Television
Employee
Compensation
& Fringe
Benefits
Report

1999 Edition











## 1999

## **TELEVISION**

## EMPLOYEE COMPENSATION

## AND FRINGE BENEFITS

## **REPORT**

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#### Methods

Questionnaires requesting salary and fringe benefits information were mailed to all U.S. commercial (non-satellite) television stations in May, 1999. Of these 1,098 stations, 487 stations returned useable questionnaires resulting in a response rate of 44.4%.

From the information collected, 31 tables have been prepared based on revenue categories, station type (affiliated, independent), and DMA rank. Fox affiliates were included with the three traditional networks (ABC, CBS, and NBC) affiliates. Also, we separated PAX, UPN and WB from the other affiliates.

Respondents were given the following instructions to fill out the employee compensation information.

Fill in only those jobs which exist at your station. Where duties of two classifications may be combined at your station, classify this person by major responsibility.

**Base Salary.** The base salary for each department head and support staff should be the annual compensation level as of March 31, 1999. For sales personnel only, the annual compensation should be the 12 months of April 1, 1998 to March 31, 1999.

Starting Annual Salary. The starting annual salaries are for new employees with little or no experience.

**Bonus.** The bonus paid to each of the department heads should be for the period of April 1, 1998 through March 31, 1999.

High and Low Total Compensation for Account Execs. Report the total compensation for the highest and lowest paid account execs. for the 12 months of April 1, 1998 to March 31, 1999.

**Number of Full-Time Employees.** Full-time is defined as employees working 30 hours or more a week. At radio-television stations, employees working in both radio and television will be included only if they regularly work 30 hours or more a week in television.

Fringe Benefits. Report fringe benefits offered to majority of employees.

Each table contains the average and median base salary for 15 different department heads as well as their average and median annual bonus. Also included in each table are average annual and average starting salaries for 20 different support staff positions. Definitions of these support staff positions can be found on page 64.

Salary and compensation averages for sales staff as well as the average, high and low total compensation of account executives are also found in each table. The final area covered in each table is fringe benefits information including average number of paid holidays and paid sick days as well as the amount of vacation offered.

Please note that "N/A" signifies that less than two stations responded to a given category.

		Average	Averag	re	Median	All Stations  Median
Department Heads	]	Base Salary	Bonu		Base Salar	
General Manager		153,016	54,988	3	143,026	36,129
Asst. General Manager/Station Ma	nager	109,545	28,969		100,000	21,294
Operations Manager		55,121	9,140	)	50,000	3,500
Program Director	The	50,482	8,358	}	40,445	4,000
Director of Engineering/Chief Engi	neer	63,028	7,941		58,464	5,000
News Director		79,200	9,850		70,000	6,000
Marketing Director		56,692	8,278	3	50,244	6,452
Promotion/Publicity Director		47,676	6,462		42,000	3,750
Production Manager		43,650	4,236	·	40,237	2,603
Business Manager/Controller		58,220	8,642		55,000	5,739
Traffic Manager/Supervisor		36,587	3,443		34,863	2,000
Community/Public Affairs Director		43,884	5,313		37,000	3,250
Art Director		42,789	3,364		40,538	2,332
Research Director	and the second	46,841	9,797		43,388	5,000
Human Resources Director		42,280	5,921		37,730	3,010
	A	verage Numbe	r		Compensa	tion
Support Staff	Full-Time Employees	Years Em at Stat		Average Ann		Starting Annual
Operator Technician	8		8	26,410		20,101
Maintenance Technician	4		0 12 -	36,261		27,444
Technical Director	4		8	29,807		23,599
Floor Director	2	1	0   1	27,871	5.414	22,102
Film/Tape Editor	3		7	26,967		21,416
film Director	1	1	5	29,790	4- (1 B)	23,531
Weekday News Anchor	4		7	83,426		45,012
Weekend News Anchor	2			44,202		33,762
News Producer	6		3	29,270		23,746
lews Reporter	-7	0.8	<b>1</b>	33,730	H- 9	25,585

6

8

4

6

3

4

8

6

9

1

2

1

4

2

**News Photographer** 

Weekday Sportscaster

Weekend Sportscaster

Weekday Weathercaster

Weekend Weathercaster

Assignment Editor

Producer/Director

Traffic Assistant

**Staff Artist** 

**Production Assistant** 

27,144

68,926

37,204

68,481

36,489

32,368

20,853

32,735

29,709

22,071

21,278

42,069

29,901

40,358

29,647

26,252

17,734

25,717

24,519

18,564

	Salary	Other Compensation			
Sales Management	Average	Average		Sales Perso	nnel
General Sales Manager	94,745	39,419	# of Account E	xecutives:	7
Local Sales Manager	* 74,441	30,574		Total Comper	nsation
National Sales Manager	72,005	29,539	Average	High	Low
Co-op Coordinator	40,860	23,084	65,116	96,638	36,244

### **FRINGE BENEFITS**

Paid Sick Days (average):

11 Paid Vacation:

Years of Service:

2 3 5 10 15 2

Sick Days Accumulated?

Average Weeks:

2 2 3 3 4 4

Yes: 36%

64%

No:

Paid Holidays (average):

8

		% of Response					
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided		
Health Benefits:	Employee	19	3	77	ì		
	Dependents	2	17	79	2		
H.M.O.:	Employee	11	2	45	42		
	Dependents	1	10	46	42		
Dental:	Employee	16	13	64.	7		
	Dependents	3	22	67	8		
Vision:	Employee	8	9	38	44		
	Dependents	3	13	38	45		
Accidental Death:	Employee	61	12	17.	10.		
	Dependents	18	25	15	42		
Group Life Insurance:	Employee,	69	4	22	5		
	Dependents	19	31	18	31		
Disability:	Short-term	64	8	10	18		
	Long-term	62	11	16	11		
Pension Plan:		41	1	6	51		
401(k) Plan:		13	14	69	4		
Education/Career Develo	pment:	5 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	14.00				
Tuition Reiml	oursement	25	1	33	41		
Workshops, S	eminar, etc.	78	1	8	13		

