

EPA Compensation Survey 2019



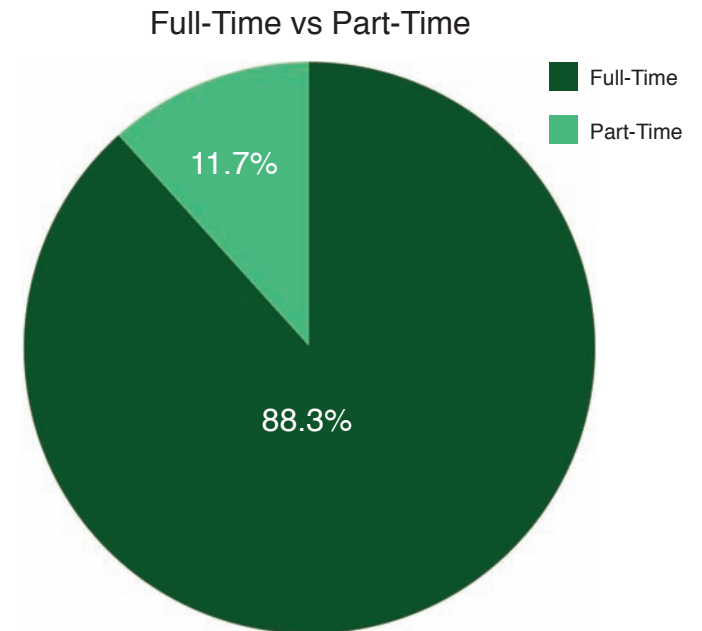
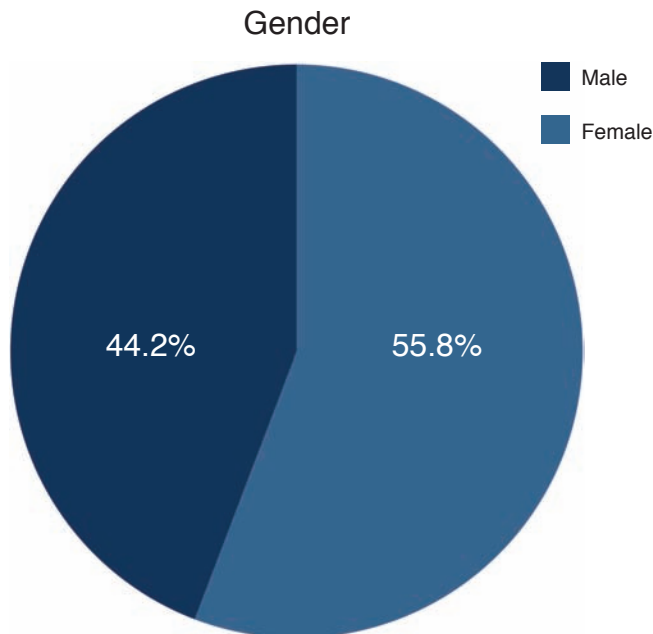
In May 2019, EPA conducted an anonymous survey on salaries and benefits of its members, commissioned by the EPA Board of Directors and conducted by 5by5, an independent research firm based in Nashville.

The survey was a followup to a 2016 survey [www.evangelicalpress.com/salary-survey].

The survey was promoted through a postcard mailing to 650 individuals and three emails sent to 560 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 more than 200. EPA does not know how many total workers are employed by all publications.

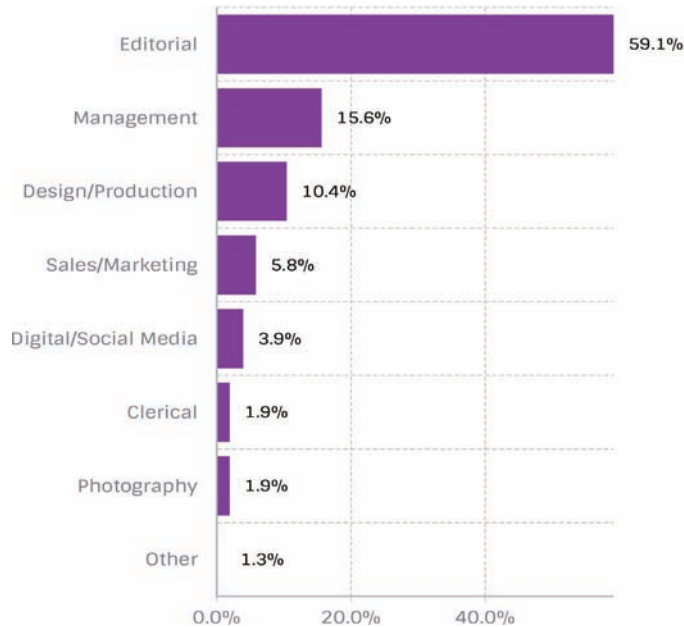
There were 154 responses to the survey, 24% of the targeted group. EPA does not know how many publications or which publications are represented in the survey. The margin of error is +/- 7.775%.

