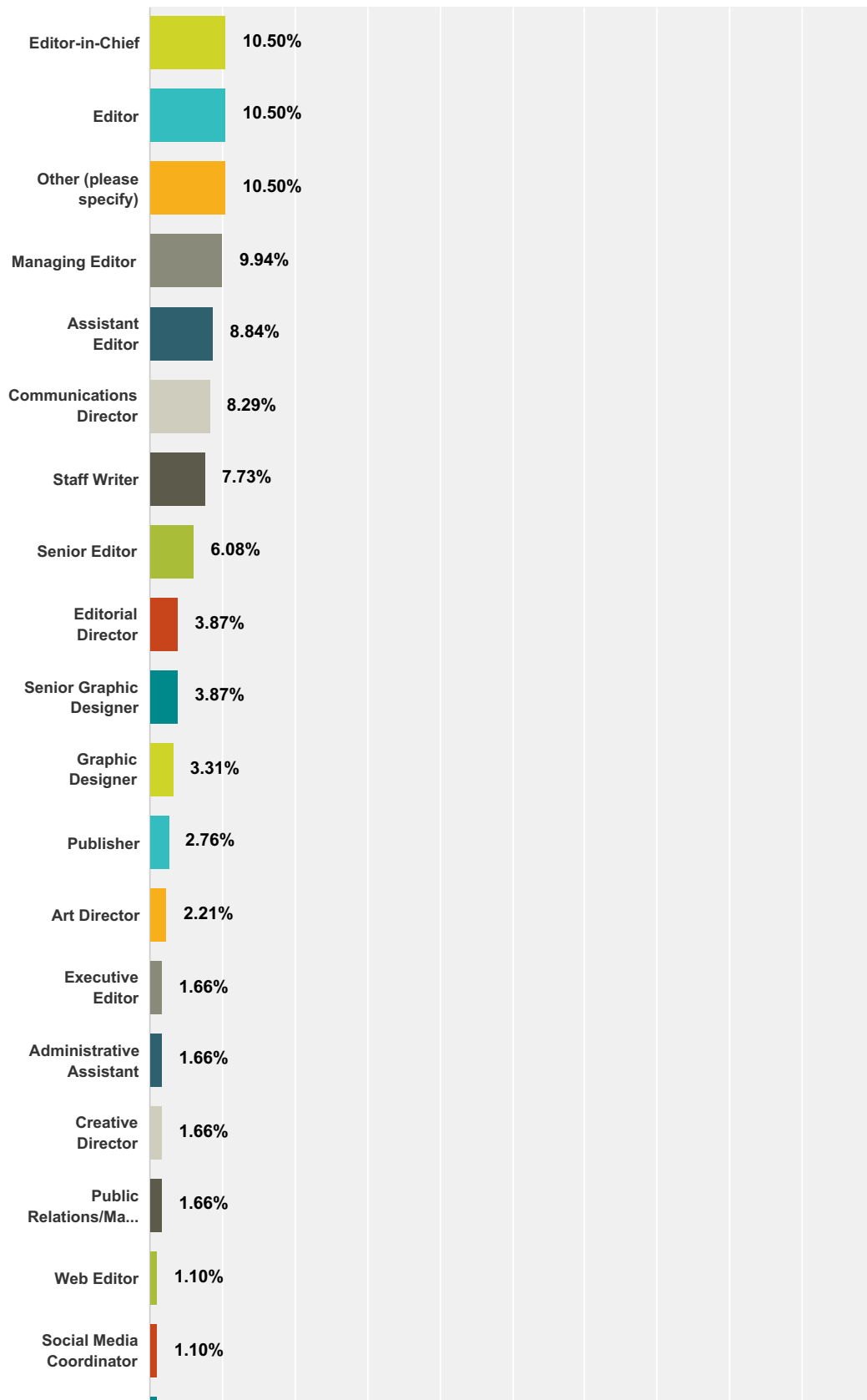
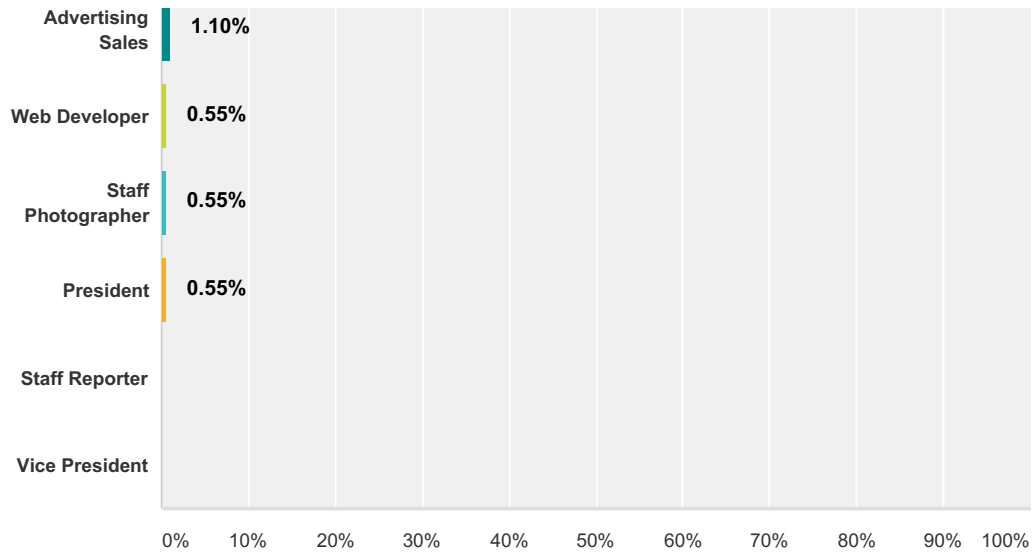