Median

Median

Department Heads		Base Salary	Bonus		Base Salary	Bonus
General Manager		278,434	117,030		272,000	
Asst. General Manager/Station Man	ager	185,425	73,053		195,700	125,000 85,000
Operations Manager		92,380	11,981		82,400	
Program Director	e final	103,947	24.804	n de la company	102,915	7,070 20,928
Director of Engineering/Chief Engin	eer	103,473	20,427		100,303	
News Director		164,235	31,734		159,000	12,000 33,000
Marketing Director		102,531	15,498		90,000	9,757
Promotion/Publicity Director		90,165	18,680		78,277	
Production Manager		78,641	11,235		73,618	10,000
Business Manager/Controller		102,189	24,627		96,093	4,692 15,000
Traffic Manager/Supervisor		60,611	8,782		60,000	5,175
Community/Public Affairs Director		76,868	10,466	12	62,427	4,200
Art Director		64,142	6,742		62,877	5,500
Research Director	-Ayer	68,602	11,586		69,763	<b>3,500</b>
Human Resources Director		68,778	15,257		65,000	5,250
Support Staff	Full-Time Employees	verage Numbe Years Em at Sta	ployed	Average An	Compensation Sta	rting Annual
Operator Technician	19	1	14	48,034		34,530
Maintenance Technician	8	TO THE STREET	3.	54,918		40,973
Technical Director	6	1	4	53,825		48,627
Floor Director	3		<b>8</b>	38,482		27,128
Film/Tape Editor	8	1	.1	45,796		33,359
Film Director	- 2	* 1	6	46,164		38,667
Weekday News Anchor	5	1	.0	262,570	80000	108,865
Weekend News Anchor	2 . 2 x		6	117,316		81,021
News Producer	12		4	53,450		43,462
News Reporter	13		7	84,535		57,477
News Photographer	20	1	2	50,361		37,692
Week 'ay Sportscaster	. ,1,		9	237,662		114,597
Weekend Sportscaster	_1		6	94,723		76,735
Weekday Weathercaster	2		8	191,006		88,358
Weekend Weathercaster	1		3	81,810		63,054
Assignment Editor	4		6	46,727		37,055
Production Assistant	5		5	28,007		22,625
Producer/Directsr	5	1	1	60,908		49,533
Staff Artist	4		8	42,853		33,577
Traffie Assistant	4		8 - 4 - 5	30,486		24,821
1						

Average

Average

#### Net Revenue: Over \$50 Million

	Salary	Other Compensation			
Sales Management	Average	Average		Sales Personn	iel
General Sales Manager	168,606	61,254	# of Account E	Executives:	10
Local Sales Manager	129;597	42,186		<b>Total Compens</b>	ation
National Sales Manager	117,357	35,440	Average	High	Low
Co-op Coordinator	64,227	47,824	102,481	151,705	63,074

#### **FRINGE BENEFITS**

Paid Sick Days (average): 8 Paid Vacation: Years of Service: 1 2 3 5 10 15 20 Sick Days Accumulated? Average Weeks: 2 2 2 3 3 4 4

Yes: 16% Paid Holidays (average): 9

No: 84%

		% of Response						
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided			
Health Benefits:	Employee	4	0	= 96	0			
	Dependents	0	8	92	0			
HM.O.:	Employee	8	0	65	27			
	Dependents	0	8	65	27			
Dental:	Employee	19	11	70:	0			
	<b>Dependents</b>	15	19	67	0			
Vision:	Employee	15	. 0	41	44			
	Dependents	15	4	37	44			
Accidental Death:	Employee	36	32	32	Ó			
	Dependents	14	36	32	18			
Group Life Insurance:	Employee	70	0	30	0			
	Dependents	13	42	25	21			
Disability:	Short-term	72	. 8	16	4			
	Long-term	48	7	41	4			
Pension Plan:	4.00	72	. 0	8	- 20			
401(k) Plan:		12	12	76	0			
Education/Career Develo	pment:							
Tuition Reimb	oursement	23	0	50	27			
Workshops, S	eminar, etc.	92	0	s. 0	8			

Table 3
Net Revenue: \$35-\$50 Million

Asst. General Manager/Station Manager

Director of Engineering/Chief Engineer

Department Heads

General Manager

Program Director

**News Director** 

**Operations Manager** 

All	<b>Stations</b>
	Stations

Median

Bonus

76,700

35,520

5,000

13,538

10,400

9,750

Median

**Base Salary** 

239,720

150,000

70,783

75,025

82,900

119,000

						23100
Marketing Director		76,453	10,306		80,000	9,000
Promotion/Publicity Director		70,658	10,977	- Martines	68,221	6,500
Production Manager		58,111	2,256		53,000	2,625
Business Manager/Controller		85,842	12,584	• 210	85,000	11,318
Traffic Manager/Supervisor		48,152	4,222		46,800	2,625
Community/Public Affairs Direct	or , , ,	49,982	7,038		46,850	5,000
Art Director		48,707	3,950		48,000	5,500
Research Director		48,828	5,914		46,350	2,550
<b>Human Resources Director</b>		45,989	5,224		46,712	4,000
	Ay	verage Number			Compens	ation
Support Staff	Full-Time Employees	Years Emp at Statio	loyed on	Average Ann	-	Starting Annual
Operator Technician	13	11		37,905		27,742
Maintenance Technician	6	12		46,371		32,772
<b>Technical Director</b>	4	10		40,766		29,924
Floor Director	5	13		33,067		26,577
Film/Tape Editor	5	13		33,127		26,364
Film Director	1	19		35,504		29,031
Weekday News Anchor	5	8		157,274		75,597
Weekend News Anchor	E : 2 -	5		68,641		54,719
News Producer	10	4		38,244		31,162
News Reporter	10	-6		54,408		40,294
News Photographer	18	10	****	39,538		28,671
Weekday Sportscaster	1	8	* *1	115,969		70,987
Weekend Sportscaster	1	6		63,828		45,680
Weekday Weathercaster	2	8		113,168		65,067
Weekend Weathercaster	1	5		56,497		45,917
Assignment Editor	3	7		37,510		30,652
Production Assistant	4	5		24,424		21,229
Producer/Directo	• 4	12	7.02	45,951	11.7	33,240
Staff Artist	3	7		36,010		30,133
Traffic Assistant	+14	8	Tare to	27,108	V 45. 1. 200	23,043
		***************************************				

Average

Bonus

93,253

27,216

11,124

15,308

10,077

10,977

Average

**Base Salary** 

238,716

177,844

73,230

75,787

84,349

119,045

#### Net Revenue: \$35-\$50 Million

	Salary	Other Compensation				
Sales Management	Average	Average	Sales Personnel			
General Sales Manager	134,318	36,041	# of Account E	Executives:	9	
Local Sales Manager	98,296	26,958 *		Total Compe	nsation	
National Sales Manager	93,175	25,217	Average	High		Low
Co-op Coordinator	* N/A	N/A	83,485	145,363		52,466

#### **FRINGE BENEFITS**

Paid Sick Days (average):

10

Paid Vacation:

Years of Service:

2

10 15

Sick Days Accumulated?

