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TOTAL COMPENSATION 2003 - 2004 ***MEDIANS***

	2003	2004	2004 Base	'03 - '04 % Change
<u>NET Management</u>	95,000	104,000	75	9.5
President/CEO	80,000	95,000	17	18.8
Owner/Director	80,000	95,000	17	18.8
Executive/Senior V.P.	126,250	172,500	4	36.6
V.P. General Manager	114,000	127,250	14	11.6
V.P. Finance/Controller	122,500	125,000	10	2.0
V.P. Production/Operations	102,500	121,000	6	18.0
Other	56,350	70,000	7	24.2
<u>NET Sales/Marketing</u>	60,000	65,000	411	8.3
V.P. Sales/Marketing	138,000	140,000	22	1.4
Publisher	85,000	127,200	9	49.6
Associate Publisher	90,300	91,000	7	0.8
Sales Director/Manager	78,899	89,997	59	14.1
Marketing Director/Manager	56,000	62,000	89	10.7
Promotion Director/Manager	52,000	60,000	7	15.4
Advertising Director/Manager	87,250	90,000	4	3.2
Sales Rep/Account Manager	60,000	65,000	109	8.3
Marketing Assistant	32,000	33,750	18	5.5
Publicity Manager/Director	63,000	65,000	41	3.2
Publicist/Event Coordinator	37,650	41,200	24	9.4
Other	42,500	45,000	22	5.9
<u>NET Editorial</u>	50,000	55,000	275	10.0
Editorial Director/Editor in Chief	90,000	101,000	48	12.2
Senior/Executive Editor	76,000	82,700	48	8.8
Managing Editor	52,000	54,500	26	4.8
Editor	44,000	47,750	50	8.5

TOTAL COMPENSATION 2003 - 2004 ***MEDIANS***

	2003	2004	2004 Base	'03 - '04 % Change
Associate Editor	34,000	37,500	38	10.3
Product Dev. Editor/Acquisitions Editor	47,000	51,025	36	8.6
Copy Editor/Proofreader	33,500	34,000	7	1.5
Editorial Assistant	29,350	29,924	14	2.0
Other	55,000	60,750	8	10.5
<u>NET Operations</u>	45,600	54,000	77	18.4
Production Manager/Director	44,250	52,500	44	18.6
Distribution Manager/Fulfillment Director	45,000	45,000	5	0
Accounting/Credit Manager	55,000	75,000	5	36.4
Art Director	52,000	54,125	12	4.1
Other	39,875	50,000	11	25.4
<u>NET Rights</u>	55,000	58,753	27	6.8
Sub Rights Director/Manager	70,000	67,000	17	-4.3
Licensing Director/Manager	47,000	49,500	5	5.3
International Rights Director/Manager	66,000	75,377	4	14.2
Other	-	36,000	1	-

2004 TOTAL COMPENSATION - BY GENDER

	TOTAL	Male	Female	Male vs. Female % Diff
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<u>MANAGEMENT</u>				
President/CEO	95,000	120,000	50,000	140.0
Owner/Director	95,000	75,000	100,000	-25.0
Exec/Senior VP	172,500	175,000	132,500	32.1
VP General Manager	127,250	147,250	89,250	65.0
VP Finance/Controller	125,000	147,000	100,000	47.0
VP Production Operations	121,000	151,000	101,250	49.1
Other	70,000	-	70,000	-
<u>SALES/MARKETING</u>				
V.P. Sales/Marketing	140,000	140,000	147,500	-5.1
Publisher	127,200	80,000	168,000	-52.4
Associate Publisher	91,000	91,000	95,000	-4.2
Sales Director/Manager	89,997	96,500	85,000	13.5
Marketing Director/Manager	62,000	73,477	58,000	26.7
Promotion Director/Manager	60,000	48,000	61,500	-22.0
Advertising Director/Manager	90,000	-	90,000	-
Sales Rep/Account Manager	65,000	65,000	64,500	0.8
Marketing Assistant	33,750	37,500	33,750	11.1
Publicity Director/Manager	65,000	80,000	60,700	31.8
Publicist/Event Coordinator	41,200	35,000	42,000	-16.7
Other	45,000	45,000	45,000	0
<u>EDITORIAL</u>				
Editorial Director/Editor in Chief	101,000	107,500	101,000	6.4
Senior/Executive Editor	82,700	81,500	83,000	-1.8
Managing Editor	54,500	58,500	54,000	8.3

2004 TOTAL COMPENSATION - BY GENDER

	TOTAL	Male	Female	Male vs. Female % Diff
Editor	47,750	46,000	49,000	-6.1
Associate Editor	37,500	34,200	38,000	-10.0
Product Development Editor/ Acquisitions Editor	51,025	49,125	55,000	-10.7
Copy Editor/Proofreader	34,000	41,250	34,000	21.3
Editorial Assistant	29,924	29,000	32,400	-10.5
Other	60,750	75,000	50,000	50.0
<u>OPERATIONS</u>				
Production Manager/Director	52,500	59,050	46,725	26.4
Distribution Manager/Fulfillment Director	45,000	40,750	70,000	-41.8
Accounting/Credit Manager	75,000	78,500	75,000	4.7
Art Director	54,125	47,750	55,375	-13.8
Other	50,000	53,250	43,500	22.4
<u>RIGHTS</u>				
Sub Rights Director/Manager	67,000	73,500	66,000	11.4
Licensing Director/Manager	49,500	64,000	42,000	52.4
International Rights Director/Manager	75,377	92,000	58,753	56.6
Other	36,000	-	36,000	-

