

# EPA Compensation Survey 2016

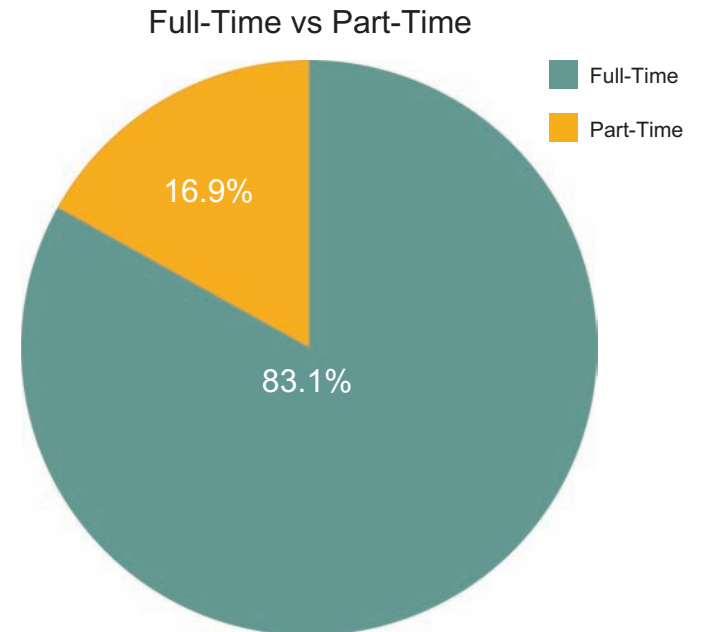
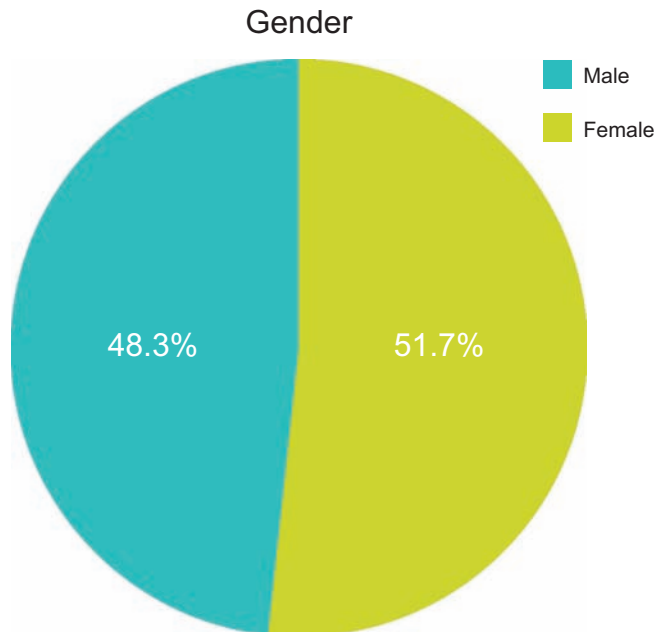


In February 2016 EPA conducted an anonymous survey on salaries and benefits of its members, commissioned by the EPA board of directors and conducted by Sightline Research + Strategies, an independent firm. The margin of error is +/- 6.4%.

The survey was promoted through a postcard mailing to 629 individuals and three emails sent to 589 of the same individuals for whom we had email addresses. The contact list was made up of staff names from current EPA member publications, numbering approximately 220 publications. EPA does not know how many total workers are employed by all publications.

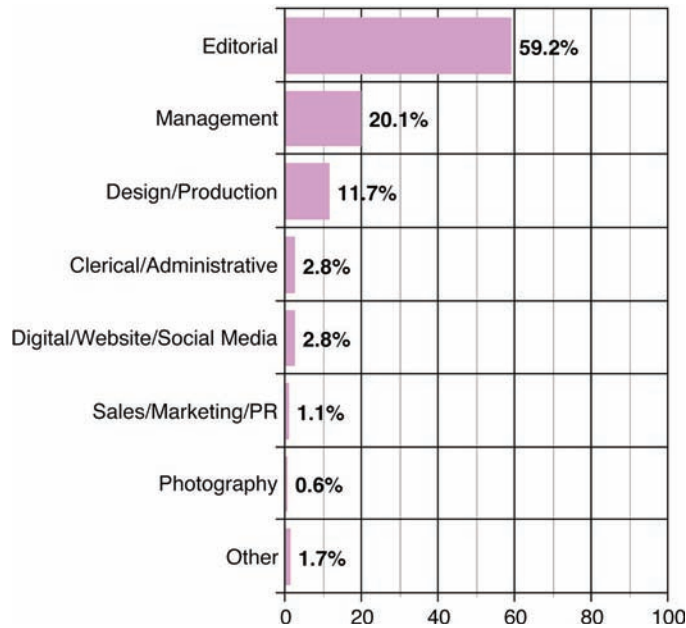
There were 181 responses to the survey, 29% of the targeted group, although not everyone answered every question. EPA does not know how many publications or which publications are represented in the survey.