Average Weeks:

2

Yes:

28%

Paid Holidays (average):

9

2 3 4 4

No: 72%

% of Response

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	- 16		31	0
	Dependents	3	7	90	0
н.м.о.:	Employee	7	3 3 3	76	-14
	Dependents	0	7	79	14
Dental:	- Employee	13	. 13	74	0.,
	Dependents	0	13	87	0
Vision:	Employee ""	13	16	55	16
	Dependents	3	17	62	17
Accidental Death:	Employee	42	16	32	10
	Dependents	10	33	30	27
Group Life Insurance:	Employee	63	3 3	33	0
	Dependents	10	43	37	10
Disability:	Short-term	79	0	14	7.7
	Long-term	60	10	23	7
Pension Plan:	10 = 5	.73	0	12	15
401(k) Plan:		3	7	83	7
Education/Career Develo	opment;		-132 325	ALDER ADVIS	
Tuition Reim	bursement	27	0	53	20
Workshops, S	Seminar, etc.	75	. 0	14	. 11

Table 4
Net Revenue: \$20-\$35 Million

**All Stations** 

Department Heads	F	Average Base Salary	Averag Bonu	•	Median Base Sala	
						•
General Manager		195,650	70,449		193,504	50,000
Asst. General Manager/Station Man	nager	131,151	27,065	Overes of the	138,938	21,688
Operations Manager		67,806	32,822		58,240	17,000
Program Director		61,608	8,230		57,000	4,837
Director of Engineering/Chief Engin	neer	76,271	11,285		75,000	6,350
News Director		102,045	11,568	H-H-E	97,750	8,616
Marketing Director		61,211	9,230		60,065	8,500
Promotion/Publicity Director	C M wasses	61,946	6,327		,57,118	4,250
Production Manager		56,004	4,132	,	56,654	3,000
Business Manager/Controller		71,741-	8,614		71,650	6,090
Traffic Manager/Supervisor		44,064	3,130		42,000	2,250
Community/Public Affairs Director		43,217	3,921		40,585	2,625
Art Director		45,224	2,825		43,200	3,000
Research Director		44,007	9,802		40,800	5,000
Human Resources Director		40,961	3,706		39,520	3,000
Support Staff	A Full-Time Employees	verage Numb Years Ei at Sta	nployed	Average An	Compens nual	ation Starting Annual
Operator Technician	12		8	30,398		22,290
Maintenance Technician	4	1.0	11	41,336	44 Table   C. K.	32,810
Technical Director	4		7	34,453	•	28,569
Floor Director	2		9	28,118		22,847
Film/Tape Editor	4		6	28,923		23,298
Film Director	2	lee (* 13. T	16	34,202		26,500
Weekday News Anchor	5		8	109,950	Marie Commission and Australia	68,357
Weekend News Anchor	2	(A	5	58,204		46,810
News Producer	8		3	34,574	14 <b>00</b>	28,770
News Reporter	. 9		5	42,206		33,810
News Photographer	13		7	33,510		27,359
Weekday Sportscaster			9	87,345		59,553
Weekend Sportscaster	1	******	5	45,711		40,169
Weekday Weathercaster	2		8	.93,454	T SOL	58,195
Weekend Weathercaster	1		5	47,358		39,780
Assignment Editor	3		4	36,145	37	29,657
Production Assistant	6		2	22,415		19,856
Producer/Director	4		8	38,371		
Staff Artist	2		4	***************************************	STORT STATE	30,624
Fraffic Assistant	3	100		30,616		25,834
PLANC ASSISTANC		1999 NAR/RCF	6	24,063		21,060

Net Revenue: \$20-\$35 Million

	Salary	Other Compensation					
Sales Management	Average	Average	Sales Personnel				
General Sales Manager	117,171	52,996	# of Account E	xecutives:	9		
Local Sales Manager	94,885	35,577		Total Compe	nsation		
National Sales Manager	86,248	32,557	Average	High		Low	
Co-op Coordinator	69,327	13,657	85,861	114,873		45,283	

#### FRINGE BENEFITS

Paid Sick Days (average):

**17** 

Paid Vacation:

Years of Service:

Sick Days Accumulated?

Average Weeks:

2 3

Yes:

21%

Paid Holidays (average):

8

79% No:

% of Response

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	12	0	88.	0
	Dependents	2	7	91	0
H.M.O.:	Employee	10	4.	65	21
	Dependents	2	10	66	22
Dental:	Employee	9	12	79	0.44
	Dependents	5	14	80	0
Vision:	<ul> <li>Employee</li> </ul>	9	- 16	47	28 3
	Dependents	5	14	52	29
Accidental Death:	Employee	51	23	19	7.
	Dependents	9	40	23	28
Group Life Insurance:	- Employee	- 64	14 Ray 5	30	0
	Dependents	13	37	27	23
Disability:	Short-term	69	9	9	13
	Long-term	64	16	16	4
Pension Plan:	Treasure !	58	- 4-1	4	35
401(k) Plan:		7	7	84	2
Education/Career Deve	lopment:				451-5504-6-bi
Tuition Rein	nbursement	25	2	44	29
Workshops,	Seminar, etc.	88	2 2	10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	4504