2004 TOTAL COMPENSATION BY NUMBER OF EMPLOYEES

	< 50	50-249	250-999	1,000+
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<u>MANAGEMENT</u>				
President/CEO	72,500	165,000	-	-
Owner/Director	76,000	200,000	-	120,000
Exec/Senior VP	-	153,750	230,500	-
VP General Manager	70,400	175,000	91,200	154,250
VP Finance/Controller	145,825	100,000	135,000	131,000
VP Production Operations	132,000	101,250	170,000	154,000
Other	-	91,000	60,000	104,000
<u>SALES/MARKETING</u>				
V.P. Sales/Marketing	110,000	144,000	135,000	182,500
Publisher	80,000	180,000	127,200	126,750
Associate Publisher	88,000	149,000	91,000	-
Sales Director/Manager	66,000	69,550	100,000	112,000
Marketing Director/Manager	51,750	67,500	88,000	62,458
Promotion Director/Manager	95,000	99,000	49,000	63,000
Advertising Director/Manager	-	-	87,000	93,000
Sales Rep/Account Manager	36,250	55,000	70,000	69,000
Marketing Assistant	30,850	34,500	30,000	40,000
Publicity Director/Manager	47,650	58,200	81,000	79,000
Publicist/Event Coordinator	34,500	42,400	41,900	45,750
Other	43,500	45,000	42,250	65,168
<u>EDITORIAL</u>				
Editorial Director/Editor in Chief	85,500	91,500	115,000	127,500
Senior/Executive Editor	59,000	83,050	93,000	84,000
Managing Editor	48,000	47,500	70,500	66,624

2004 TOTAL COMPENSATION BY NUMBER OF EMPLOYEES

	< 50	50-249	250-999	1,000+
Editor	40,000	47,000	30,150	54,500
Associate Editor	36,870	36,500	36,500	38,000
Product Development Editor/ Acquisitions Editor	43,000	55,000	51,250	59,777
Copy Editor/Proofreader	28,300	25,000	43,250	39,750
Editorial Assistant	50,000	31,500	29,250	32,474
Other	43,000	52,100	100,000	76,750
<u>OPERATIONS</u>				
Production Manager/Director	38,200	48,850	55,000	65,650
Distribution Manager/Fulfillment Director	39,500	140,000	70,000	43,500
Accounting/Credit Manager	29,500	93,000	87,500	57,000
Art Director	45,000	67,000	-	54,000
Other	-	25,000	42,375	56,750
<u>RIGHTS</u>				
Sub Rights Director/Manager	77,000	81,325	69,500	67,000
Licensing Director/Manager	-	38,000	64,000	45,750
International Rights Director/Manager	82,000	58,753	92,000	-
Other	-	36,000	-	-

2004 TOTAL COMPENSATION BY COMPANY SALES/REVENUES

	UNDER \$10 MIL	\$10 - \$99.9 MIL	\$100 - \$499.9 MIL	\$500 MIL +
<u>MANAGEMENT</u>				
President/CEO	80,000	270,000	-	-
Owner/Director	85,500	-	120,000	-
Exec/Senior VP	-	175,000	170,000	-
VP General Manager	70,400	65,000	157,500	154,250
VP Finance/Controller	63,225	140,000	135,000	147,000
VP Production Operations	132,000	101,250	140,000	198,000
Other	-	65,500	60,000	87,000
<u>SALES/MARKETING</u>				
V.P. Sales/Marketing	110,000	130,000	138,000	240,000
Publisher	78,750	-	126,750	180,000
Associate Publisher	88,000	179,500	63,750	-
Sales Director/Manager	55,000	80,000	109,250	108,000
Marketing Director/Manager	52,500	63,000	80,600	64,000
Promotion Director/Manager	-	77,500	48,500	61,500
Advertising Director/Manager	-	50,000	93,000	-
Sales Rep/Account Manager	35,500	55,000	68,500	75,000
Marketing Assistant	31,750	34,000	38,300	37,000
Publicity Director/Manager	52,000	62,400	85,000	87,000
Publicist/Event Coordinator	34,500	44,000	38,500	42,125
Other	43,500	47,500	42,000	71,000
<u>EDITORIAL</u>				
Editorial Director/Editor in Chief	70,000	96,000	177,500	152,500
Senior/Executive Editor	63,000	70,000	76,125	96,000