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.

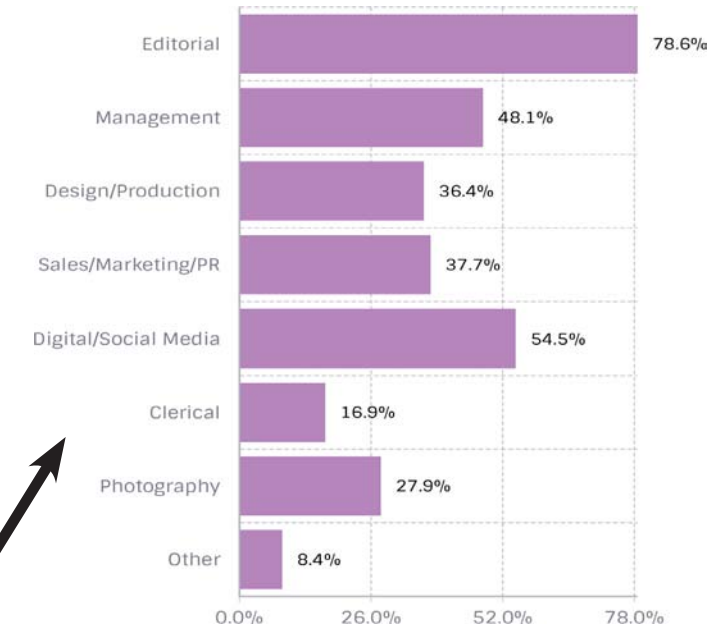


Job Categories

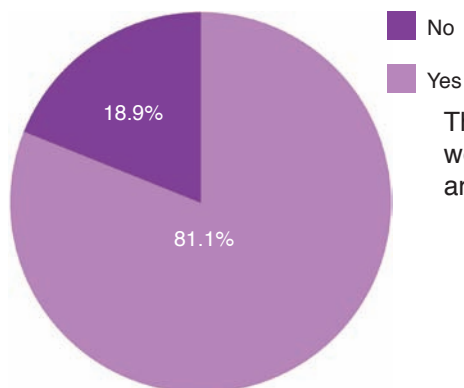
Which category best describes the responsibilities related to your job? (check only one)