General Manager	Dangetways Handa		Average	Average		Median	Median
Asst. General Manager/Station Manager   106.923   16.671   100.588   16.934   Operations Manager   63,328   9,495   59,880   7,500   Program Director   58,740   6.541   56,340   4,800   Director of Engineering/Chief Engineer   87,364   8,666   85,000   5,250   Marketing Director   87,364   8,666   85,000   5,250   Marketing Director   57,448   7,835   50,000   7,202   Promotion/Publicity Director   53,568   4,214   53,500   4,000   Production Manager   47,656   3,134   44,860   2,500   Traffic Manager/Supervisor   38,833   4,003   38,305   1,225   Community Public Affairs Director   42,163   2,401   37,210   1.929   Art Director   36,837   1,622   37,524   1,250   Research Director   41,424   9,652   41,444   6,500   Human Resources Director   45,263   3,616   42,981   2,000   Human Resources Director   45,263   3,616   42,981   2,000   Maintenance Technician   9   9   2,000   Operator Technician   9   9   32,118   24,207   Floor Director   3   8   24,827   19,842   Floor Director   3   8   24,827   19,842   Floor Director   1   16   29,732   21,750   Weekday News Anchor   5   8   83,987   42,530   Weekday News Anchor   5   8   83,987   42,530   News Producer   7   3   28,835   22,233   News Reporter   7   4   33,187   24,536   News Producer   7   3   28,835   22,233   News Producer   7   4   33,187   24,536	Department Heads		base Salary	Bonus		Base Salar	y Bonus
Operations Manager         63,328         9,495         59,800         7,500           Program Director of Engineering/Chief Engineer         6,833         7,561         66,494         5,000           News Director         87,364         8,066         85,000         5,250           Marketing Director         57,48         7,835         5,000         7,202           Production Manager         47,656         3,134         44,860         2,500           Business Manager/Controller         66,529         3,295         63,136         61,136           Traffic Manager/Supervisor         38,883         4,003         38,305         1,225           Community Public Affairs Director         41,626         2,401         37,210         1929           Art Director         36,837         1,622         37,524         1,250           Research Director         41,424         9,652         41,444         6,504           Human Resources Director         41,424         9,652         41,444         6,504           Research Director         9         9         26,032         19,487           Maintenance Technician         9         9         26,032         19,487           Technical Director         3	General Manager		165,480	69,742		162,179	44,500
Program Director	Asst. General Manager/Station Man	ager	106,923	16,671	1 10000	100,588	16,934
Director of Engineering/Chief Engineer   69,833   7,561   66,494   5,000     News Director   87,364   8,066   85,000   5,250     Marketing Director   57,448   7,835   50,000   7,202     Promotion/Publicity Director   53,568   4,214   53,500   4,000     Production Manager   47,656   3,134   44,860   2,500     Business Manager/Controller   66,529   8,295   63,136   6,155     Traffic Manager/Supervisor   38,883   4,003   38,305   1,225     Community/Public Affairs Director   42,163   2,401   37,210   1,929     Art Director   36,837   1,622   37,524   1,250     Research Director   41,424   9,652   41,444   6,500     Human Resources Director   45,263   3,616   42,981   2,000     Human Resources Director   45,263   3,616   42,981   2,000     Support Staff   Full-Time Employees   Vears Employed at Station   Starting Annual Employees     Full-Time Employees   13   38,361   29,510     Technical Director   5   9   32,118   24,207     Floor Director   3   9   27,333   20,945     Film/Tape Editor   3   8   24,827   19,842     Film Director   1   16   29,732   21,750     Weekday News Anchor   5   8   83,987   42,530     Weeked News Anchor   2   5   42,366   31,902     Weeked News Anchor   7   3   28,835   22,233     News Producer   7   3   28,835   22,233     News Producer   7   3   28,835   22,233     News Producer   7   4   33,187   23,536     News Producer   7   5   6,590   36,912     Weekedd Sportscaster   1   6   36,545   28,089     Weekedd Weathercaster   2   6   35,487   27,255     Production Assistant   5   5   21,790   18,485     Production Assistant   2   5   27,965   22,520     Staff Artist   2   5   27,965   22,520     Po	Operations Manager		63,328	9,495		59,880	7,500
News Director   87,364   8,066   85,000   5,250	Program Director		58,740	6,341		56,340	4,800
Marketing Director         57,448         7,835         50,000         7,202           Promotion/Publicity Director         53,568         4,214         53,590         4,000           Production Manager         47,656         3,134         44,860         2,500           Business Manager/Controller         66,529         8,295         63,136         61,50           Traffic Manager/Supervisor         38,883         4,003         38,305         1,225           Art Director         36,837         1,622         37,524         1,250           Research Director         41,424         9,652         41,444         6,500           Human Resources Director         45,263         3,616         42,981         2,000           Support Staff         Full-Time Employees         Newer Employee         Average Annual         Starting Annual           Support Staff         P         9         26,032         19,487           Maintenance Technician         9         9         26,032         19,487           Maintenance Technician         5         13         38,861         29,510           Technical Director         5         9         32,118         24,207           Floor Director         3	Director of Engineering/Chief Engin	eer	69,833	7,561		66,494	5,000
Promotion/Publicity Director   \$3,568	News Director	e en en en	87,364	8,066		85,000	5,250
Production Manager	Marketing Director		57,448	7,835		50,000	7,202
Production Manager         47,656         3,134         44,860         2,500           Business Manager/Controller         66,529         8,295         63,136         6,150           Traffic Manager/Supervisor         38,883         4,003         38,305         1,225           Community/Public Affairs Director         42,163         2,401         37,210         1,225           Art Director         36,837         1,622         37,524         1,250           Research Director         41,244         9,652         41,444         6,500           Human Resources Director         45,263         3,616         42,981         2,000           Support Staff         Compensation         Starting Annual         19,487         42,600         19,487         42,600         19,487	Promotion/Publicity Director		53,568	4,214	20	\$3,500	4,000
Traffic Manager/Supervisor   38,883   4,003   38,305   1,225	Production Manager		47,656	3,134	•••	# 100000 CO.   1 0000000 CO.	2,500
Community/Public Affairs Director         42,163         2,401         37,210         1,929           Art Director         36,837         1,622         37,524         1,250           Research Director         41,424         9,652         41,444         6,500           Human Resources Director         45,263         3,616         42,981         2,000           Average Number Full-Time Employees         Vears Employees         Compensation         Average Annual         Starting Annual           Support Staff         9         9         26,032         19,487           Maintenance Technician         9         9         26,032         19,487           Maintenance Technician         5         13         33,861         29,510           Technical Director         5         9         32,118         24,207           Film/Tape Editor         3         8         24,827         19,842           Film/Tape Editor         1         16         29,732         21,750           Weekday News Anchor         5         8         83,987         42,530           Weeked News Anchor         2         5         42,366         31,902           News Producer         7         3         28,	Business Manager/Controller		66,529	8,295		63,136	6,150
Art Director         36,837         1,622         37,524         1,250           Research Director         41,424         9,652         41,444         6,500           Human Resources Director         45,263         3,616         42,981         2,000           Average Number Full-Time Employees         Compensation         Compensation           Support Staff         Years Employees         Average Annual         Starting Annual           Operator Technician         9         9         26,032         19,487           Maintenance Technician         5         13         38,361         29,516           Technical Director         5         9         32,118         24,207           Film/Tape Editor         3         8         24,827         19,842           Film/Tape Editor         3         8         24,827         19,842           Film Director         1         16         29,732         21,750           Weekday News Anchor         5         8         83,987         42,530           Weekend News Anchor         2         5         42,366         31,902           News Producer         7         3         28,835         22,233           News Reporter	Traffic Manager/Supervisor		38,883	4,003		38,305	1,225
Research Director	Community/Public Affairs Director		42,163	2,401	100000000	37,210	1,929
Research Director	Art Director		36,837	1,622		37,524	1,250
Human Resources Director	Research Director		41,424	9,652		41,444	6,500
Support Staff         Full-Time Employees         Years Employed at Station         Average Annual Average Annual at Starting Annual Average Annual at Starting Annual Average Annual	Human Resources Director		45,263	3,616			
Support Staff         Employees         at Station           Operator Technician         9         9         26,032         19,487           Maintenance Technician         5         13         38,861         29,516           Technical Director         5         9         32,118         24,207           Hoor Director         3         9         27,393         20,945           Film/Tape Editor         3         8         24,827         19,842           Film Director         1         16         29,732         21,750           Weekday News Anchor         5         8         83,987         42,530           Weekend News Anchor         2         5         42,366         31,902           News Producer         7         3         28,835         22,233           News Reporter         7         4         33,187         24,536           News Photographer         10         7         27,739         20,610           Weekday Sportscaster         1         10         66,383         41,830           Weekend Sportscaster         1         6         36,545         28,089           Weekend Weather caster         2         8         69,590		A	verage Numbe	er		Compensa	tion
