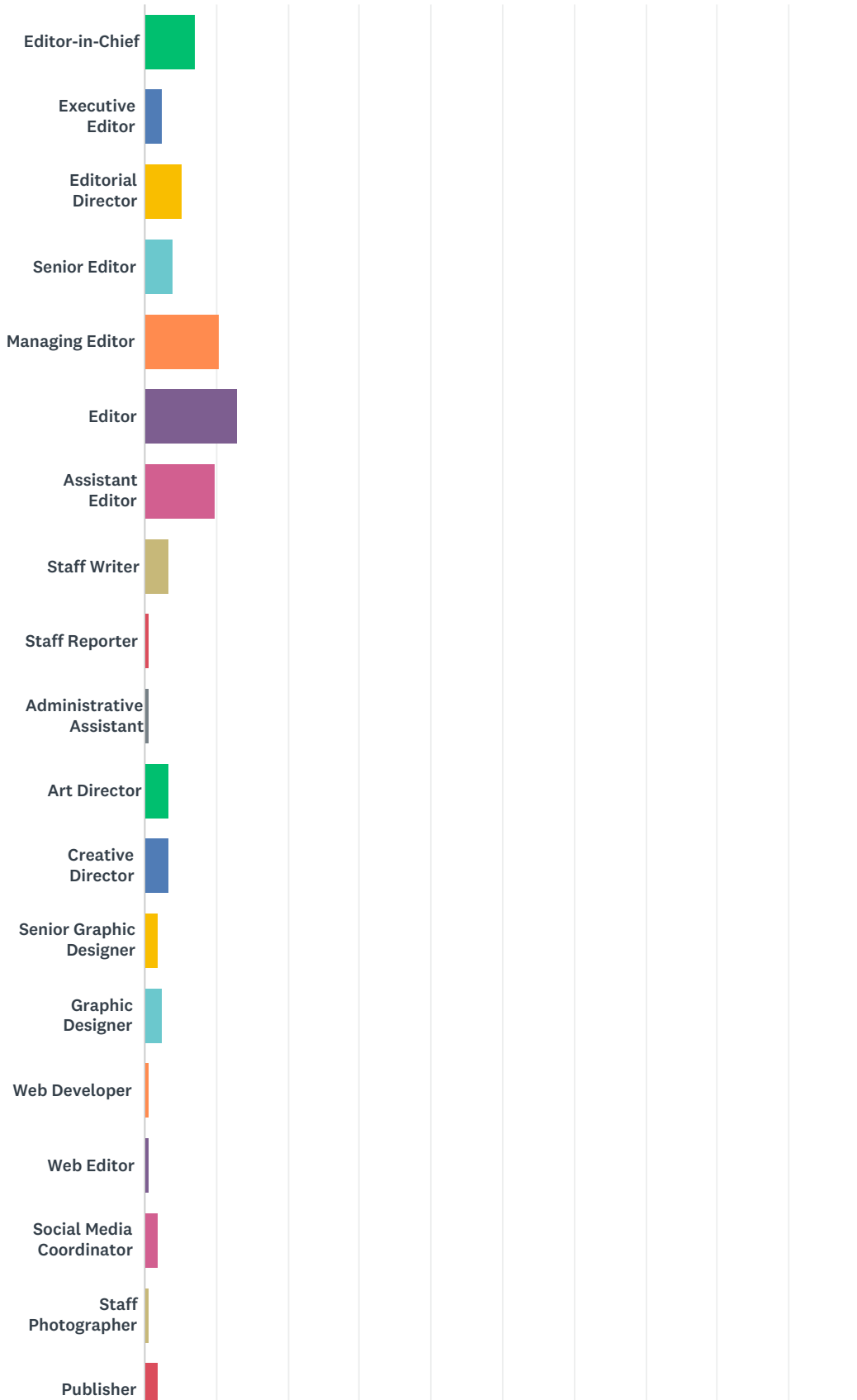
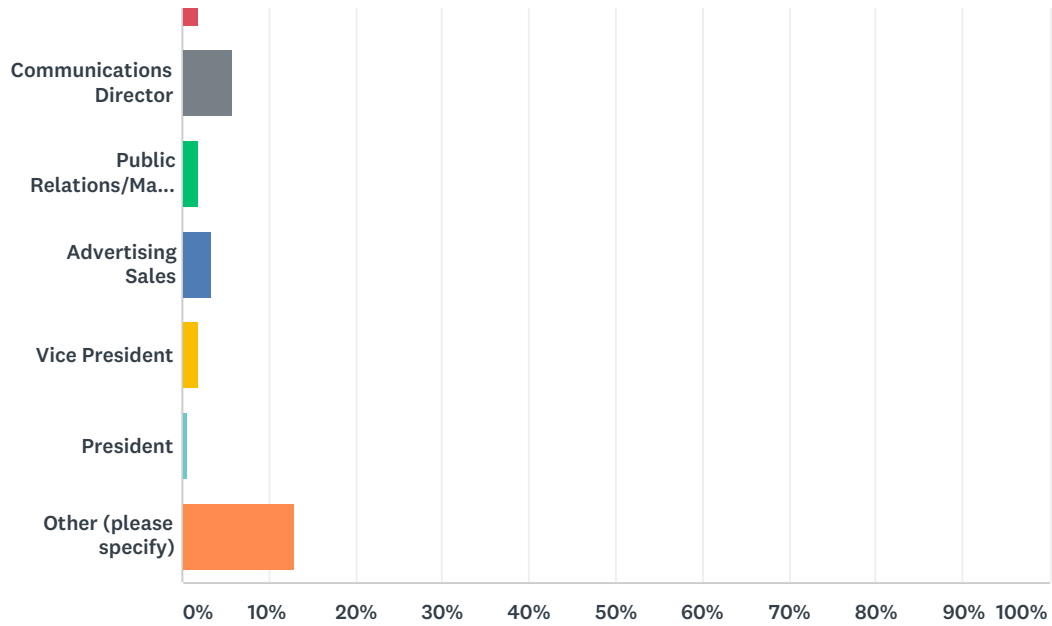