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

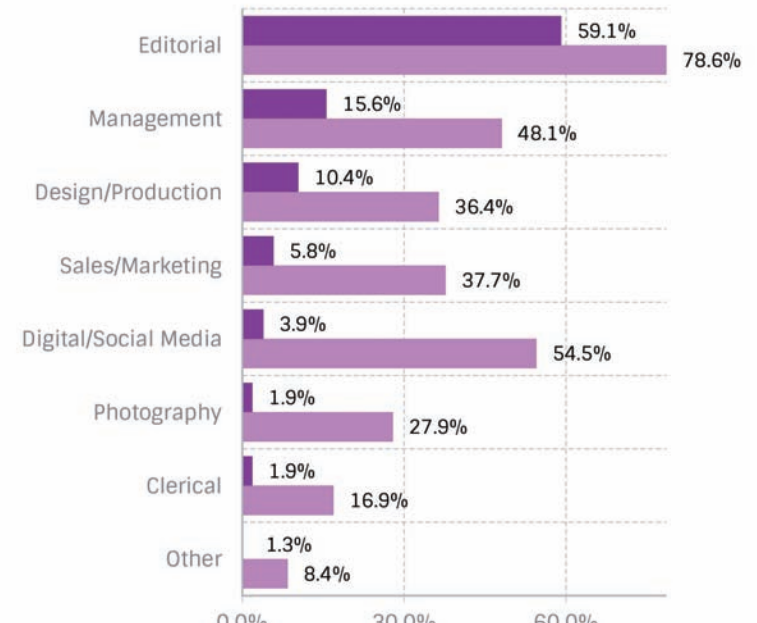


Does your job overlap multiple categories?
178 responses



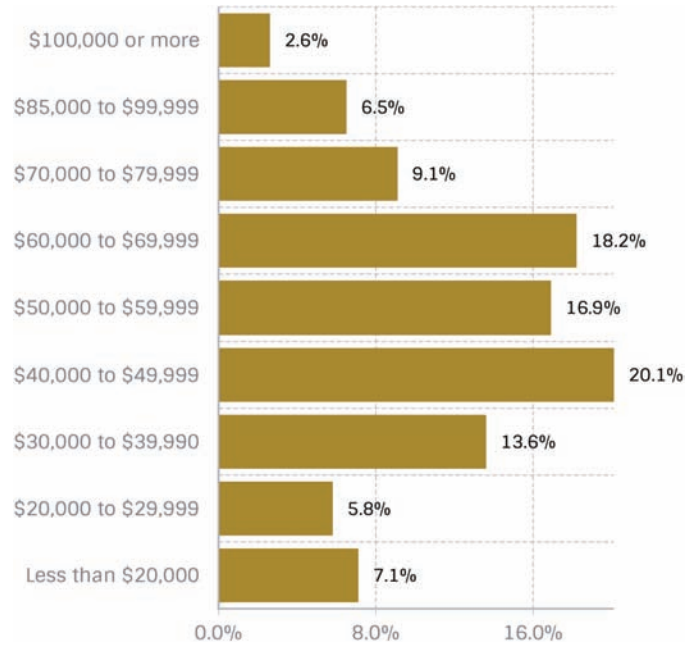
Those who said Yes to this question were also asked to check all the areas in which they are involved.