Survey graphs that compare gender or full-time vs. part-time do not include responses from those who did not declare their gender or employment status.

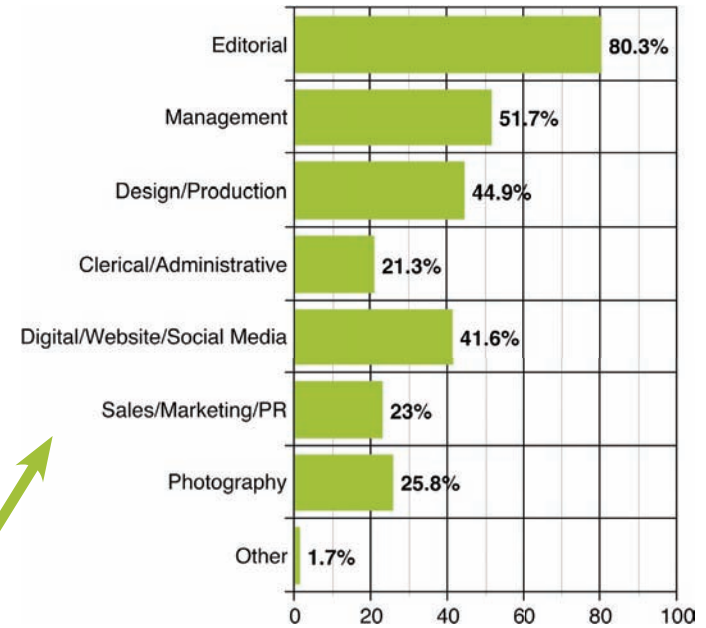


# Job Categories

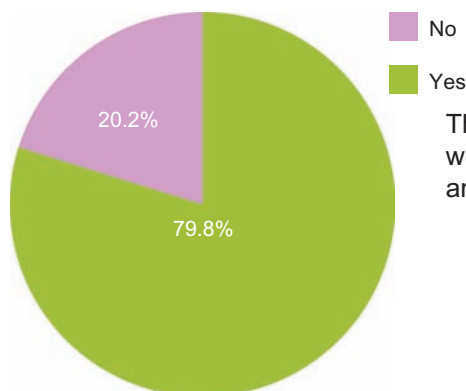
Which category best describes the responsibilities related to your job? (check only one)