Q1 Which of the following most closely represents your primary job?

Answered: 154 Skipped: 0



EPA Anonymous Compensation Survey 2019



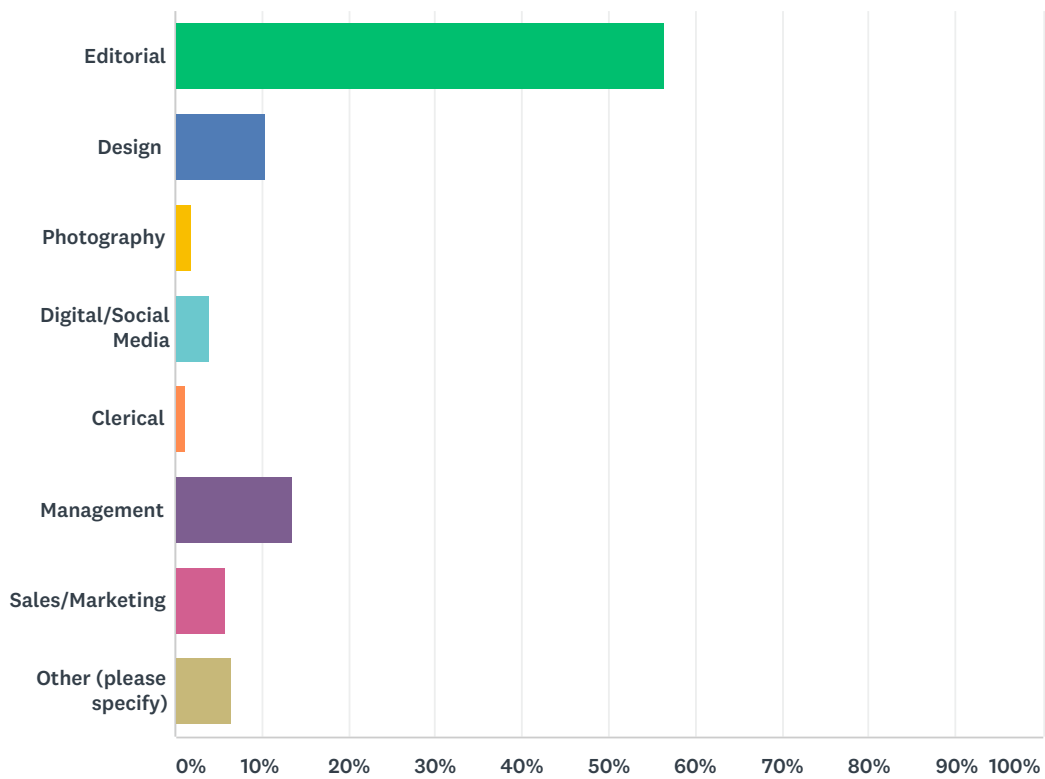
ANSWER CHOICES	RESPONSES	
Editor-in-Chief	7.14%	11
Executive Editor	2.60%	4
Editorial Director	5.19%	8
Senior Editor	3.90%	6
Managing Editor	10.39%	16
Editor	12.99%	20
Assistant Editor	9.74%	15
Staff Writer	3.25%	5
Staff Reporter	0.65%	1
Administrative Assistant	0.65%	1
Art Director	3.25%	5
Creative Director	3.25%	5
Senior Graphic Designer	1.95%	3
Graphic Designer	2.60%	4
Web Developer	0.65%	1
Web Editor	0.65%	1
Social Media Coordinator	1.95%	3
Staff Photographer	0.65%	1
Publisher	1.95%	3
Communications Director	5.84%	9
Public Relations/Marketing	1.95%	3