2004 TOTAL COMPENSATION BY COMPANY SALES/REVENUES

	UNDER \$10 MIL	\$10 - \$99.9 MIL	\$100 - \$499.9 MIL	\$500 MIL +
Managing Editor	50,000	52,500	62,000	70,000
Editor	40,000	47,750	45,000	54,000
Associate Editor	34,800	37,635	36,750	42,000
Product Development Editor/ Acquisitions Editor	46,900	53,125	48,900	59,777
Copy Editor/Proofreader	24,150	30,000	45,000	34,500
Editorial Assistant	29,000	29,924	27,500	35,100
Other	43,000	71,500	-	100,000
<u>OPERATIONS</u>				
Production Manager/Director	38,700	53,000	53,375	84,000
Distribution Manager/Fulfillment Director	39,500	140,000	45,000	-
Accounting/Credit Manager	29,500	-	96,500	66,000
Art Director	54,250	76,000	39,250	82,500
Other	27,500	41,250	57,000	53,250
<u>RIGHTS</u>				
Sub Rights Director/Manager	77,000	81,325	56,100	67,000
Licensing Director/Manager	-	57,000	49,500	42,000
International Rights Director/Manager	82,000	92,000	58,753	-
Other	-	36,000	-	-

2004 TOTAL COMPENSATION BY REGION

	Mid Atlantic	Midwest	New England	West (NET)	South (NET)	Pacific	South Atlantic	South Central	Mountain
<u>MANAGEMENT</u>									
President/CEO	218,250	72,500	40,537	165,000	92,500	165,000	92,500	-	135,000
Owner/Director	100,000	75,000	112,500	63,000	95,000	51,000	127,600	95,000	100,000
Exec/Senior VP	170,000	-	175,000	-	-	-	-	-	-
VP General Manager	148,500	-	135,000	102,450	69,937	102,450	-	69,937	-
VP Finance/Controller	141,000	-	-	100,000	-	100,000	-	-	-
VP Production Operations	110,000	198,000	140,000	92,500	132,000	92,500	132,000	-	-
Other	60,000	55,000	-	97,500	-	97,500	-	-	-
<u>SALES/MARKETING</u>									
V.P. Sales/Marketing	152,500	142,000	109,000	130,000	130,000	130,000	115,000	195,000	-
Publisher	166,000	40,000	-	83,500	-	-	-	-	83,500
Associate Publisher	92,750	91,000	160,000	-	64,500	-	64,500	-	-
Sales Director/Manager	100,000	101,500	88,440	73,000	55,000	71,000	48,000	91,500	115,000
Marketing Director/Manager	64,000	54,000	60,500	60,000	82,000	60,000	82,000	-	60,000
Promotion Director/Manager	63,000	54,500	-	-	-	-	-	-	-
Advertising Director/Manager	90,000	-	-	-	-	-	-	-	-
Sales Rep/Account Manager	64,000	67,000	61,250	60,000	70,500	59,000	59,000	72,450	71,070
Marketing Assistant	35,000	41,600	32,500	31,500	32,000	31,500	32,000	-	-
Publicity Director/Manager	77,000	39,000	66,103	54,000	52,200	62,400	49,150	52,200	49,000
Publicist/Event Coordinator	43,700	38,150	34,500	40,500	34,250	42,250	31,500	37,000	38,500
Other	42,250	43,000	47,500	54,418	-	54,418	-	-	-
<u>EDITORIAL</u>									
Editorial Director/Editor in Chief	120,000	88,000	75,000	98,000	60,000	88,000	60,000	-	98,000
Senior/Executive Editor	83,000	72,000	92,000	72,000	-	72,000	-	-	-

2004 TOTAL COMPENSATION BY REGION

	Mid Atlantic	Midwest	New England	West (NET)	South (NET)	Pacific	South Atlantic	South Central	Mountain
Managing Editor	66,624	50,500	48,000	52,000	50,000	54,000	55,228	48,000	50,000
Editor	48,850	29,075	39,000	56,000	39,500	45,500	39,500	-	57,000
Associate Editor	37,250	38,000	36,500	37,500	-	40,250	-	-	36,840
Product Development Editor/ Acquisitions Editor	73,250	51,000	43,000	55,000	58,500	52,900	60,100	58,500	55,000
Copy Editor/Proofreader	34,500	29,150	52,500	-	20,000	-	20,000	-	-
Editorial Assistant	29,549	36,350	38,450	-	-	-	-	-	-
Other	71,500	62,500	-	50,000	64,600	50,000	64,600	-	-
<u>OPERATIONS</u>									
Production Manager/Director	63,000	46,000	36,000	51,750	56,000	58,500	59,000	53,000	40,000
Distribution Manager/Fulfillment Director	57,500	-	-	39,500	-	39,500	-	-	-
Accounting/Credit Manager	84,000	-	29,500	-	-	-	-	-	-
Art Director	61,750	37,000	45,000	54,250	54,000	54,250	-	54,000	-
Other	57,000	42,175	50,000	62,000	25,000	62,000	-	25,000	-
<u>RIGHTS</u>									
Sub Rights Director/Manager	72,000	-	81,325	56,100	-	56,100	-	-	-
Licensing Director/Manager	64,000	42,000	-	43,750	-	43,750	-	-	-
International Rights Director/Manager	132,000	-	92,000	45,377	-	45,377	-	-	-
Other	-	36,000	-	-	-	-	-	-	-