### Q1 Which of the following most closely represents your primary job?

Answered: 181 Skipped: 0



## EPA Anonymous Compensation Survey 2016



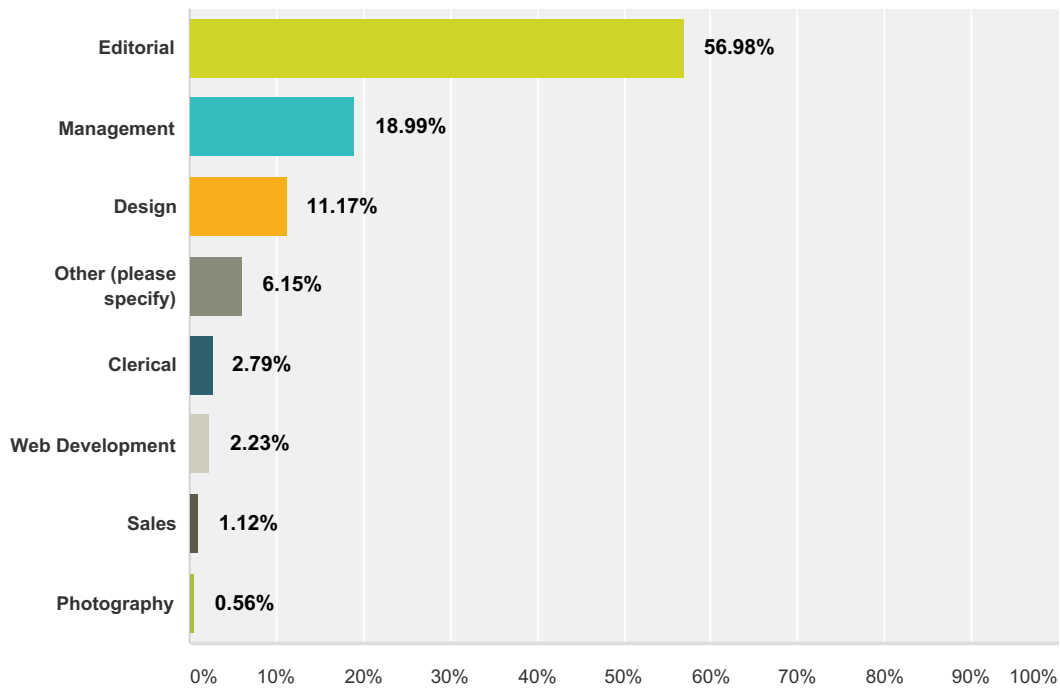
Answer Choices	Responses	
Editor-in-Chief	10.50%	19
Editor	10.50%	19
Other (please specify)	10.50%	19
Managing Editor	9.94%	18
Assistant Editor	8.84%	16
Communications Director	8.29%	15
Staff Writer	7.73%	14
Senior Editor	6.08%	11
Editorial Director	3.87%	7
Senior Graphic Designer	3.87%	7
Graphic Designer	3.31%	6
Publisher	2.76%	5
Art Director	2.21%	4
Executive Editor	1.66%	3
Administrative Assistant	1.66%	3
Creative Director	1.66%	3
Public Relations/Marketing	1.66%	3
Web Editor	1.10%	2
Social Media Coordinator	1.10%	2
Advertising Sales	1.10%	2
Web Developer	0.55%	1
Staff Photographer	0.55%	1