EPA Anonymous Compensation Survey 2019

Advertising Sales	3.25%	5
Vice President	1.95%	3
President	0.65%	1
Other (please specify)	12.99%	20
TOTAL		154

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

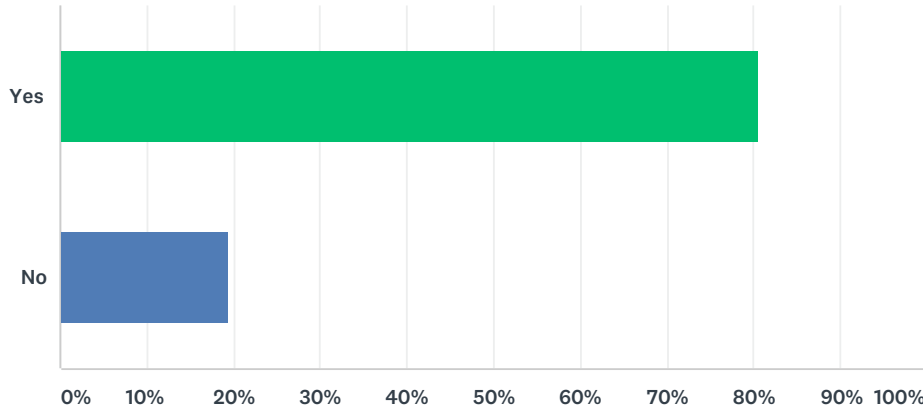
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Editorial	56.49%	87
Design	10.39%	16
Photography	1.95%	3
Digital/Social Media	3.90%	6
Clerical	1.30%	2
Management	13.64%	21
Sales/Marketing	5.84%	9
Other (please specify)	6.49%	10
TOTAL		154

Q3 Does your job overlap into multiple categories?

