1%	0%
Company plan is self-funded	18%	10%	14%	29%	40%
An HMO Sponsored Plan is offered	36%	41%	39%	26%	25%
A PPO Sponsored Plan is offered	66%	54%	69%	73%	79%
Plan Deductibility					
<$1,000 per individual	23%	21%	19%	25%	33%
>$1,000 and <$3,000 per individual	45%	32%	48%	56%	65%
>$3,000 per individual	36%	29%	43%	41%	35%

** Insufficient data

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	All Participants	<25	>25 and <=75	>75 and <=150	150+
Company offers HSA or HRA high deductible	33%	21%	29%	44%	54%
Max contribution by company per employee	$14,000	$14,000	$11,386	$6,158	$3,000
Health Plan Cost Sharing					
% of Firms providing 100% EE Coverage	15%	30%	8%	5%	5%
Employee Only					
% of Firms cost sharing	85%	70%	92%	95%	95%
Maximum % covered by Employer	96%	96%	93%	95%	88%
Minimum % covered by Employer	5%	5%	20%	24%	30%
Average % covered by Employer	67%	65%	65%	69%	70%
Average Monthly Premium	$573	$743	$522	$521	$532
Average Monthly Allowance (Fixed Amount) $	$392	$515	$370	$360	$364
Employee + 1					
% of Firms cost sharing	65%	39%	72%	82%	87%
Maximum % covered by Employer	96%	96%	90%	82%	90%
Minimum % covered by Employer	19%	20%	25%	19%	20%
Average % covered by Employer	59%	57%	57%	59%	60%
Average Monthly Premium	$1,038	$1,004	$1,032	$1,058	$1,096
Average Monthly Allowance (Fixed Amount) $	$615	$757	$598	$484	$772
Employee + Child					
% of Firms cost sharing	43%	19%	49%	57%	68%
Maximum % covered by Employer	87%	80%	87%	82%	80%
Minimum % covered by Employer	25%	33%	25%	28%	30%
Average % covered by Employer	61%	56%	61%	62%	59%
Average Monthly Premium	$975	$900	$951	$1,045	$992
Average Monthly Allowance (Fixed Amount) $	$528	$697	$522	$410	$615
Employee + Family					
% of Firms cost sharing	66%	38%	71%	84%	97%
Maximum % covered by Employer	96%	96%	90%	89%	88%
Minimum % covered by Employer	10%	16%	18%	11%	10%
Average % covered by Employer	58%	56%	57%	58%	58%
Average Monthly Premium	$1,484	$1,494	$1,432	$1,575	$1,511
Average Monthly Allowance (Fixed Amount) $	$772	$1,008	$698	$664	$1,034
Above rates include dental coverage	17%	22%	15%	11%	13%
Above rates include vision coverage	23%	31%	17%	20%	21%
DENTAL PLAN COST SHARING					
% of Firms providing 100% EE coverage	21%	42%	13%	13%	9%
Employee Only					
Avg % covered by Employer	66%	75%	64%	63%	58%
Avg Monthly Premium	$35	$46	$31	$32	$31
Employee + 1					
Avg % covered by Employer	55%	60%	53%	53%	54%
Avg Monthly Premium	$66	$59	$67	$68	$71
Employee + Family					
Avg % covered by Employer	54%	56%	52%	54%	55%
Avg Monthly Premium	$97	$93	$94	$103	$98
OTHER INSURANCE BENEFITS					
Group life paid in full or part by employer	66%	44%	69%	85%	88%
Life is available for purchase by employee	45%	32%	46%	63%	54%
Group AD&D coverage is provided	46%	24%	48%	67%	63%
STD paid in full or part by employer	36%	23%	34%	52%	54%

** Insufficient data

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	All Participants	<25	>25 and <=75	>75 and <=150	150+
STD may be purchased by employee	40%	32%	44%	44%	46%
LTD paid in full or part by employer	33%	17%	31%	45%	54%
LTD may be purchased by employee	38%	31%	41%	47%	44%