Mainfenance Technician         5         13         38,861         29,510           Technical Director         5         9         32,118         24,207           Floor Director         3         9         27,393         20,945           Film/Tape Editor         3         8         24,827         19,842           Film Director         1         16         29,732         21,750           Weekday News Anchor         5         8         83,987         42,530           Weekend News Anchor         2         5         42,366         31,902           News Producer         7         3         28,835         22,233           News Producer         7         4         33,187         24,536           News Photographer         10         7         27,739         20,610           Weekday Sportscaster         1         10         66,383         41,830           Weekend Sportscaster         1         6         36,545         28,089           Weekend Weather caster         2         8         69,590         36,912           Weekend Weather caster         1         3         35,587         30,640           Assignment Editor         2	Support Staff				Average An	nual S	Starting Annual
Technical Director         5         9         32,118         24,207           Floor Director         3         9         27,393         20,945           Film/Tape Editor         3         8         24,827         19,842           Film Director         1         16         29,732         21,750           Weekday News Anchor         5         8         83,987         42,530           Weekend News Anchor         2         5         42,366         31,902           News Producer         7         3         28,835         22,233           News Producer         7         4         33,187         24,536           News Photographer         10         7         27,739         20,610           Weekday Sportscaster         1         10         66,383         41,830           Weekend Sportscaster         1         6         36,545         28,089           Weekend Weathercaster         2         8         69,590         36,912           Weekend Weathercaster         1         3         35,587         30,640           Assignment Editor         2         6         35,497         27,255           Producer/Director         4         10<	Operator Technician	9		9	26,032		19,487
Floor Director         3         9         27,393         20,945           Film/Tape Editor         3         8         24,827         19,842           Film Director         1         16         29,732         21,750           Weekday News Anchor         5         8         83,987         42,530           Weekend News Anchor         2         5         42,366         31,902           News Producer         7         3         28,835         22,233           News Reporter         7         4         33,187         24,536           News Photographer         10         7         27,739         20,610           Weekday Sportscaster         1         10         66,383         41,830           Weekend Sportscaster         1         6         36,545         28,089           Weekday Weathercaster         2         8         69,590         36,912           Weekend Weathercaster         1         3         35,587         30,640           Assignment Editor         2         6         35,487         27,255           Producer/Director         4         10         33,131         24,894           Staff Artist         2         5	Maintenance Technician	5.		3	38,861		29,510
Film/Tape Editor       3       8       24,827       19,842         Film Director       1       16       29,732       21,750         Weekday News Anchor       5       8       83,987       42,530         Weekend News Anchor       2       5       42,366       31,902         News Producer       7       3       28,835       22,233         News Reporter       7       4       33,187       24,536         News Photographer       10       7       27,739       20,610         Weekday Sportscaster       1       10       66,383       41,830         Weekend Sportscaster       1       6       36,545       28,089         Weekday Weathercaster       2       8       69,590       36,912         Weekend Weathercaster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Technical Director	5		9	32,118		24,207
Film Director         1         16         29,732         21,750           Weekday News Anchor         5         8         83,987         42,530           Weekend News Anchor         2         5         42,366         31,902           News Producer         7         3         28,835         22,233           News Reporter         7         4         33,187         24,536           News Photographer         10         7         27,739         20,610           Weekday Sportscaster         1         10         66,383         41,830           Weekend Sportscaster         1         6         36,545         28,089           Weekday Weathercaster         2         8         69,590         36,912           Weekend Weathercaster         1         3         35,587         30,640           Assignment Editor         2         6         35,487         27,255           Production Assistant         5         5         21,790         18,485           Producer/Director         4         10         33,131         24,894           Staff Artist         2         5         27,965         22,520	Floor Director	3		9	27,393		20,945
Weekday News Anchor       5       8       83,987       42,530         Weekend News Anchor       2       5       42,366       31,902         News Producer       7       3       28,835       22,233         News Reporter       7       4       33,187       24,536         News Photographer       10       7       27,739       20,610         Weekday Sportscaster       1       10       66,383       41,830         Weekend Sportscaster       1       6       36,545       28,089         Weekday Weather Caster       2       8       69,590       36,912         Weekend Weather Caster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Film/Tape Editor	3		8	24,827		19,842
Weekday News Anchor       5       8       83,987       42,530         Weekend News Anchor       2       5       42,366       31,902         News Producer       7       3       28,835       22,233         News Reporter       7       4       33,187       24,536         News Photographer       10       7       27,739       20,610         Weekday Sportscaster       1       10       66,383       41,830         Weekend Sportscaster       1       6       36,545       28,089         Weekday Weather Caster       2       8       69,590       36,912         Weekend Weather Caster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Film Director	7 1		6-12-	29,732		21,750
News Producer       7       3       28,835       22,233         News Reporter       7       4       33,187       24,536         News Photographer       10       7       27,739       20,610         Weekday Sportscaster       1       10       66,383       41,830         Weekend Sportscaster       1       6       36,545       28,089         Weekday Weather caster       2       8       69,590       36,912         Weekend Weather caster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Weekday News Anchor	5		8	83,987		
News Producer       7       3       28,835       22,233         News Reporter       7       4       33,187       24,536         News Photographer       10       7       27,739       20,610         Weekday Sportscaster       1       10       66,383       41,830         Weekend Sportscaster       1       6       36,545       28,089         Weekday Weather caster       2       8       69,590       36,912         Weekend Weather caster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Weekend News Anchor	2		5	42,366		31,902
News Reporter       7       4       33,187       24,536         News Photographer       10       7       27,739       20,610         Weekday Sportscaster       1       10       66,383       41,830         Weekend Sportscaster       1       6       36,545       28,089         Weekday Weathercaster       2       8       69,590       36,912         Weekend Weathercaster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	News Producer	7		3	28,835		
News Photographer         10         7         27,739         20,610           Weekday Sportscaster         1         10         66,383         41,830           Weekend Sportscaster         1         6         36,545         28,089           Weekday Weathercaster         2         8         69,590         36,912           Weekend Weathercaster         1         3         35,587         30,640           Assignment Editor         2         6         35,487         27,255           Production Assistant         5         5         21,790         18,485           Producer/Director         4         10         33,131         24,894           Staff Artist         2         5         27,965         22,520	News Reporter	7		4	33,187		
Weekend Sportscaster       1       6       36,545       28,089         Weekday Weathercaster       2       8       69,590       36,912         Weekend Weathercaster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	News Photographer	10		7	27,739		
Weekday Weather caster       2       8       69,590       36,912         Weekend Weather caster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Weekday Sportscaster	. 1	j	0	66,383		.41,830
Weekend Weathercaster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Weekend Sportscaster	1		6	36,545		28,089
Weekend Weathercaster       1       3       35,587       30,640         Assignment Editor       2       6       35,487       27,255         Production Assistant       5       5       21,790       18,485         Producer/Director       4       10       33,131       24,894         Staff Artist       2       5       27,965       22,520	Weekday Weathercaster	- 2 ,		8	69,590	1	36,912
Production Assistant         5         5         21,790         18,485           Producer/Director         4         10         33,131         24,894           Staff Artist         2         5         27,965         22,520	Weekend Weathercaster	1		3	35,587		
Production Assistant         5         5         21,790         18,485           Producer/Director         4         10         33,131         24,894           Staff Artist         2         5         27,965         22,520	Assignment Editor	2		6	35,487		
Producer/Director         4         10         33,131         24,894           Staff Artist         2         5         27,965         22,520	Production Assistant	5		5			
Staff Artist 2 5 27,965 22,520	Producer/Director	4	J - 1	0	N-100		
The state of the s	Staff Artist	2		5			
	Traffic Assistant	3		7	22,875		18,335