## EPA Anonymous Compensation Survey 2016

President	0.55%	1
Staff Reporter	0.00%	0
Vice President	0.00%	0
<b>Total</b>		<b>181</b>

## Q2 Which category best describes the responsibilities related to your primary job?

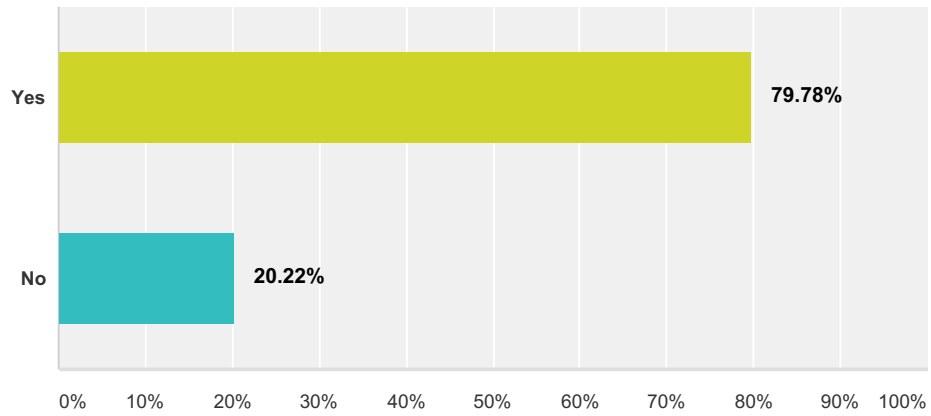
Answered: 179 Skipped: 2



Answer Choices	Responses	
Editorial	56.98%	102
Management	18.99%	34
Design	11.17%	20
Other (please specify)	6.15%	11
Clerical	2.79%	5
Web Development	2.23%	4
Sales	1.12%	2
Photography	0.56%	1
<b>Total</b>		<b>179</b>