2004 TOTAL COMPENSATION BY NUMBER OF YEARS IN PUBLISHING

	Less than 3 Years	3 to 6 years	Less than 7 years	7 to 10 years	Over 10 years
<u>MANAGEMENT</u>					
President/CEO	50,000	65,000	57,500	138,000	120,000
Owner/Director	-	100,000	100,000	60,500	95,000
Exec/Senior VP	-	-	-	-	172,500
VP General Manager	-	155,750	155,750	-	127,250
VP Finance/Controller	-	100,000	100,000	115,000	157,500
VP Production Operations	-	132,000	132,000	101,250	170,000
Other	-	47,000	47,000	111,500	65,000
<u>SALES/MARKETING</u>					
V.P. Sales/Marketing	-	-	-	109,000	146,000
Publisher	40,000	-	40,000	105,350	168,000
Associate Publisher	36,500	-	36,500	-	100,500
Sales Director/Manager	-	59,000	59,000	75,000	92,190
Marketing Director/Manager	45,000	51,000	50,000	54,000	78,000
Promotion Director/Manager	-	-	-	60,000	116,500
Advertising Director/Manager	-	50,000	50,000	-	111,400
Sales Rep/Account Manager	42,891	49,800	48,000	70,000	70,310
Marketing Assistant	31,100	33,750	33,250	35,500	45,750
Publicity Director/Manager	-	43,000	43,000	55,000	80,000
Publicist/Event Coordinator	35,000	38,750	37,000	45,500	45,000
Other	35,000	42,250	42,000	47,500	58,668
<u>EDITORIAL</u>					
Editorial Director/Editor in Chief	-	64,700	64,700	90,000	111,500
Senior/Executive Editor	-	68,350	68,350	69,000	93,000

2004 TOTAL COMPENSATION BY NUMBER OF YEARS IN PUBLISHING

	Less than 3 Years	3 to 6 years	Less than 7 years	7 to 10 years	Over 10 years
Managing Editor	-	42,000	42,000	50,000	59,628
Editor	-	39,516	39,516	49,000	59,000
Associate Editor	-	37,250	37,250	42,000	-
Product Development Editor/ Acquisitions Editor	-	45,000	45,000	55,000	57,750
Copy Editor/Proofreader	28,300	34,500	34,250	30,000	36,250
Editorial Assistant	28,250	32,400	29,848	37,100	-
Other	39,500	71,500	43,000	29,200	78,500
<u>OPERATIONS</u>					
Production Manager/Director	-	40,000	40,000	48,750	72,000
Distribution Manager/Fulfillment Director	-	40,750	40,750	45,000	105,000
Accounting/Credit Manager	29,500	75,000	52,250	100,000	75,000
Art Director	-	37,000	37,000	-	54,250
Other	-	46,550	46,550	57,000	36,750
<u>RIGHTS</u>					
Sub Rights Director/Manager	-	55,250	55,250	52,700	78,500
Licensing Director/Manager	38,000	49,500	43,750	57,000	-
International Rights Director/Manager	-	132,000	132,000	58,753	-
Other	-	-	-	-	36,000

2004 TOTAL COMPENSATION - BY TYPE OF PUBLISHER

	TOTAL	GEN'L TRADE PUB	PROF PUB	COLLEGE PUB	UNIV PRESS	RELI GIOUS	SPEC IALTY
<u>MANAGEMENT</u>							
President/CEO	95,000	190,000	253,000	-	120,000	87,500	57,500
Owner/Director	95,000	75,000	88,000	200,000	95,000	-	75,000
Exec/Senior VP	172,500	132,500	291,000	175,000	170,000	-	-
VP General Manager	127,250	114,000	160,000	205,000	-	-	120,000
VP Finance/Controller	125,000	147,500	-	135,000	-	-	56,650
VP Production Operations	121,000	110,000	132,000	170,000	110,000	-	-
Other	70,000	53,500	101,000	104,000	-	-	-
<u>SALES/MARKETING</u>							
V.P. Sales/Marketing	140,000	152,500	122,500	-	-	130,000	138,000
Publisher	127,200	146,600	-	-	-	-	83,500
Associate Publisher	91,000	75,500	-	-	88,000	91,000	210,000
Sales Director/Manager	89,997	95,000	95,000	89,000	49,980	91,500	60,375
Marketing Director/Manager	62,000	61,000	78,000	77,000	51,000	62,500	81,200
Promotion Director/Manager	60,000	61,500	-	95,000	48,000	-	49,000
Advertising Director/Manager	90,000	93,000	-	50,000	-	-	-
Sales Rep/Account Manager	65,000	65,000	65,000	190,000	52,000	90,500	87,000
Marketing Assistant	33,750	33,250	34,800	-	34,000	46,500	35,500
Publicity Director/Manager	65,000	68,500	42,000	75,000	59,000	48,100	40,000
Publicist/Event Coordinator	41,200	41,250	-	-	40,500	34,400	42,450
Other	45,000	45,000	50,000	-	50,000	34,000	-
<u>EDITORIAL</u>							
Editorial Director/Editor in Chief	101,000	113,250	102,500	62,000	90,000	81,500	62,350
Senior/Executive Editor	82,700	90,005	77,500	73,000	70,000	72,000	63,000
Managing Editor	54,500	62,624	52,500	42,000	55,228	65,000	42,000