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

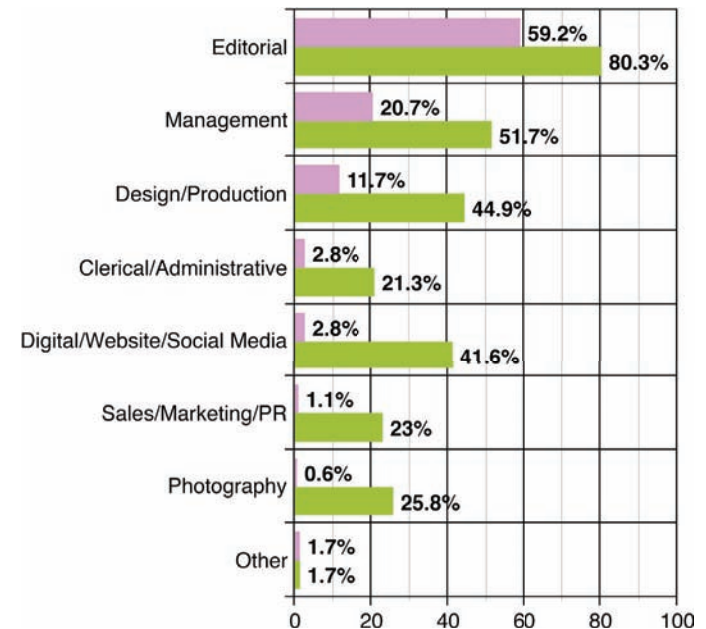


Does your job overlap multiple categories?  
178 responses



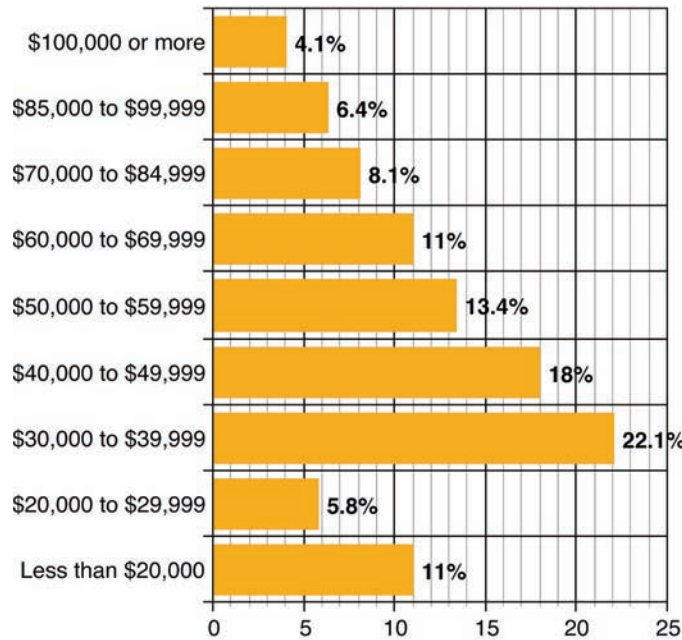
Those who said Yes to this question were also asked to check all the areas in which they are involved.