Both graphs side-by-side

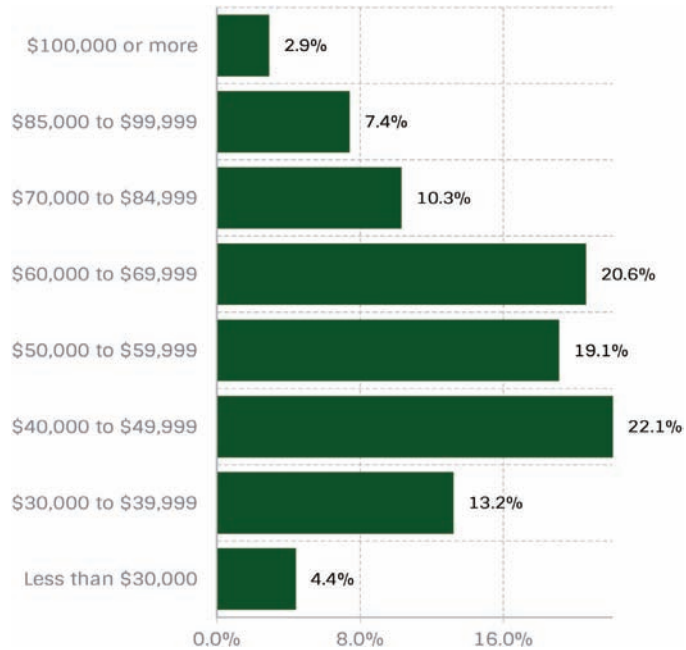


Salary Range

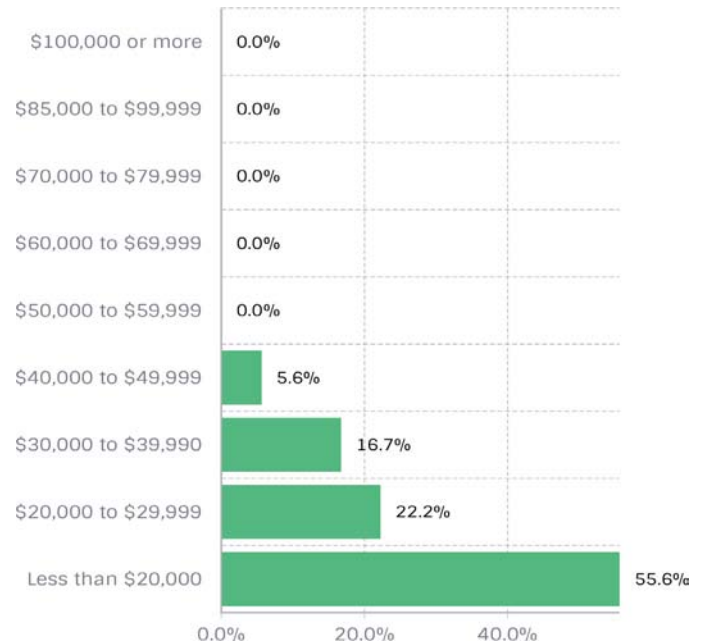
Salary - Full-time & Part-Time



Salary - Full-Time Only

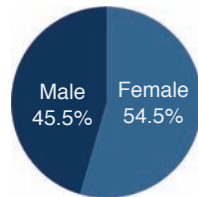
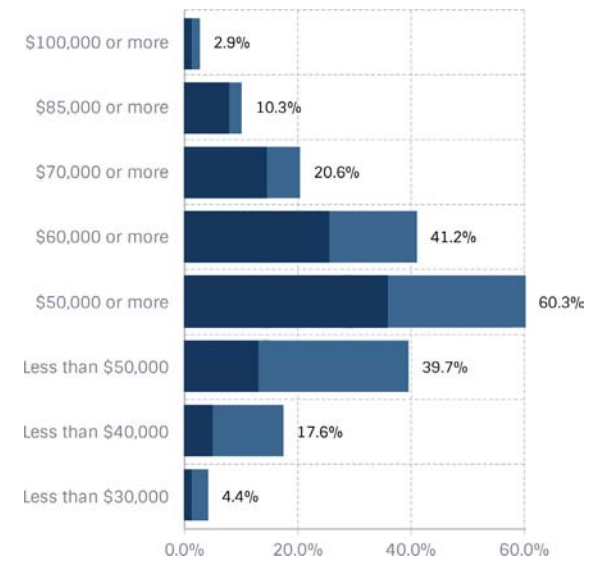
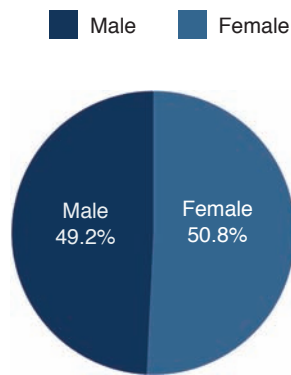
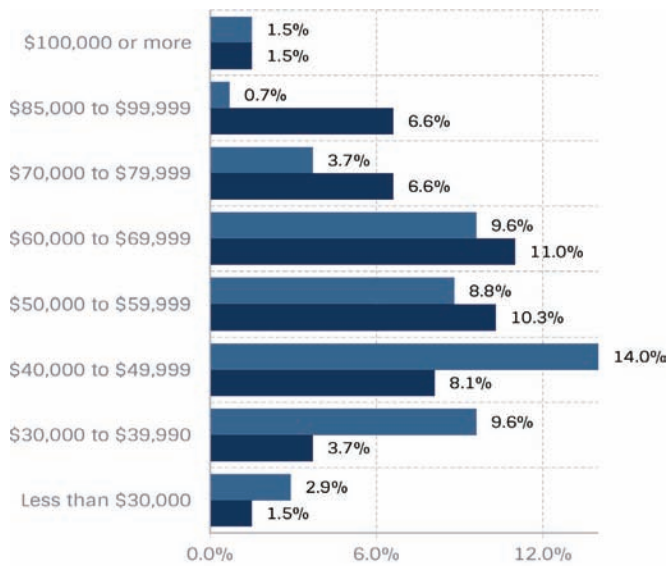