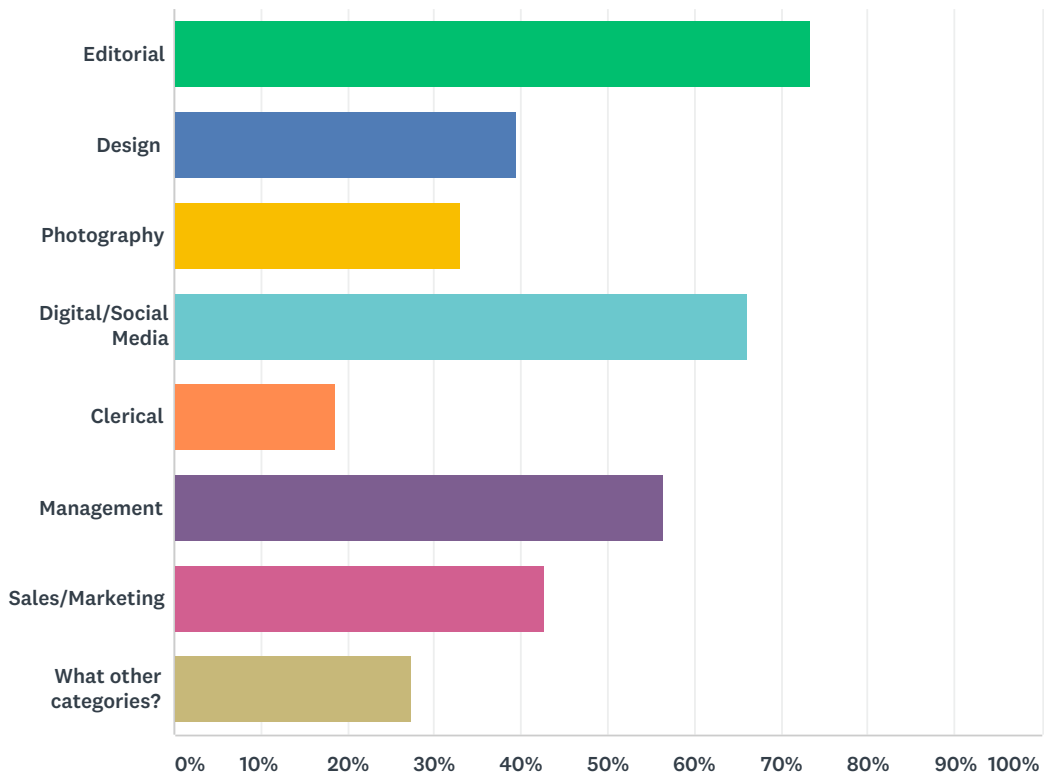
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	80.52%	124
No	19.48%	30
TOTAL		154

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

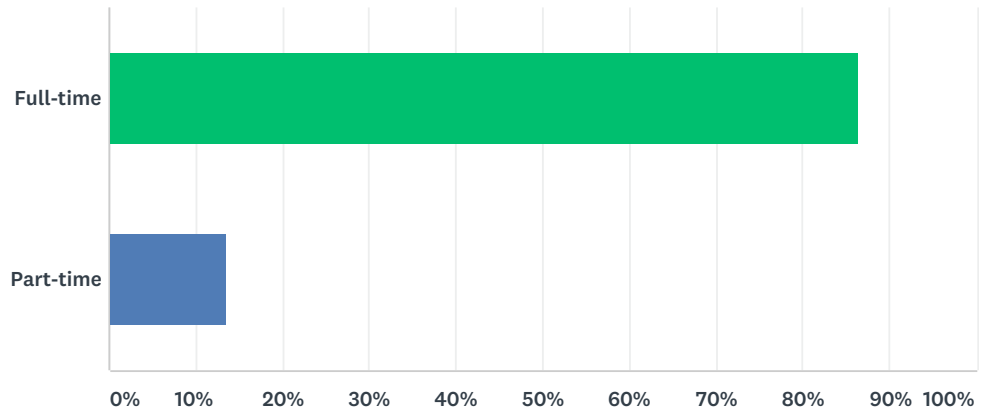
Answered: 124 Skipped: 30



ANSWER CHOICES	RESPONSES	
Editorial	73.39%	91
Design	39.52%	49
Photography	33.06%	41
Digital/Social Media	66.13%	82
Clerical	18.55%	23
Management	56.45%	70
Sales/Marketing	42.74%	53
What other categories?	27.42%	34
Total Respondents: 124		

Q5 Is your job full- or part-time?