#### Net Revenue: \$15-\$20 Million

	Salary	Other Compensation				
Sales Management	Average	Average		Sales Person	nnel	
General Sales Manager	95,115	45,279	# of Account E	xecutives:	8	
Local Sales Manager	68,467	34,895		<b>Total Comper</b>	nsation	
National Sales Manager	67,621	33,088	Average	High		Low
Co-op Coordinator	49,750	-21,000	79,524	102,769		38,197

#### **FRINGE BENEFITS**

Paid Sick Days (average):

11

Paid Vacation:

Years of Service:

2

10 15 20

3

Sick Days Accumulated?

Paid Holidays (average):

Average Weeks:

2 2 3

Yes: No: 49% 51%

8

			% of Respo	onse	
_		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	23	2	75	0
	Dependents	4	19	77	0
н.м.о.:	Employee	16	2	47	36
	Dependents	4	16	44	36
Dental:	Employee	18 m	12	64	6
	Dependents	2	28	64	6
Vision:	Fmployee	6	17	36	40
	Dependents	0	21	38	40
Accidental Death:	Employee	65	18	10	> >6
	Dependents	15	37	9	39
Group Life Insurance:	Employee	86	2	10	2
	Dependents	20	37	7	37
Disability:	Short-term	55	- 17	9	19
	Long-term	71	10	13	6
Pension Plan:	Same and the same of	39	0,000	11	50
401(k) Plan:		21	4	75	0
Education/Career Develo	pment:				
Tuition Reiml	bursement	25	0	30	45
Workshops, S	ieminar, etc.	80	2	4	13

Table 6
Net Revenue: \$10-\$15 Million

Asst. General Manager/Station Manager

Department Heads

General Manager

Program Director

**Operations Manager** 

All	<b>Stations</b>
	Stations

Median

Bonus

40,000

31,350

3,150

2,000

Median

Base Salary

96,777 \*\*\*

145,300

48,935

37,252

Director of Engineering/Chief Eng	ineer	60,417	5,173	57,700	3,100
News Director		71,299	6,070	69,500	4,585
Marketing Director		45,840	6,459	46,000	4,839
Promotion/Publicity Director		43,895	4,030	42,900	2,500
Production Manager		43,804	4,559	43,250	3,273
Business Manager/Controller		56,900	5,937	57,130	4,000
Traffic Manager/Supervisor		35,813	2,099	35,000	1,114
Community/Public Affairs Director	4.00	36,623	2,321	35,880	2 1,776
Art Director		<b>32,783</b>	1,488	31,200	1,300
Research Director	i Prince	35,032	N/A	32,000	N/A
Human Resources Director		38,709	3,350	35,750	2,760
		verage Number		Compens	ation
Support Staff	Full-Time Employees	Years Employed at Station	Average A	nnual ——————	Starting Annual
Operator Technician	7	8	24,159		19,076
Maintenance Technician	3	10	35,399		- 26,042
Technical Director	4	. 7	24,858		20,032
Floor Director	. 2	12	27,534		23,242
Film/Tape Editor	2	5	19,700		17,150
Film Director	Ī,	10	27,565	i algung	20,781
Weekday News Anchor	5	8	61,405		36,371
Weekend News Anchor	2	4.	33,807		27,538
News Producer	5	3	25,863		20,725
News Reporter	* 7	430	27,877	5 AM 14	22,326
News Photographer	8	6	23,528		18,761
Weekday Sportscaster	1	10	50,327		34,194
Weekend Sportscaster	1	4	29,941		25,097
Weekday Weathercaster	2	1. July 2 - 1 - 1 - 1	54,102		33,734
Weekend Weathercaster	1	3	29,238		26,486
Assignment Editor	1	5	31,361	100	25,954
Production Assistant	5	5	22,930		20,163
Producer/Director	4*.	4 To 1	28,375		22,251
Staff Artist	1	5	25,852		22,858
Traffic Assistant	2 2	7	22,551	7 7 7 1	18,347
12		1999 NAB/BCFM Televisi	on Employee Compe	ensation and Fr	nge Benefits Report

Average

**Base Salary** 

146,509

95,653

49,819

42,828

Average

Bonus

50,449

31,545

5,130

4,530

#### Net Revenue: \$10-\$15 Million

	Salary	Other Compensation			
Sales Management	Average	Average		Sales Person	nel
General Sales Manager	86,906	39,386	# of Account E	xecutives:	8
Local Sales Manager	65,690	35,476		Total Compens	ation
National Sales Manager	62,161	28,736	Average	High	Low
Co-op Coordinator	37,500	N/A	61,615	99,351	33,780

#### FRINGE BENEFITS

Paid Sick Days (average):

10

Paid Vacation:

Years of Service:

1 2

10 15 2

Sick Days Accumulated?

Average Weeks:

.

2 3 3

4 4

Yes: No: 41% 59% Paid Holidays (average):

8

% of Response

Cost Shared by Not Paid in Full Paid in Full Provided by Employee Co. and Employee by Company 83 3 Health Benefits: Employee 11 3 10 87 3 **Dependents** 0 H.M.O.: Employee 0 51 48 **Dependents** 8 9 68 Dental: Employee **73** 8 17 **Dependents** 2 8 Vision: Employee 51 40 **Dependents** 5 41 5 50 13 19 63 6 Accidental Death: Employee **Dependents** 15 25 14 46 Group Life Insurance: 1 Employee 77 20 31 18 33 **Dependents** 18 Disability: 71 11 11 Short-term 6. 5 Long-term 69 8 18 46 49 Persion Plan: 72 3 401(k) Plan: 17 Education/Career Development: 49 **Tuition Reimbursement** 0 30 21 U 10 Workshops, Seminar, etc.