Salary - Part-Time Only

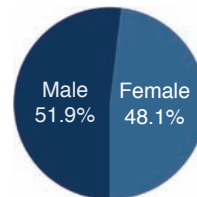
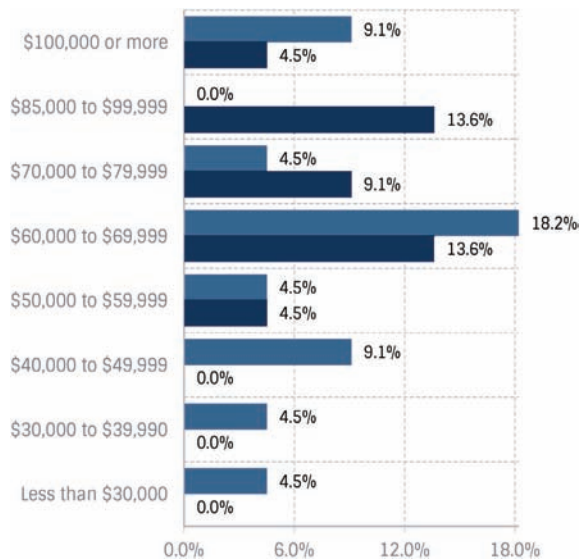


Salary Range Full-Time by Gender

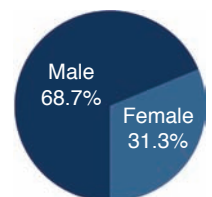
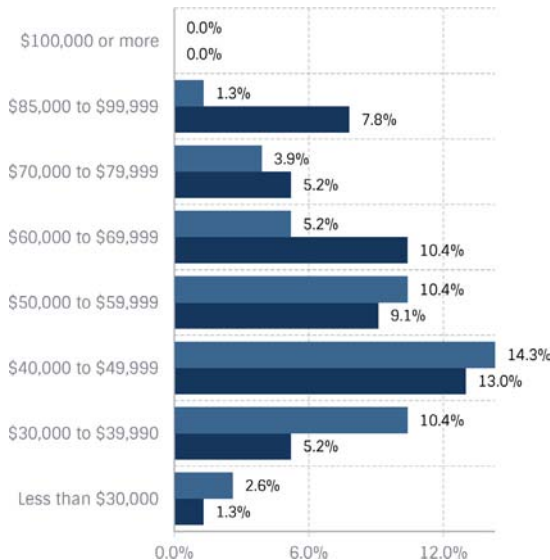
plus a breakout of the three primary categories of jobs