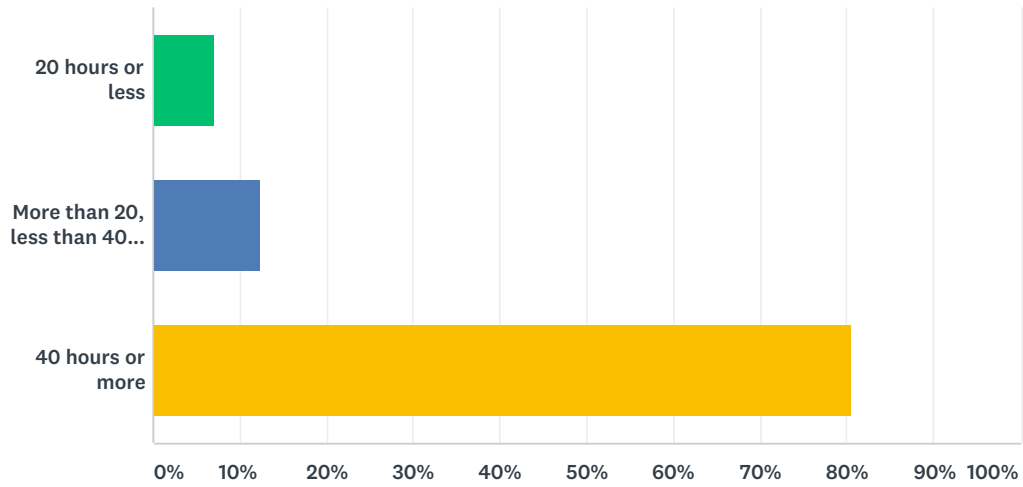
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	86.36%	133
Part-time	13.64%	21
TOTAL		154

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

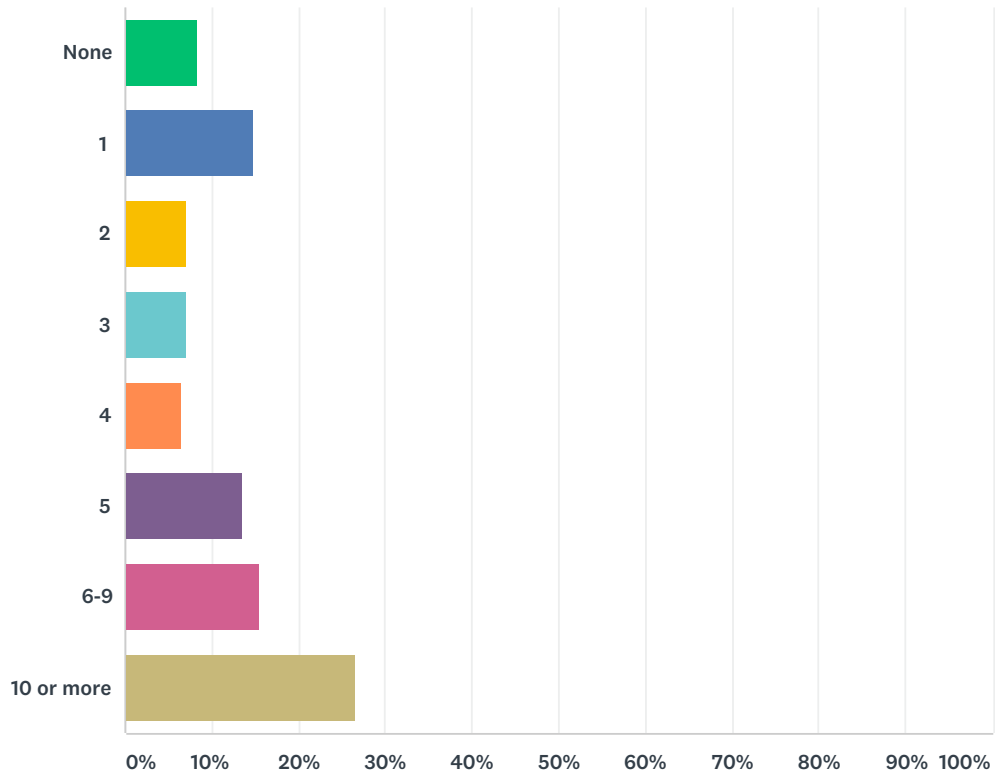
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
20 hours or less	7.14%	11
More than 20, less than 40 hours	12.34%	19
40 hours or more	80.52%	124
TOTAL		154