### Q3 Does your job overlap into multiple categories?

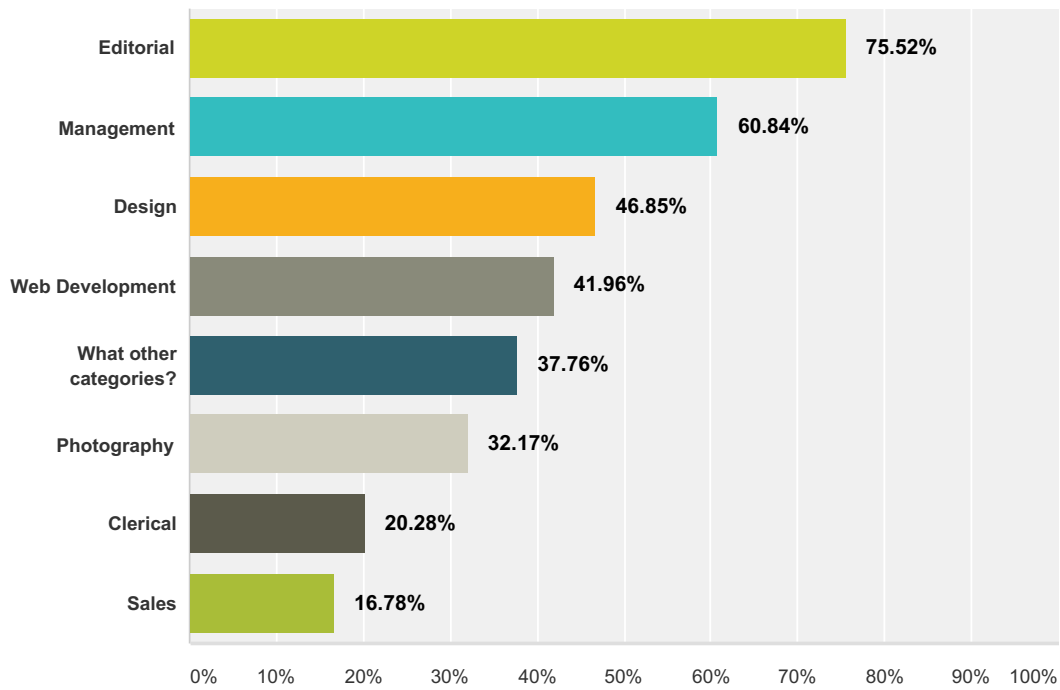
Answered: 178 Skipped: 3



Answer Choices	Responses
Yes	79.78% 142
No	20.22% 36
<b>Total</b>	<b>178</b>

### Q4 Which of these categories are part of your job? (Please check all that apply)

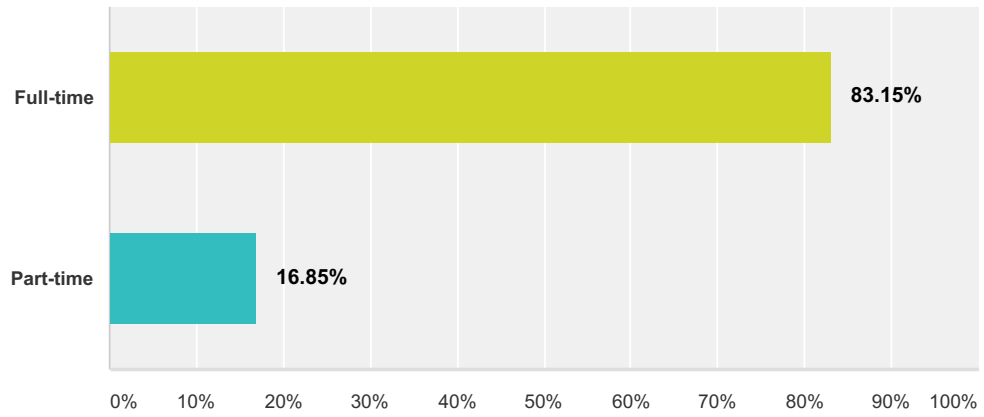
Answered: 143 Skipped: 38



Answer Choices	Responses	
Editorial	75.52%	108
Management	60.84%	87
Design	46.85%	67
Web Development	41.96%	60
What other categories?	37.76%	54
Photography	32.17%	46
Clerical	20.28%	29
Sales	16.78%	24
<b>Total Respondents: 143</b>		