Both graphs combined

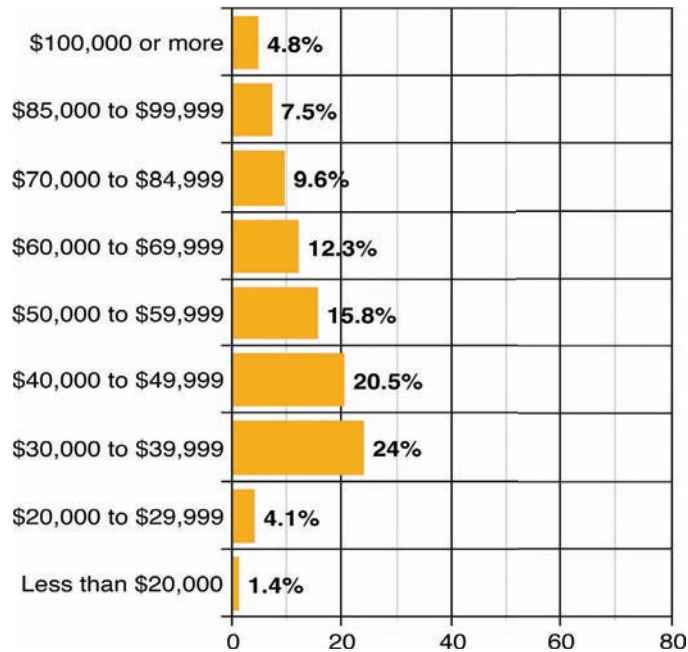


# Salary Range

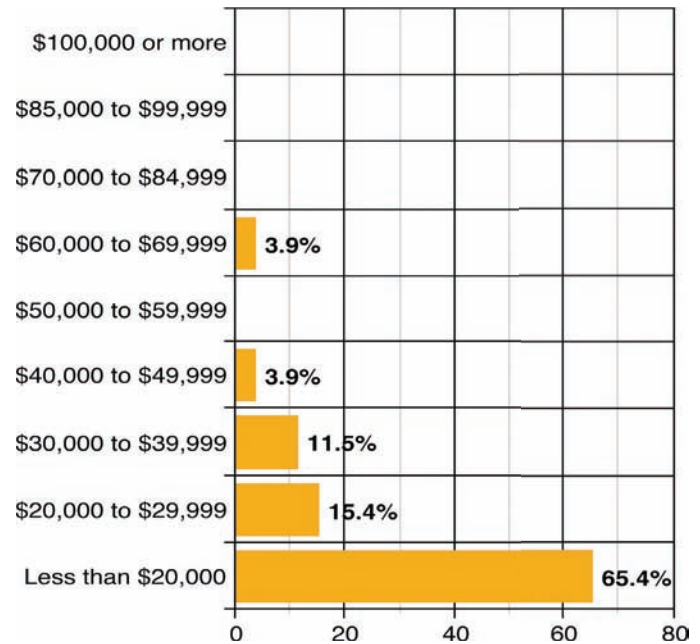
## Salary - Full-time & Part-Time



## Salary - Full-Time Only

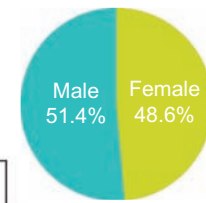


## Salary - Part-Time Only

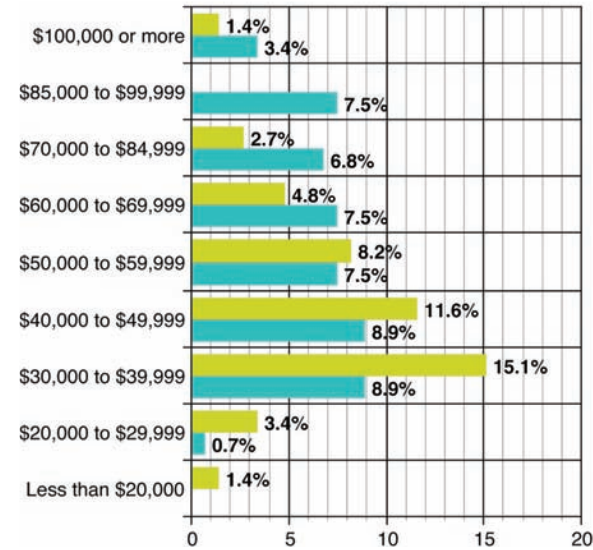


# Salary Range Full-Time by Gender

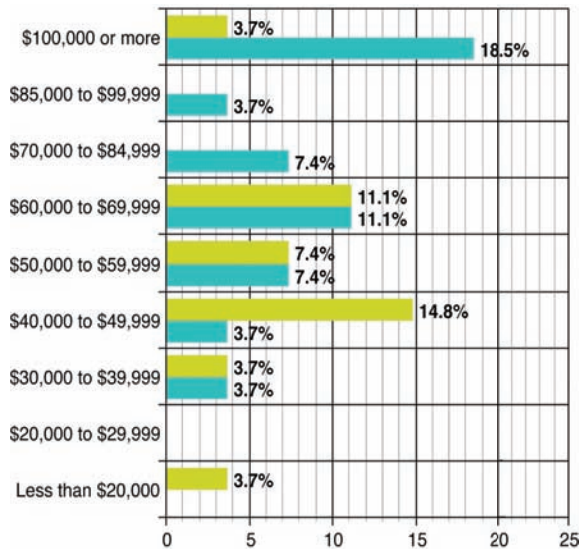
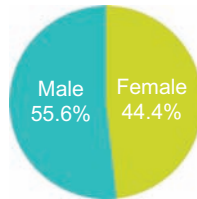
plus a breakout of the three primary categories of jobs



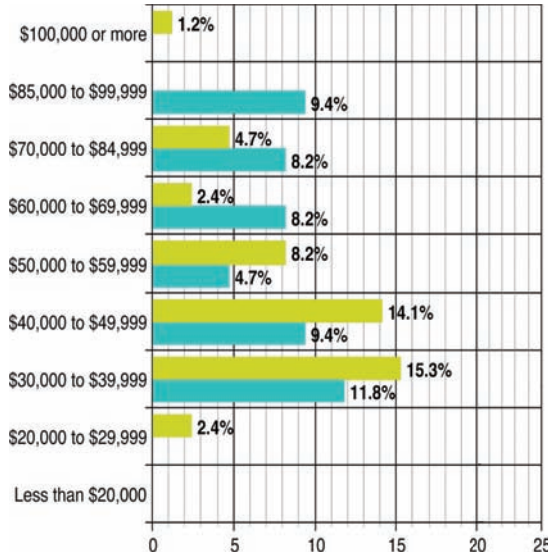
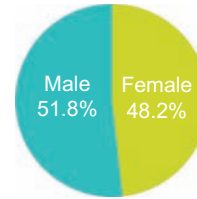
## Salary - All Full-Time