Median

Median

Average

Average

		Average	Average	•	Median	Median
Department Heads	В	Base Salary	Bonus		Base Salar	y Bonus
General Manager		139,001	43,581		140,000	29,875
Asst. General Manager/Station Mana	ger	84,333	28,563		71,000	28,563
Operations Manager		55,656	2,375		51,500	2,625
Program Director		41,883	3,515		39,000	3,280
Director of Engineering/Chief Engine	er	56,370	3,518		55,000	3,000
News Director	Section 1	67,436	3,965		65,450	3,500
Marketing Director		48,808	1,165		45,710	1,165
Promotion/Publicity Director		40,103	2,465		39,239	1,825
Production Manager		39,957	5,388		39,350	3,798
Business Manager/Controller		53,356	6,399		50,960	4,983
Traffic Manager/Supervisor		31,821	1,779		31,450	1,600
Community/Public Affairs Director		30,845	N/A	Sales Company	32,349	N/A
Art Director		31,049	N/A		31,279	N/A
Research Director		34,333	3,250		27,000	3,250
Human Resources Director		33,270	N/A		27,300	N/A
	A	verage Numb	er		Compensat	tion
	Full-Time imployees	Years Ei at Sta	mployed ation	Average An	nual S	Starting Annual
Operator Technician	7		7	22,722	nia.	17,706
Maintenance Technician	3		10	33,765		25,019
Technical Director	4		7	25,836	•	19,955
Floor Directo	. 2		2	21,289		19,972
Film/Tape Editor	2		5	21,209		17,120
Film Director			23	28,670		25,380
Weekday News Anchor	4		6	55,089		36,152
Weekend News Anchor	14		4	30,714		25,771
News Producer	4		3	25,734		20,663
News Reporter	6	$T + T = \frac{1}{2}$	3	25,004		20,231
News Photographer	7		5	22,846		18,101
Weekday Sportscaster	1		7	41,163		33,550
Weekend Sportscaster	1		3	27,249		24,150
Weekday Weathercaster	2		6	49,740		31,498
Weekend Weathercaster	1		3	26,578		22,672
Assignment Editor	- 1		3	29,029	4-50 30-5	23,520
Production Assistant	4		5	19,418		16,136
Producer/Director	4		<b>7</b> haz erillek	29,030	a Missiwitz Tha	. 22,146
Staff Artist	1		6	23,686		20,098
Traffic Assistant	2		5	20,791		,17,813
14	CONTRACTOR OF THE PARTY OF THE	1000 NAR/POF		AND THE PARTY OF T	action and Erin	ge Renefits Penort

Net Revenue: \$8-\$10 Million

	Salary	Other Compensation			
Sales Management	Average	Average	Sales Personnel		
General Sales Manager	77,919	31,441	# of Account E	xecutives:	7
Local Sales Manager	62,399	20,362		Total Compen	sation
National Sales Manager	58,471	26,072	Average	High	Low
Co-op Coordinator	29,721	12,300	57,354	89,245	28,591

#### FRINGE BENEFITS

Paid Sick Days (average):

10

Paid Vacation:

Years of Service:

2

Sick Days Accumulated?

37%

Paid Holidays (average):

Average Weeks: 8

2 2 3 3

No: 63%

Yes:

% of Response

ja-		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	30	3 2	. 68	0
	Dependents	3	27	70	0
H.M.O.:	Employee	27	0,	30	42
	Dependents	3	18	36	42
Dental:	Employee	26 -	13	55	5
	Dependents	3	34	58	5
Vision:	Employee	19	14	36	31
	Dependents	8	28	33	31
Accidental Death:	Employee	65	- 5	24	5
	Dependents	25	19	16	41
Group Life Insurance:	Employee	.58	5 - 5	37	- 0
	Dependents	26	29	24	21
Disability:	Short-term	63	11	14	11
	Long-term	69	17	14	0
Pension Plan:		43 9	0	7.	50
401(k) Plan:		17	14	69	0
Education/Career Develo	pment:				10.50
Tuition Reimb	oursement	47	0	29	24
Workshops, S	eminar, etc.	89	0	8	3

Median

Median

		Average	Average	;	Median	iviedian
Department Heads	В	ase Salary	Bonus		Base Salary	Bonus
General Manager		118,727	31,937	4	120,000	25,000
Asst. General Manager/Station Mana	ger	93,422	15,464	SIL	87,038	15,464
Operations Manager		43,491	2,388		43,500	1,036
Program Director		35,077	1,290	E EUR LEU E	31,315	1,088
Director of Engineering/Chief Engineering	er	54,327	3,256		51,697	1,568
News Director		55,415	5,939	15.0	54,163	5,903
Marketing Director		43,280	4,387	***************************************	38,000	2,957
Promotion/Publicity Director		34,478	2,856		32,000	2,250
Production Manager	***************************************	37,399	1,507	A CONTRACTOR OF THE PARTY OF TH	36,310	1,303
Business Manager/Controller		44,575	3 860		41,060	2,562
Traffic Manager/Supervisor		29,510	1,969		28,611	2,000
Community/Public Affairs Director		26,160	N/A	77 20	25,960	N/A
Art Director		28,661	N/A		26,270	N/A
Research Director		29,625	NA		30,000	N/A
Human Resources Director		28,534	N/A		27,832	N/A
	A	erage Numb	er		Compensation	
	ull-Time mployees	Years En at Sta	nployed tion	Average An	-	ing Annual
Operator Technician	5		6	22,451		18,796
Maintenance Technician	. 2		10	31,715		23,998
Technical Director	3		6	22,667		18,467
Floor Director	2	<b>7</b>	7 - 37 2	22,543		19,880
Film/Tape Editor	2		7	21,232		17,974
Film Director	1		12	25,357		···=21,843
Weekday News Anchor	3		5	46,939		34,098
Weekend News Anchor	1		2	24,805		22,608
News Producer	3		3	22,114		19,247
News Reporter	5		3	21,511		18,295
News Photographer	5		4	20,077		17,076
Weekday Sportscaster	1 "		6	37,019		28,471
Weekend Sportscaster	1		2	21,201		19,853
Weekday Weathercaster	- 2		5	39,190	e or man	30,374
Weekend Weathercaster	1		2	21,376		19,905
Assignment Editor	1	Maria Coldinario	4	25,548		21,504
Production Assistant	4		5	19,229		16,062
Producer/Director	3		5	24,961		20,662
Staff Artist	1		9	24,119		20,259
Traffic Assistant	2		5	18,682		16,164
16		1000 NIAB/BCEN	A Television Em	davios Como on	antinu au d'Enima D	

Average

Average

### Net Revenue: \$6-\$8 Million

	Salary	Other Compensation					
Sales Management	Average Average		Sales Personnel				
General Sales Manager	66,753	39,748	# of Account E	xecutives:	6		
Local Sales Manager	54,004	32,212		Total Comper	nsation		
National Sales Manager	46,603	34,397	Average	High		Low	
Co-op Coordinator	28,054	4,500	54,952	96,638		32,003	

#### **FRINGE BENEFITS**

Paid Sick Days (average):

14

Paid Vacation:

Years of Service:

2

15

Sick Days Accumulated?