Salary - Full-time Management Only



Salary - Full-time Editorial Only

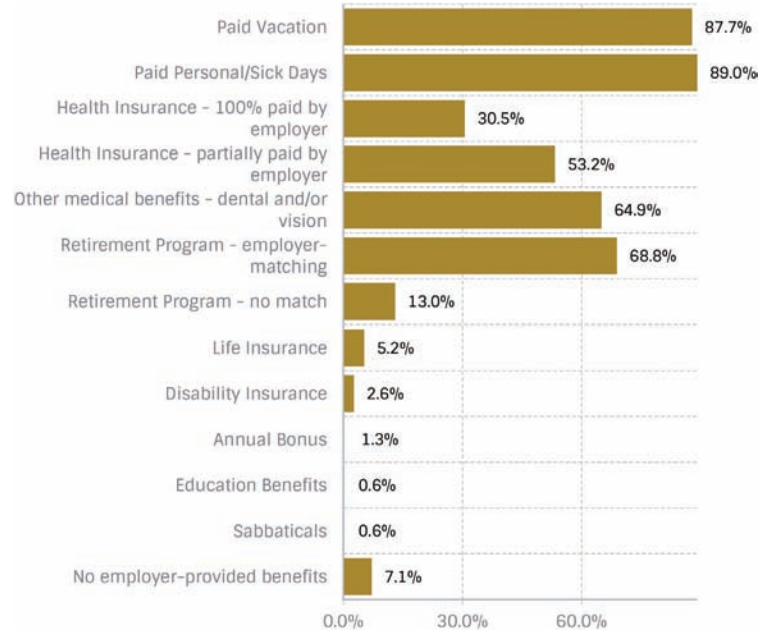


Salary - Full-time Designers Only

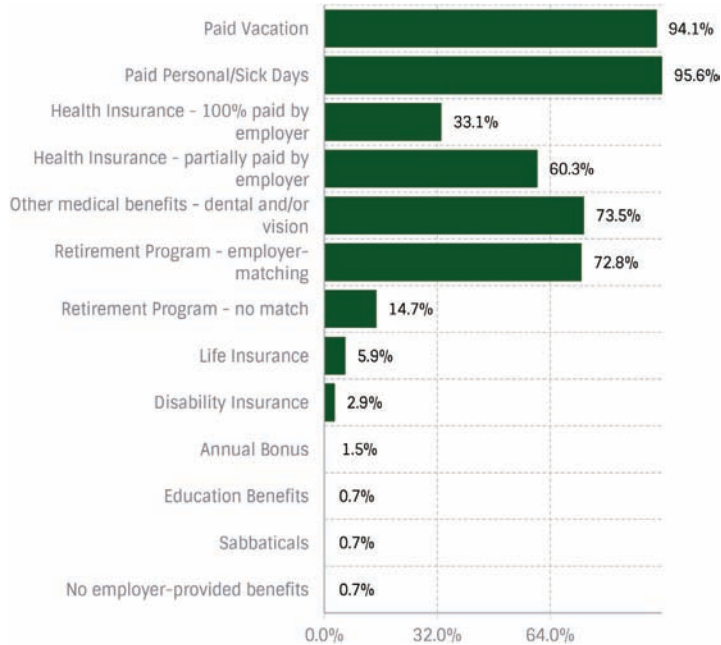


Benefits Offered

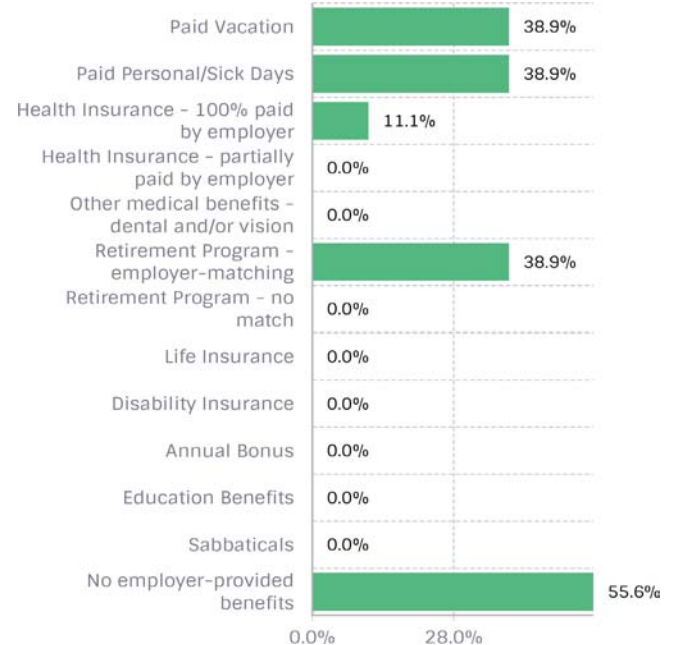
Benefits Offered - All



Benefits Offered - Full-time Only



Benefits Offered - Part-time Only



2016 vs 2019 Compensation Survey Comparison

Significant Points of Change

Summary: Salary levels increased all around, with female salaries making up a larger portion of the higher tiers, but still trailing male salaries. There was an insignificant difference in the benefits offered.

- Female vs. male gender majority increased from 51.7% to 55.8% when considering both full-time and part-time roles
- Female vs. male gender majority increased from 48.6% to 50.8% when considering only full-time roles
- Full-time vs. part-time status increased from 83.1% to 88.3%
- 31% more people have roles in digital/social media as part of their responsibilities
- 23% fewer people have design roles as part of their responsibilities

- 20% more people earn \$60,000 or more
- 20% more people earn \$50,000 or more

- The primary full-time salary range increased from \$30,000 - \$59,999 to \$40,000 - \$69,999
- The percentage of males earning \$60,000 or more increased from 25.3% to 52.2%
- The percentage of females earning \$60,000 or more increased from 8.9% to 30.4%

- The ratio of female to male salaries increased in the higher tiers
 - \$60,000 or more: From 26.0% to 37.5%
 - \$70,000 or more: From 18.8% to 28.6%
 - \$85,000 or more: From 11.1% to 21.4%

- The percentage of females in management (compared to males) increased from 44.4% to 54.5%

The 2016 report may be seen at www.evangelicalpress.com/salary-survey.