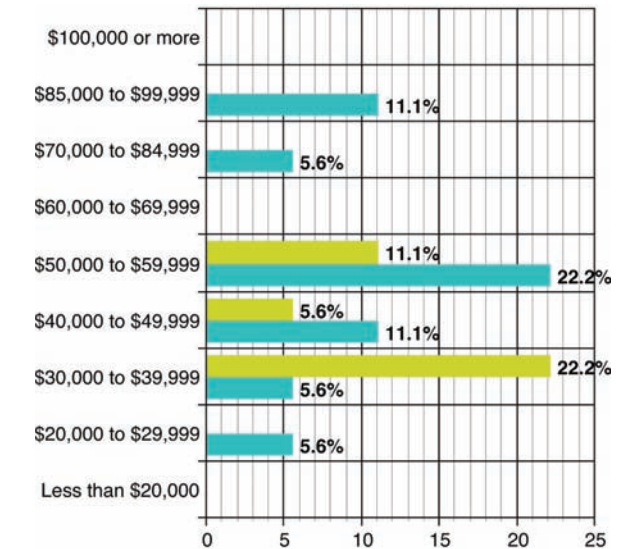
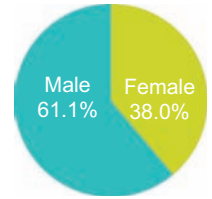
## Salary - Full-time Management Only



## Salary - Full-time Editorial Only



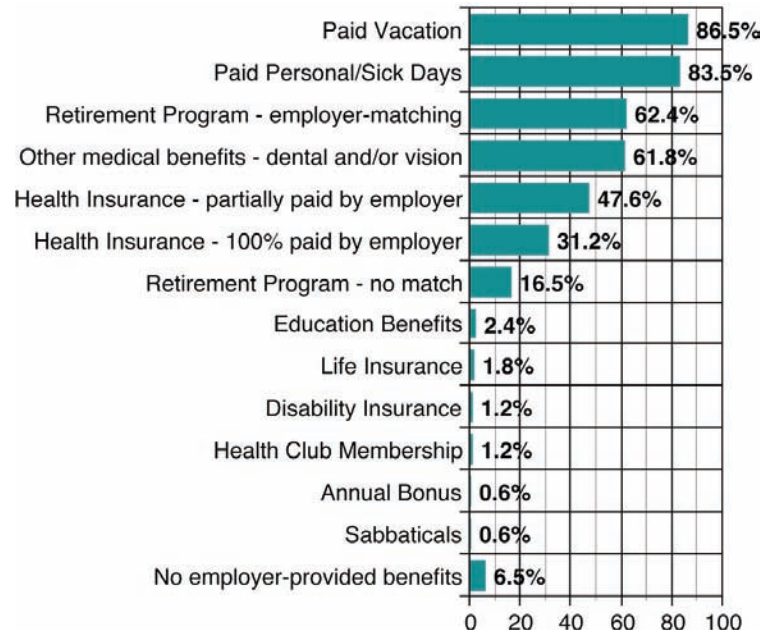
## Salary - Full-time Designers Only



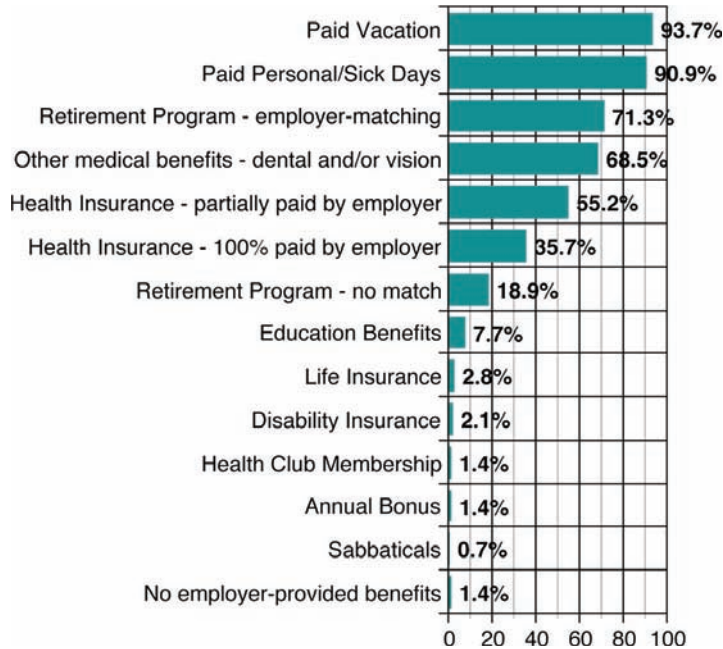


# Benefits Offered

## Benefits Offered - All



## Benefits Offered - Full-time Only



## Benefits Offered - Part-time Only