2004 TOTAL COMPENSATION - BY TYPE OF PUBLISHER

	TOTAL	GEN'L TRADE PUB	PROF PUB	COLLEGE PUB	UNIV PRESS	RELI GIOUS	SPEC IALTY
Editor	47,750	44,250	57,000	68,500	42,500	-	45,075
Associate Editor	37,500	37,818	36,500	-	-	37,500	32,000
Product Development Editor/ Acquisitions Editor	51,025	48,900	52,500	44,725	73,000	59,000	43,500
Copy Editor/Proofreader	34,000	39,500	-	-	-	-	31,400
Editorial Assistant	29,924	29,924	29,250	26,900	38,750	-	35,600
Other	60,750	73,250	100,000	50,000	43,000	-	-
<u>OPERATIONS</u>							
Production Manager/Director	52,500	50,375	73,500	55,100	40,500	30,400	89,600
Distribution Manager/Fulfillment Director	45,000	45,000	-	-	-	-	-
Accounting/Credit Manager	75,000	75,000	75,000	-	-	-	-
Art Director	54,125	49,500	-	54,000	88,000	61,750	-
Other	50,000	59,500	50,000	48,875	30,000	-	-
<u>RIGHTS</u>							
Sub Rights Director/Manager	67,000	67,000	-	-	56,650	-	-
Licensing Director/Manager	49,500	71,000	49,500	42,000	-	-	47,500
International Rights Director/Manager	75,377	62,000	-	-	-	-	95,377
Other	36,000	36,000	-	-	-	-	-

2005 ANNUAL SALARY SURVEY
 ****BASE SALARY MEDIANS****
 2004 BASE SALARY - BY GENDER

	TOTAL	Male	Female	Male vs. Female % Diff
<u>MANAGEMENT</u>				
President/CEO	95,000	98,000	50,000	96.0
Owner/Director	97,500	75,000	100,000	-25.0
Exec/Senior VP	150,000	150,000	132,500	13.2
VP General Manager	93,250	115,750	74,250	55.9
VP Finance/Controller	105,000	132,000	97,000	36.1
VP Production Operations	115,000	125,000	101,250	23.5
Other	60,000	-	60,000	-
<u>SALES/MARKETING</u>				
V.P. Sales/Marketing	125,000	125,000	127,500	-2.0
Publisher	120,000	70,000	130,500	-46.4
Associate Publisher	88,000	88,000	83,500	5.4
Sales Director/Manager	75,000	77,500	73,122	6.0
Marketing Director/Manager	58,000	66,977	55,239	21.3
Promotion Director/Manager	60,000	48,000	61,500	-22.0
Advertising Director/Manager	90,000	-	90,000	-
Sales Rep/Account Manager	54,000	54,000	54,000	-
Marketing Assistant	32,500	37,500	32,500	15.4
Publicity Director/Manager	60,700	71,500	58,150	23.0
Publicist/Event Coordinator	40,450	34,000	42,000	-19.0
Other	44,250	45,000	43,500	3.4
<u>EDITORIAL</u>				
Editorial Director/Editor in Chief	90,000	97,500	84,000	16.1
Senior/Executive Editor	80,000	80,000	80,000	-
Managing Editor	54,500	58,500	52,000	12.5

2005 ANNUAL SALARY SURVEY
 ****BASE SALARY MEDIANS****
 2004 BASE SALARY - BY GENDER

PUBLISHERS WEEKLY

	TOTAL	Male	Female	Male vs. Female % Diff
Editor	45,500	46,000	45,000	2.2
Associate Editor	37,200	34,000	38,000	-10.5
Product Development Editor/ Acquisitions Editor	50,000	48,500	50,000	-3.0
Copy Editor/Proofreader	34,000	40,000	34,000	17.6
Editorial Assistant	29,924	29,000	32,400	-10.5
Other	59,000	75,000	50,000	50.0
<u>OPERATIONS</u>				
Production Manager/Director	48,375	51,000	46,625	9.4
Distribution Manager/Fulfillment Director	45,000	37,500	70,000	-46.4
Accounting/Credit Manager	65,000	78,500	65,000	20.8
Art Director	54,000	47,000	55,250	-14.9
Other	42,000	53,250	37,100	43.5
<u>RIGHTS</u>				
Sub Rights Director/Manager	66,000	72,000	66,000	9.1
Licensing Director/Manager	47,000	60,000	42,000	42.9
International Rights Director/Manager	62,000	72,000	52,000	38.5
Other	30,000	-	30,000	-