### Q5 Is your job full- or part-time?

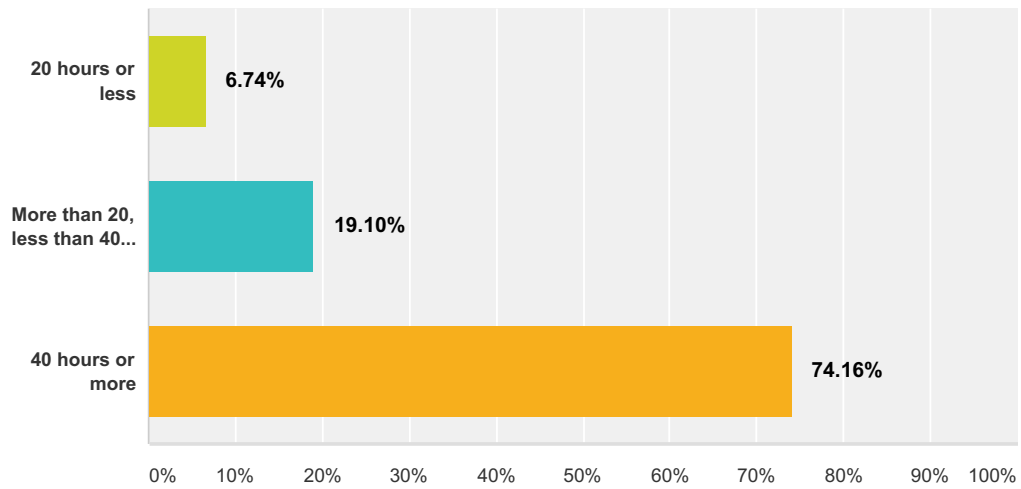
Answered: 178 Skipped: 3



Answer Choices	Responses	
Full-time	83.15%	148
Part-time	16.85%	30
<b>Total</b>		<b>178</b>

### Q6 On average, how many hours do you work per week?

Answered: 178 Skipped: 3

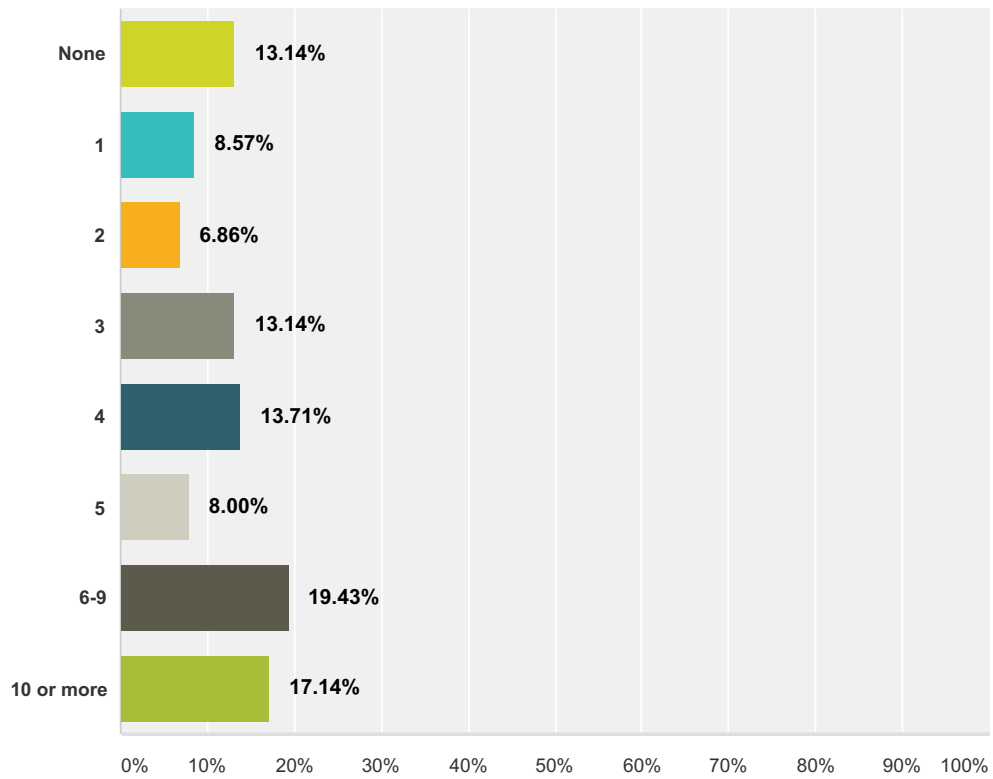


Answer Choices	Responses
20 hours or less	6.74% 12
More than 20, less than 40 hours	19.10% 34
40 hours or more	74.16% 132
<b>Total</b>	<b>178</b>



