

This is a sample report...

...to assist you in evaluating the *2006 Greater Augusta Regional Compensation Survey* report.

This sample report contains data for only one position – Receptionist

The complete report contains the following sections:

- Executive Summary
- How to Read the Report
- Participant List
- Survey Methodology (including Data Definitions)
- About Survey Sponsors
- Data for **55 different positions**

To purchase the complete report, please contact HR Diversified Solutions, LLC:

- Phone: (434) 975 5415
- Email: cfover@hrdiversifiedsolutions.com

Receptionist

Job Code: OF1300017

Greets vendors, customers, job applicants and other visitors, and arranges for transportation services, when needed. May operate a switchboard to route incoming calls and place outgoing calls. Requires a high school diploma or its equivalent with 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
All Organizations	17	22	19.7	22.3	26.2	22.1	22.9	3	4						17	22	19.7	22.3	26.2	22.2	23.1
Ownership Type	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Private	7	10	14.6	20.8	26.4	20.4	22.0	1	1						7	10	14.6	20.8	26.4	20.5	22.2
Number of Employees (FTEs)	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
< =225	12	17	17.9	21.2	24.6	20.5	21.0	1	2						12	17	17.9	21.4	24.6	20.5	21.1
>225	5	5	21.8	26.1	33.8	27.5	27.5	2	2						5	5	22.3	26.1	34.2	27.8	27.8
Revenue	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
>= \$6M	7	11	14.6	21.0	23.4	20.3	21.7	3	4						7	11	14.6	21.5	23.4	20.5	22.0
Industry	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Health Care and Social Assistance	6	8	16.9	24.2	26.3	20.3	22.2	0	0						6	8	16.9	24.2	26.3	20.3	22.2

Receptionist

Job Code: OF13000017

Job Characteristics

Job Match	
Greater Responsibility	23.5%
Equal Responsibility	64.7%
Less Responsibility	11.8%

FLSA Status	
Exempt	0.0%
Non-Exempt	100.0%

Average Weekly Hours Worked			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
40.0	40.0	40.0	37.9

Pay Type	
Salaried	29.4%
Hourly	70.6%

Average Target Bonus (As a Percentage of Base Pay)			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
-	-	-	-