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OTHER BENEFITS & POLICIES

	All Participants	<25	>25 and <=75	>75 and <=150	150+
SMOKING POLICY					
Companies with smoke free policy	29%	34%	26%	26%	25%
Smoking outside building -- off clock	35%	26%	40%	37%	40%
Smoking outside building -- on clock	24%	22%	24%	29%	25%
Smoking inside -- designated areas	1%	0%	1%	4%	0%
No formal policy	7%	16%	4%	1%	4%
Electronic Cigarettes ARE included in policy	10%	4%	9%	18%	17%
PENSION/PROFIT SHARING PLANS					
Profit sharing plan offered	16%	15%	14%	16%	27%
Companies providing 401(k) plan	77%	50%	85%	97%	92%
% of Firms matching EE contribution	72%	68%	66%	82%	83%
Companies providing Simple IRA	7%	14%	6%	5%	0%
% of Firms matching EE contribution	68%	72%	75%	50%	
Defined Benefit Plan provided (Company)	3%	3%	1%	4%	6%
Defined Benefit Plan provided (Union)	1%	2%	1%	1%	0%
No retirement plan offered	7%	17%	5%	3%	0%
WORKFORCE PERFORMANCE INCENTIVES, MISC. POLICIES					
Incentives offered for management personnel	60%	59%	55%	67%	63%
Incentives offered for production personnel	48%	52%	46%	47%	48%
INCENTIVE - PRODUCTION PERSONNEL					
Based on profitability	38%	44%	34%	34%	38%
Based on productivity	15%	14%	15%	14%	21%
Based on sales	9%	8%	6%	14%	10%
Based on other metrics	10%	8%	11%	15%	8%
INCENTIVE - MANAGEMENT PERSONNEL					
Based on profitability	48%	46%	43%	55%	54%
Based on productivity	17%	16%	14%	21%	23%
Based on sales	19%	14%	19%	26%	23%
Based on other metrics	11%	6%	12%	16%	13%
JOB ABSENCE & EMPLOYEE TURNOVER					
Companies tracking job absence	9%	9%	9%	8%	10%
Maximum % reported	20%	10%	20%	10%	10%
Minimum % reported	1%	1%	1%	1%	1%
Average % reported	4%	4%	6%	3%	5%
Companies tracking employee turnover	29%	21%	24%	47%	35%
Maximum % reported	40%	30%	36%	40%	40%
Minimum % reported	1%	1%	1%	1%	2%
Average % reported	12%	9%	9%	15%	16%
MOONLIGHTING POLICY [4]					
Does the company have a formal policy?	45%	41%	54%	48%	35%
Companies with formal policy ---					
Restrict moonlighting with competitors	41%	31%	46%	43%	39%
Requires approval for moonlighting	39%	43%	34%	51%	22%
Permitted (performance is not impaired)	49%	46%	43%	46%	67%
No restrictions	3%	5%	1%	4%	0%

[4] Percentages are based on the companies which have a policy rather than all participants.

** Insufficient data

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2021 WAGE ADJUSTMENT

	All Participants	<25	>25 and <=75	>75 and <=150	150+
Projected Wage Increase next 12 months	3%	4%	3%	3%	3%
Companies NOT offering wage adjustments	27%	41%	27%	15%	12%