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

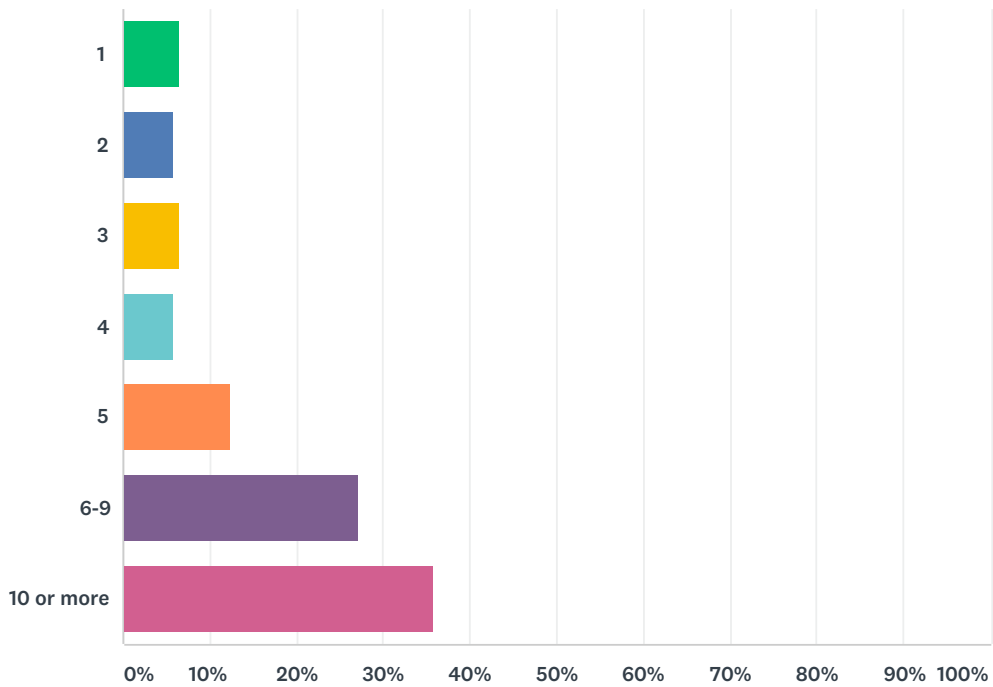
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
None	8.44%	13
1	14.94%	23
2	7.14%	11
3	7.14%	11
4	6.49%	10
5	13.64%	21
6-9	15.58%	24
10 or more	26.62%	41
TOTAL		154

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

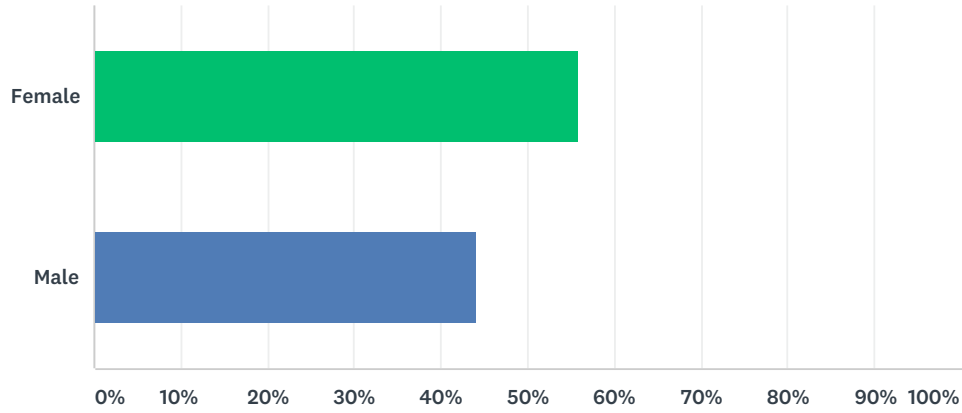
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
1	6.49%	10
2	5.84%	9
3	6.49%	10
4	5.84%	9
5	12.34%	19
6-9	27.27%	42
10 or more	35.71%	55
TOTAL		154

Q9 Are you...