2004 BASE SALARY BY NUMBER OF EMPLOYEES

	< 50	50-249	250-999	1,000+
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<u>MANAGEMENT</u>				
President/CEO	57,500	105,000	-	-
Owner/Director	85,500	200,000	-	102,000
Exec/Senior VP	-	141,250	190,000	-
VP General Manager	68,000	175,000	76,200	141,750
VP Finance/Controller	125,000	97,000	110,000	116,000
VP Production Operations	120,000	101,250	130,000	126,250
Other	-	80,000	57,500	94,000
<u>SALES/MARKETING</u>				
V.P. Sales/Marketing	85,000	127,500	105,000	137,500
Publisher	80,000	170,000	120,000	92,500
Associate Publisher	88,000	129,000	70,000	-
Sales Director/Manager	64,700	59,900	85,000	84,000
Marketing Director/Manager	50,500	67,500	78,500	58,000
Promotion Director/Manager	90,000	92,500	49,000	63,000
Advertising Director/Manager	-	-	87,000	93,000
Sales Rep/Account Manager	32,500	50,000	53,000	55,000
Marketing Assistant	30,000	33,625	30,000	37,000
Publicity Director/Manager	47,650	57,200	75,000	72,700
Publicist/Event Coordinator	33,500	42,000	41,900	43,000
Other	43,500	45,000	40,000	65,168
<u>EDITORIAL</u>				
Editorial Director/Editor in Chief	71,000	87,500	89,000	112,500
Senior/Executive Editor	56,250	77,200	84,000	84,000
Managing Editor	48,000	46,000	68,000	63,000

2004 BASE SALARY BY NUMBER OF EMPLOYEES

	< 50	50-249	250-999	1,000+
Editor	40,000	43,000	30,000	54,000
Associate Editor	34,670	36,500	35,400	38,000
Product Development Editor/ Acquisitions Editor	43,000	55,000	47,000	56,600
Copy Editor/Proofreader	28,000	25,000	42,000	39,750
Editorial Assistant	50,000	31,250	29,250	31,674
Other	43,000	51,900	100,000	70,000
<u>OPERATIONS</u>				
Production Manager/Director	36,700	46,250	43,500	61,150
Distribution Manager/Fulfillment Director	35,000	125,000	70,000	42,500
Accounting/Credit Manager	29,500	78,000	82,500	57,000
Art Director	45,000	67,000	-	54,000
Other	-	24,000	35,500	56,750
<u>RIGHTS</u>				
Sub Rights Director/Manager	72,000	76,825	62,500	66,000
Licensing Director/Manager	-	38,000	60,000	44,500
International Rights Director/Manager	64,500	52,000	72,000	-
Other	-	30,000	-	-

2004 BASE SALARY BY COMPANY SALES/REVENUES

	UNDER \$10 MIL	\$10 - \$99.9 MIL	\$100 - \$499.9 MIL	\$500 MIL +
<u>MANAGEMENT</u>				
President/CEO	65,000	205,000	-	-
Owner/Director	95,000	-	102,000	-
Exec/Senior VP	-	150,000	150,000	-
VP General Manager	68,000	65,000	135,000	141,750
VP Finance/Controller	46,750	123,500	110,000	132,000
VP Production Operations	120,000	101,250	113,750	155,000
Other	-	60,000	57,500	77,000
<u>SALES/MARKETING</u>				
V.P. Sales/Marketing	85,000	130,000	125,000	150,000
Publisher	75,000	-	92,500	170,000
Associate Publisher	88,000	142,000	52,500	-
Sales Director/Manager	55,000	68,100	90,500	85,000
Marketing Director/Manager	51,500	62,500	72,000	60,000
Promotion Director/Manager	-	71,000	48,500	61,500
Advertising Director/Manager	-	50,000	93,000	-
Sales Rep/Account Manager	32,250	46,000	56,000	58,000
Marketing Assistant	31,000	33,125	33,500	37,000
Publicity Director/Manager	52,000	62,400	76,000	75,500
Publicist/Event Coordinator	33,900	43,000	38,000	41,250
Other	43,500	47,500	40,000	68,500
<u>EDITORIAL</u>				
Editorial Director/Editor in Chief	68,000	85,000	90,000	135,000
Senior/Executive Editor	63,000	70,000	70,000	85,000

2004 BASE SALARY BY COMPANY SALES/REVENUES

	UNDER \$10 MIL	\$10 - \$99.9 MIL	\$100 - \$499.9 MIL	\$500 MIL +
Managing Editor	48,000	52,500	62,000	70,000
Editor	40,000	45,500	45,000	54,000
Associate Editor	34,170	37,400	36,000	40,000
Product Development Editor/ Acquisitions Editor	46,800	50,000	48,500	56,600
Copy Editor/Proofreader	24,000	30,000	45,000	34,500
Editorial Assistant	29,000	29,924	27,500	33,500
Other	43,000	68,000	-	100,000
<u>OPERATIONS</u>				
Production Manager/Director	38,450	48,000	53,375	80,000
Distribution Manager/Fulfillment Director	35,000	125,000	45,000	-
Accounting/Credit Manager	29,500	-	89,000	61,000
Art Director	54,000	66,000	37,500	82,500
Other	27,000	40,000	42,000	53,250
<u>RIGHTS</u>				
Sub Rights Director/Manager	72,000	76,825	52,000	66,000
Licensing Director/Manager	-	55,000	47,000	42,000
International Rights Director/Manager	64,500	72,000	52,000	-
Other	-	30,000	-	-