** Insufficient data

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COVID-19 TOPICS

	All Participants	<25	>25 and <=75	>75 and <=150	150+
Portion of company deemed non-essential	7%	7%	7%	7%	8%
Maximum % of work deemed non-essential	100%	100%	100%	100%	90%
Minimum % of work deemed non-essential	3%	90%	70%	3%	40%
Average % of work deemed non-essential	82%	96%	93%	63%	65%
Days closed for being non-essential					
1-5-days	2%	2%	2%	1%	0%
6-14-days	0%	1%	0%	0%	0%
15-30-days	2%	2%	1%	0%	4%
30+days	3%	3%	3%	1%	4%
Work-week/Wage Reductions					
Made reductions to work-week hours	44%	53%	41%	44%	35%
Maximum % work-week reduction	100%	70%	100%	75%	100%
Minimum % work-week reduction	3%	6%	10%	6%	10%
Average % work-week reduction	27%	28%	26%	24%	25%
Applicable to exempt employees only	2%	1%	1%	5%	6%
Applicable to non-exempt employees only	12%	11%	10%	16%	12%
Applicable to all employees	34%	42%	38%	30%	15%
Made reductions to wages	17%	5%	22%	25%	19%
Maximum % wage reduction	60%	50%	60%	40%	25%
Minimum % wage reduction	1%	10%	1%	7%	10%
Average % wage reduction	18%	27%	17%	16%	16%
Applicable to exempt employees only	8%	2%	13%	11%	12%
Applicable to non-exempt employees only	2%	2%	2%	0%	2%
Applicable to all employees	12%	11%	13%	18%	8%
Utilized work-share partial unemployment for the reduced hours	21%	18%	19%	29%	19%
Reduction in Force Periods/Furloughs					
Had reduction-in-force periods or furloughs	44%	29%	51%	58%	44%
Maximum % reduction or furloughed	100%	100%	100%	70%	26%
Minimum % reduction or furloughed	1%	1%	1%	1%	1%
Average % reduction or furloughed	27%	42%	29%	17%	12%
Company paid/shared health benefits to those individuals	33%	27%	40%	32%	31%
Company was able to re-employ those workers	35%	25%	42%	41%	31%
Maximum % pecentage of workers rehired	100%	100%	100%	100%	100%
Minimum % pecentage of workers rehired	1%	5%	1%	1%	1%
Average % pecentage of workers rehired	57%	75%	61%	45%	26%
FFCRA					
Workers took time off under FFCRA	55%	25%	56%	89%	75%
Illness	47%	17%	45%	85%	71%
Childcare	34%	11%	30%	66%	60%
Illness of a family member	34%	11%	29%	62%	71%
COVID Testing					
Had employees test positive for COVID-19	75%	46%	84%	99%	92%
Maximum % tested positive	68%	45%	76%	86%	77%
Minimum % tested positive	68%	45%	76%	86%	77%
Average % tested positive	68%	45%	76%	86%	77%
PPE					
Provided PPE for employees	90%	86%	89%	97%	90%
Office/Administration					

** Insufficient data

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	All Participants	<25	>25 and <=75	>75 and <=150	150+
Masks	89%	84%	89%	97%	92%
Face Shields	26%	16%	20%	41%	38%
Gloves	63%	59%	66%	66%	63%
Production/Operations					
Masks	88%	81%	88%	97%	92%
Face Shields	28%	17%	19%	45%	42%
Gloves	68%	61%	69%	78%	73%
Workplace Changes					
Staggered Office/Administration shifts	35%	30%	30%	51%	46%
Staggered Production/Operations shifts	36%	30%	28%	52%	44%
Modified work areas for social distancing	74%	66%	69%	90%	85%
Modifications to Benefits					
HealthCare					
Modified	1%	1%	1%	1%	2%
Eliminated	0%	1%	0%	0%	0%
Suspended	0%	1%	0%	0%	0%
Profit-Sharing					
Modified	1%	0%	1%	0%	2%
Eliminated	1%	2%	0%	0%	0%
Suspended	2%	4%	1%	0%	2%
401K					
Modified	2%	0%	2%	4%	2%
Eliminated	1%	2%	1%	1%	4%
Suspended	3%	2%	4%	3%	8%
Child Care					
Modified	1%	0%	1%	1%	2%
Eliminated	0%	0%	0%	0%	0%
Suspended	0%	1%	0%	0%	0%
SBA Loans					
Eligible for the EID or PPP loans through the SBA	82%	90%	85%	84%	58%
% applied	78%	85%	82%	79%	58%
% received funds in 1st stimulus	75%	83%	78%	77%	52%
% received funds in 2nd stimulus	52%	71%	51%	44%	21%

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2021 WAGE + BENEFITS REPORT