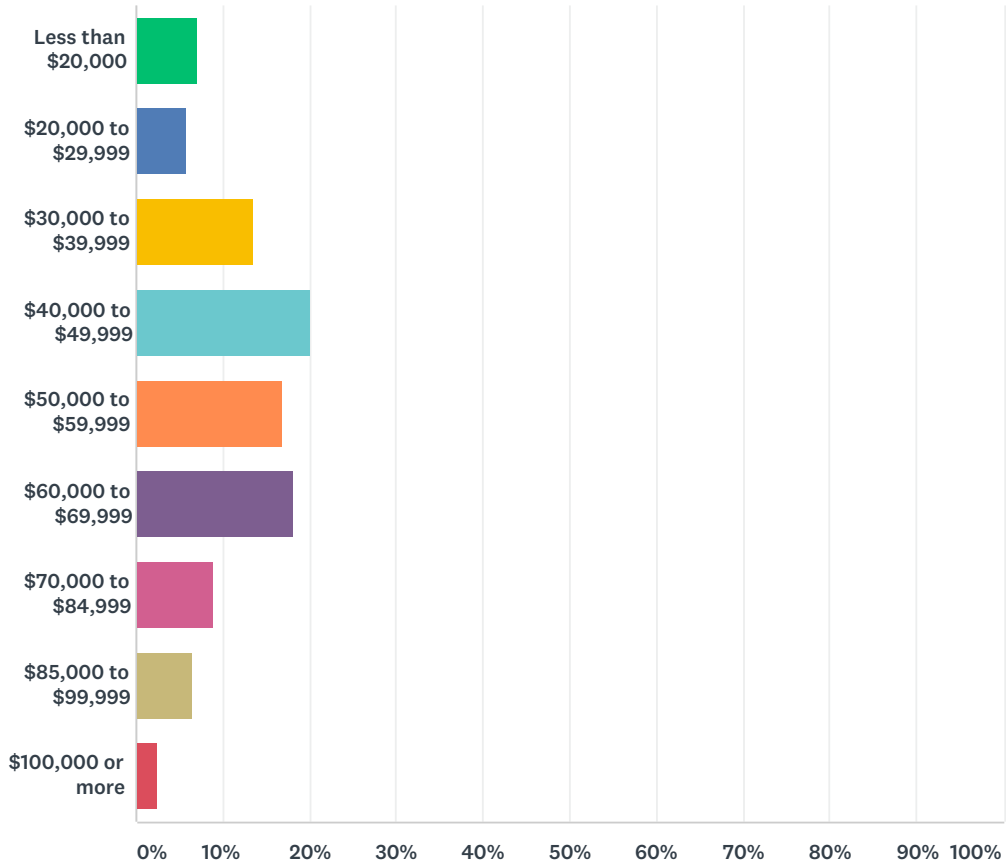
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	55.84%	86
Male	44.16%	68
TOTAL		154

Q10 Which category contains your annual salary?