### Q7 How many full-time employees are on your publication staff?

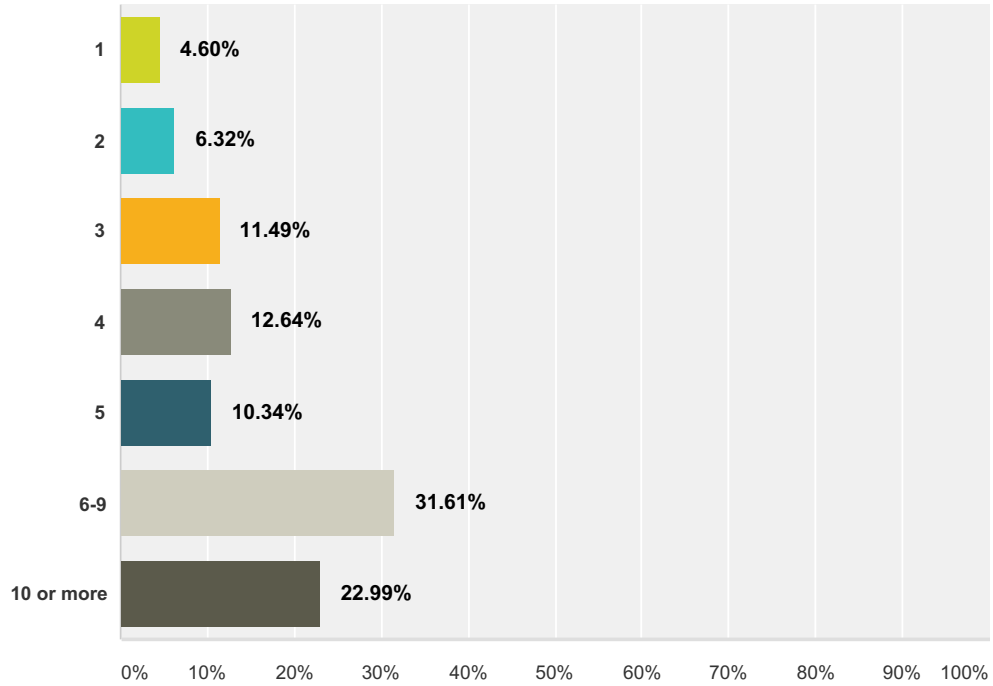
Answered: 175 Skipped: 6



Answer Choices	Responses	Count
None	13.14%	23
1	8.57%	15
2	6.86%	12
3	13.14%	23
4	13.71%	24
5	8.00%	14
6-9	19.43%	34
10 or more	17.14%	30
<b>Total</b>		<b>175</b>