2004 BASE SALARY BY REGION

	Mid Atlantic	Midwest	New England	West (NET)	South (NET)	Pacific	South Atlantic	South Central	Mountain
<u>MANAGEMENT</u>									
President/CEO	173,250	72,500	40,037	100,000	92,500	150,000	92,500	-	67,500
Owner/Director	100,000	72,000	100,000	51,000	95,000	48,000	118,000	95,000	100,000
Exec/Senior VP	150,000	-	150,000	-	-	-	-	-	-
VP General Manager	135,000	-	112,500	82,250	60,637	82,250	-	60,637	-
VP Finance/Controller	121,000	-	-	96,000	-	96,000	-	-	-
VP Production Operations	97,500	155,000	120,000	92,500	120,000	92,500	120,000	-	-
Other	57,500	50,000	-	87,000	-	87,000	-	-	-
<u>SALES/MARKETING</u>									
V.P. Sales/Marketing	125,000	125,000	109,000	130,000	115,000	130,000	115,000	115,000	-
Publisher	126,000	40,000	-	50,000	-	-	-	-	50,000
Associate Publisher	82,000	70,000	131,000	-	63,000	-	63,000	-	-
Sales Director/Manager	85,000	85,000	75,000	63,350	55,000	62,000	48,000	81,500	85,000
Marketing Director/Manager	60,000	52,500	55,000	57,500	79,500	57,500	79,500	-	60,000
Promotion Director/Manager	63,000	50,500	-	-	-	-	-	-	-
Advertising Director/Manager	90,000	-	-	-	-	-	-	-	-
Sales Rep/Account Manager	60,000	56,000	53,500	46,940	55,000	46,000	50,000	55,000	49,940
Marketing Assistant	35,000	32,000	31,000	30,625	32,000	30,625	32,000	-	-
Publicity Director/Manager	70,400	39,000	57,300	52,000	51,000	62,400	49,150	51,000	48,000
Publicist/Event Coordinator	42,000	37,900	33,500	39,000	34,250	41,000	31,500	37,000	38,500
Other	40,000	43,000	47,500	54,418	-	54,418	-	-	-
<u>EDITORIAL</u>									
Editorial Director/Editor in Chief	113,000	65,000	75,000	72,000	60,000	72,000	60,000	-	86,000
Senior/Executive Editor	82,400	67,000	72,000	62,000	-	62,000	-	-	-

2004 BASE SALARY BY REGION

	Mid Atlantic	Midwest	New England	West (NET)	South (NET)	Pacific	South Atlantic	South Central	Mountain
Managing Editor	64,597	50,500	48,000	48,500	48,000	47,000	51,228	48,000	50,000
Editor	47,500	28,700	39,000	54,000	37,000	44,500	37,000	-	54,000
Associate Editor	37,200	38,000	35,000	37,500	-	38,750	-	-	34,340
Product Development Editor/ Acquisitions Editor	63,500	46,900	43,000	55,000	58,500	52,900	59,750	58,500	55,000
Copy Editor/Proofreader	34,500	29,000	50,000	-	20,000	-	20,000	-	-
Editorial Assistant	29,549	34,900	38,450	-	-	-	-	-	-
Other	68,000	57,500	-	50,000	64,400	50,000	64,400	-	-
<u>OPERATIONS</u>									
Production Manager/Director	54,000	46,000	36,000	50,750	53,500	58,500	59,000	48,000	40,000
Distribution Manager/Fulfillment Director	57,500	-	-	35,000	-	35,000	-	-	-
Accounting/Credit Manager	71,500	-	29,500	-	-	-	-	-	-
Art Director	61,750	36,000	45,000	54,000	54,000	54,000	-	54,000	-
Other	57,000	38,550	49,250	31,000	24,000	31,000	-	24,000	-
<u>RIGHTS</u>									
Sub Rights Director/Manager	69,000	-	76,825	51,000	-	51,000	-	-	-
Licensing Director/Manager	60,000	42,000	-	42,500	-	42,500	-	-	-
International Rights Director/Manager	100,000	-	72,000	40,500	-	40,500	-	-	-
Other	-	30,000	-	-	-	-	-	-	-