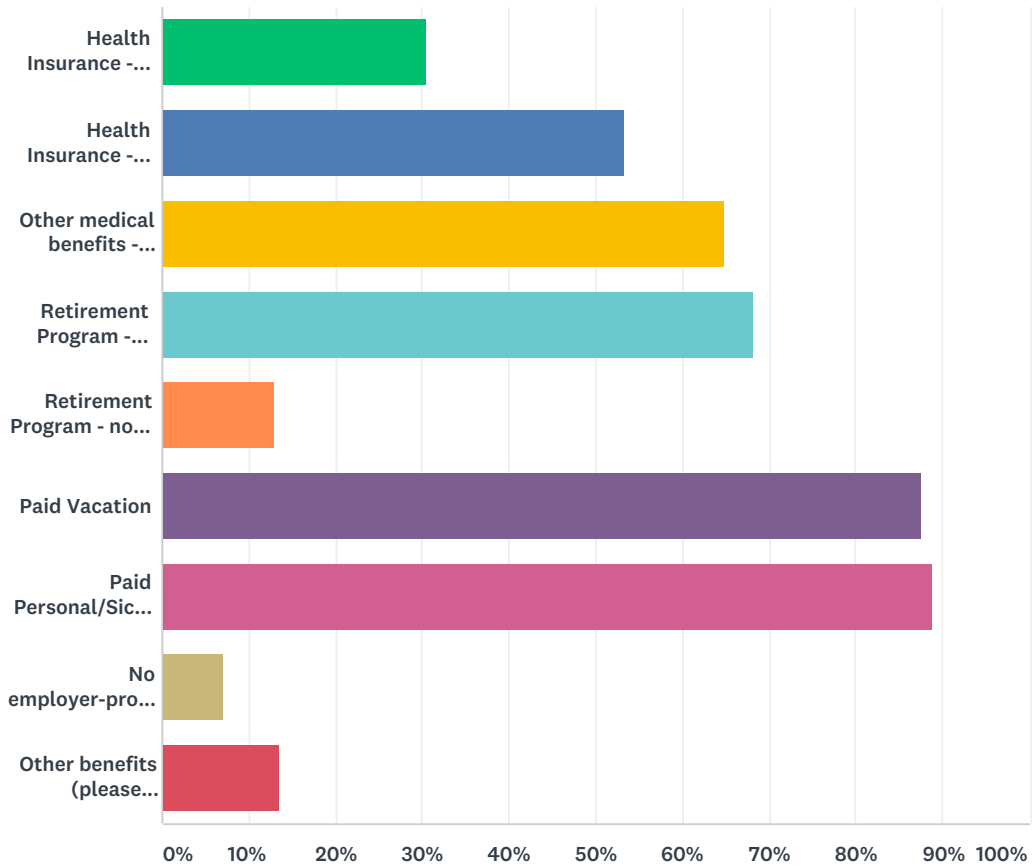
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than \$20,000	7.14%	11
\$20,000 to \$29,999	5.84%	9
\$30,000 to \$39,999	13.64%	21
\$40,000 to \$49,999	20.13%	31
\$50,000 to \$59,999	16.88%	26
\$60,000 to \$69,999	18.18%	28
\$70,000 to \$84,999	9.09%	14
\$85,000 to \$99,999	6.49%	10
\$100,000 or more	2.60%	4
TOTAL		154

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

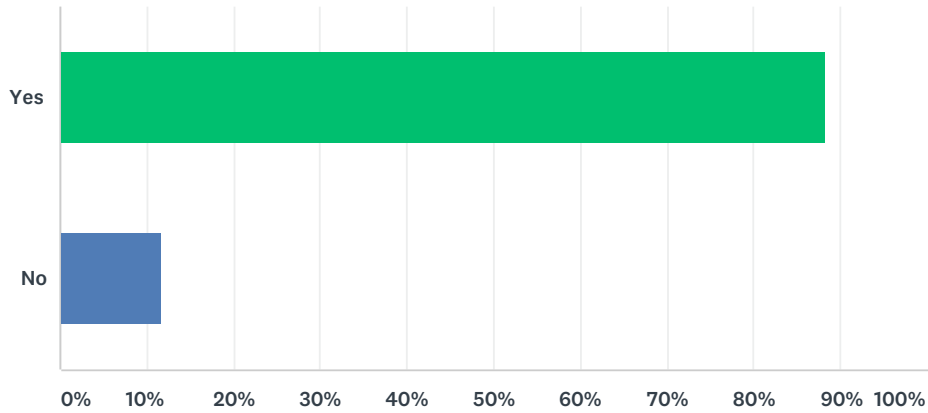
Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Health Insurance - 100% paid by employer	30.52%	47
Health Insurance - partially paid by employer	53.25%	82
Other medical benefits - dental and/or vision	64.94%	100
Retirement Program - employer-matching	68.18%	105
Retirement Program - no match	12.99%	20
Paid Vacation	87.66%	135
Paid Personal/Sick Days	88.96%	137
No employer-provided benefits	7.14%	11
Other benefits (please specify)	13.64%	21
Total Respondents: 154		

Q12 As a thank you for your time, you are eligible to be entered into a drawing to receive one of two free Fire HD10 tablets or one of four \$25 Amazon gift cards. In order to fulfill this, we need your contact information. Please be assured this will not be shared with the EPA staff or anyone else for any reason. 5by5 Research will manage the drawing and fulfillment. Would you like to be entered into the drawing?

Answered: 154 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	88.31%	136
No	11.69%	18
TOTAL		154

Q13 Please provide your name

Answered: 137 Skipped: 17

Q14 At what email address would you like to be contacted if you are selected?

Answered: 137 Skipped: 17