### Q8 How many total employees are on your publication staff (including full- and part-time)?

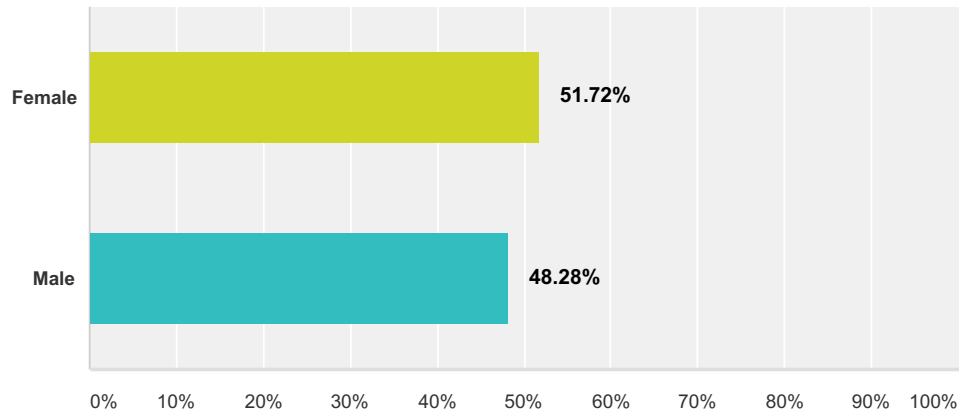
Answered: 174 Skipped: 7



Answer Choices	Responses	
1	4.60%	8
2	6.32%	11
3	11.49%	20
4	12.64%	22
5	10.34%	18
6-9	31.61%	55
10 or more	22.99%	40
<b>Total</b>		<b>174</b>