2004 BASE SALARY BY NUMBER OF YEARS IN PUBLISHING

	Less than 3 Years	3 to 6 years	Less than 7 years	7 to 10 years	Over 10 years
<u>MANAGEMENT</u>					
President/CEO	50,000	65,000	57,500	100,500	100,000
Owner/Director	-	100,000	100,000	45,000	95,000
Exec/Senior VP	-	-	-	-	150,000
VP General Manager	-	123,250	123,250	-	93,250
VP Finance/Controller	-	97,000	97,000	100,000	130,000
VP Production Operations	-	120,000	120,000	95,000	130,000
Other	-	45,000	45,000	95,000	58,750
<u>SALES/MARKETING</u>					
V.P. Sales/Marketing	-	-	-	72,500	125,000
Publisher	40,000	-	40,000	85,000	130,500
Associate Publisher	35,000	-	35,000	-	97,500
Sales Director/Manager	-	44,000	44,000	61,000	79,500
Marketing Director/Manager	43,000	48,500	48,250	52,000	72,350
Promotion Director/Manager	-	-	-	52,000	111,500
Advertising Director/Manager	-	50,000	50,000	-	105,500
Sales Rep/Account Manager	40,000	40,500	40,000	60,000	58,500
Marketing Assistant	31,000	32,500	32,000	35,500	45,750
Publicity Director/Manager	-	43,000	43,000	55,000	75,000
Publicist/Event Coordinator	34,000	38,000	37,000	43,500	45,000
Other	35,000	40,000	40,000	46,750	58,668
<u>EDITORIAL</u>					
Editorial Director/Editor in Chief	-	60,000	60,000	79,000	92,000
Senior/Executive Editor	-	66,850	66,850	66,000	85,000

2004 BASE SALARY BY NUMBER OF YEARS IN PUBLISHING

	Less than 3 Years	3 to 6 years	Less than 7 years	7 to 10 years	Over 10 years
Managing Editor	-	40,000	40,000	50,000	58,997
Editor	-	39,516	39,516	46,000	56,000
Associate Editor	-	36,750	36,750	42,000	-
Product Development Editor/ Acquisitions Editor	-	45,000	45,000	50,000	55,000
Copy Editor/Proofreader	28,000	34,500	34,250	30,000	35,000
Editorial Assistant	28,250	32,400	29,848	34,200	-
Other	39,500	68,000	43,000	28,800	73,500
<u>OPERATIONS</u>					
Production Manager/Director	-	39,250	39,250	47,000	72,000
Distribution Manager/Fulfillment Director	-	37,500	37,500	45,000	97,500
Accounting/Credit Manager	29,500	65,000	47,250	100,000	67,500
Art Director	-	35,000	35,000	-	54,000
Other	-	43,550	43,550	56,500	36,000
<u>RIGHTS</u>					
Sub Rights Director/Manager	-	51,750	51,750	51,800	72,500
Licensing Director/Manager	38,000	47,000	42,500	55,000	-
International Rights Director/Manager	-	100,000	100,000	52,000	-
Other	-	-	-	-	30,000

2005 ANNUAL SALARY SURVEY
 ****BASE SALARY MEDIANS****
 2004 MEDIAN TOTAL COMPENSATION FOR EACH JOB GROUP

	MGMT	SALES/ MKTG	EDIT- ORIAL	OPER- ATIONS	RIGHTS
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<u>MANAGEMENT</u>					
President/CEO	90,750	-	-	-	-
Owner/Director	80,000	-	-	-	-
Exec/Senior VP	175,000	-	-	-	-
VP General Manager	127,250	-	-	-	-
VP Finance/Controller	125,000	-	-	-	-
VP Production Operations	121,000	-	-	-	-
Other	70,000	-	-	-	-
<u>SALES/MARKETING</u>					
V.P. Sales/Marketing	-	142,000	-	-	-
Publisher	-	127,200	-	-	-
Associate Publisher	-	91,000	-	-	-
Sales Director/Manager	-	90,000	-	-	-
Marketing Director/Manager	-	62,000	-	-	-
Promotion Director/Manager	-	60,000	-	-	-
Advertising Director/Manager	-	87,000	-	-	-
Sales Rep/Account Manager	-	66,000	-	-	-
Marketing Assistant	-	33,750	-	-	-
Publicity Director/Manager	-	63,700	-	-	-
Publicist/Event Coordinator	-	41,200	-	-	-
Other	-	45,000	-	-	-
<u>EDITORIAL</u>					
Editorial Director/Editor in Chief	-	-	102,000	-	-
Senior/Executive Editor	-	-	83,000	-	-
Managing Editor	-	-	54,000	-	-

2005 ANNUAL SALARY SURVEY
 ****BASE SALARY MEDIANS****
 2004 MEDIAN TOTAL COMPENSATION FOR EACH JOB GROUP

PUBLISHERS WEEKLY

	MGMT	SALES/ MKTG	EDIT- ORIAL	OPER- ATIONS	RIGHTS
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Editor	-	-	48,750	-	-
Associate Editor	-	-	37,500	-	-
Product Development Editor/ Acquisitions Editor	-	-	51,250	-	-
Copy Editor/Proofreader	-	-	34,000	-	-
Editorial Assistant	-	-	29,924	-	-
Other	-	-	60,750	-	-
<u>OPERATIONS</u>					
Production Manager/Director	-	-	-	52,000	-
Distribution Manager/Fulfillment Director	-	-	-	45,000	-
Accounting/Credit Manager	-	-	-	68,250	-
Art Director	-	-	-	54,000	-
Other	-	-	-	50,000	-
<u>RIGHTS</u>					
Sub Rights Director/Manager	-	-	-	-	67,000
Licensing Director/Manager	-	-	-	-	53,250
International Rights Director/Manager	-	-	-	-	75,377
Other	-	-	-	-	45,000