### Q9 Are you...

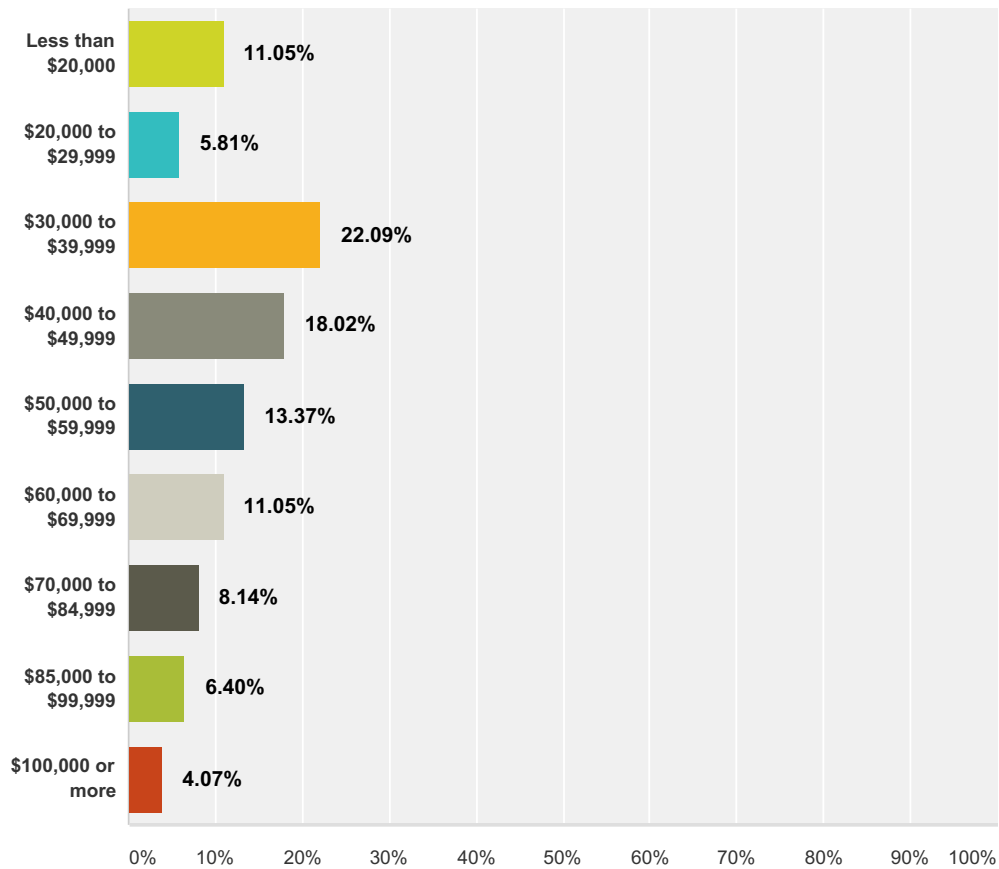
Answered: 174 Skipped: 7



Answer Choices	Responses
Female	51.72% 90
Male	48.28% 84
<b>Total</b>	<b>174</b>

## Q10 Which category contains your annual salary?

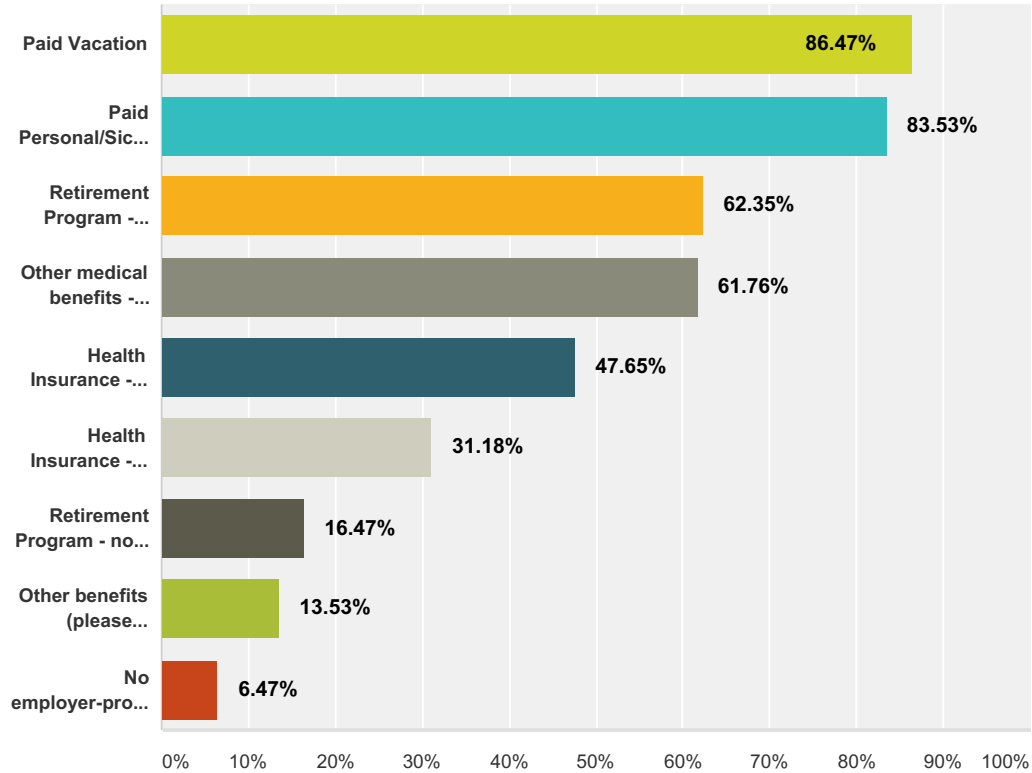
Answered: 172 Skipped: 9



Answer Choices	Responses	
Less than \$20,000	11.05%	19
\$20,000 to \$29,999	5.81%	10
\$30,000 to \$39,999	22.09%	38
\$40,000 to \$49,999	18.02%	31
\$50,000 to \$59,999	13.37%	23
\$60,000 to \$69,999	11.05%	19
\$70,000 to \$84,999	8.14%	14
\$85,000 to \$99,999	6.40%	11
\$100,000 or more	4.07%	7
<b>Total</b>		<b>172</b>

### Q11 What benefits do you receive as part of your employment/compensation? (Check all that apply)

Answered: 170 Skipped: 11



Answer Choices	Responses	Count
Paid Vacation	86.47%	147
Paid Personal/Sick Days	83.53%	142
Retirement Program - employer-matching	62.35%	106
Other medical benefits - dental and/or vision	61.76%	105
Health Insurance - partially paid by employer	47.65%	81
Health Insurance - 100% paid by employer	31.18%	53
Retirement Program - no match	16.47%	28
Other benefits (please specify)	13.53%	23
No employer-provided benefits	6.47%	11
<b>Total Respondents: 170</b>		