Average Weeks:

2 2 3 3

Yes: No: 43% 57% Paid Holidays (average):

8

		% of Response					
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided		
Health Benefits:	Employee	27	5	68	0.		
	Dependents	2	24	75	0		
H.M.O.	Employee	8	2	38	53		
	Dependents	0	11	36	53		
Dentals	Employee	12	13	62	- 13		
	Dependents	2	21	64	14		
Vision:	Employee	5	7	37	51		
	Dependents	2	11	36	52		
Accidental Death:	Employee -	-76	7.7	-8	- 3-8-		
	Dependents	22	18	8	51		
Group Life Insurance:	Employee	75	5	18	2		
	Dependents	29	19	17	35		
Disability:	Short-term	77	5	2.50 mg - 15.00 2.00 -	11		
	Long-term	78	10	8	3		
Pension Plan:		40	4	2	54		
101(k) Plan:		14	31	55	0		
ducation/Career Develo	pment:						
Tuition Reiml	bursement	33	0	33	33		
Workshops, S	Seminar, etc.	77	2	-11	11		

Table 9 Net Revenue: \$4 - \$6 Million

Department Heads

A 11 11	$\alpha$		
$\Delta$ II	Sta	m	one
	. Dua		

Median

Bonus

Median

Base Salary

General Manager		113,721	41,576	105,	,000	30,000
Asst. General Manager/Station Ma	nager	68,490	19,929	72.	,000	22,000
Operations Manager		40,895	1,730	37,	,150	1,641
Program Director		29,451	2,619	28	,000	1,699
Director of Engineering/Chief Engi	neer	48,588	2,554	48,	,100	1,550
News Director		49,060,	3,197	46.	800	2,000
Marketing Director		37,135	3,333	36,	,105	3,000
Promotion/Publicity Director	121 Maria	29,150	1,950	29.	,194	1,350
Production Manager		31,451	5,588	31,	,000	1,702
Business Manager/Controller		41,123	- , 3,650	38.	293	2,000
Traffic Manager/Supervisor		27,705	1,394	26,	,000	1,000
Community/Public Affairs Director		26,945	N/A	20,	,000	N/A
Art Director		28,875	N/A	28,	,000	N/A
Research Director		31,200	N/A	31.	200	N/A
Human Resources Director		30,932	N/A	28,	,020	N/A
	A	verage Numb	er	Com	pensa	ation
Support Staff	Full-Time Employees	Years En		Average Annual		Starting Annual
Operator Technician	5		5	17,571		14,441
Maintenance Technician	2		.8	28,030		22,593
Technical Director	3		5	20,352		17,134
Floor Director	2		6	18,654		16,003
Film/Tape Editor	2		8	20,598		16,438
Film Director	. 1	Mag = 1	8	19,848		14,632
Weekday News Anchor	3		4	34,534		26,032
Weekend News Anchor	** + 1	PERMIT	2	20,835		18,656
News Producer	2		3	19,870		17,915
News Reporter	5		2	19,512	4.00	* 16,885
News Photographer	4		4	17,837	popularity formality	15,773
Weekday Sportscaster	11.7		7	28,237		22,013
Weekend Sportscaster	1		3	18,232		17,162
Weekday Weathercaster			5	34,523		.26,844
Weekend Weathercaster	1		2	18,265		17,309
Assignment Editor	1		4	25,939		21,421
Production Assistant	4		3	18,371		15,447
Producer/Director	a - 3 -		-5	21,751		17,938
Staff Artist	1		6	21,173		17,650
Traffic Assistant	1 ml 2	3194	4.2	20022820022000000000000000000000000000		16,073
18		1999 NAB/BCF		ployee Compensation a	and Fri	

Average

**Base Salary** 

Average

Bonus

### Net Revenue: \$4-\$6 Million

-	Salary	Other Compensation					
Sales Management	Average	Average	Sales Personnel				
General Sales Manager	73,681	28,060	# of Account E	xecutives:	6		
Local Sales Manager	55,101	22,725		<b>Total Comper</b>	sation		
National Sales Manager	48,529	21,435	Average	High		Low	
Co-op Coordinator	21,968	800	44,961	69,658		27,492	

#### **FRINGE BENEFITS**

Paid Sick Days (average):

8

Paid Vacation:

Years of Service:

2

10 15

Sick Days Accumulated?

Average Weeks:

2 2

2 4

Yes:

38%

Paid Holidays (average):

7

2 3 3 4

No:

62%

% of Response

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	27	.0	71	2
	Dependents	2	25	71	2
H.M.O.:	Employee	13	The Property	30	57
	Dependents	2	13	29	56
Dental:	Employee	16	14	64	5
	Dependents	0	29	66	5
Vision:	Employee	4	8	24	64
	Dependents	0	14	22	64
Accidental Death:	Employee	81	3 4	7.	7
	Dependents	30	14	8	48
Group Life Insurance:	Employee	81	4	-12	4
•	Dependents	29	27	12	33
Disability:	Short-term	60	8	8 1	25
	Long-term	60	10	10	21
Pension Plan:		21	0.4.5	# P = 5 = 6	74
101(k) Plan:		7	21	70	2
Education/Career Develo	pment:	AND STATE	Self-life.	- 12 A 2 A 2 A 2 A 2 A 2 A 2 A 2 A 2 A 2	4.00
Tuition Reimb	oursement	16	4	20	60
Workshops, S	eminar, etc.	65	4	4	27

Department Heads	F	Average Base Salary	Average Bonus		Median Base Salar	Median y Bonus
General Manager						
		96,808	19,590		90,000	20,000
Asst. General Manager/Station Manager	er 🗀	63,500	17,550	5	65,000	15,000
Operations Manager		34,371	1,167		35,000	1,000
Program Director		28,549	1,613	regional services	28,900	1,613
Director of Engineering/Chief Engineer	•	42,390	2,085		43,000	1,000
News Director	irai eEv Herri	43,114	1,360	a a a a a a a a a a a a	40,600	1,000
Marketing Director		24,318	N/A		19,500	N/A
Promotion/Publicity Direct r		29,473	1,667		30,000	1,000
Production Manager	004	30,081	3,219		28,750	3,514
Business Manager/Controller		34,948	4,481	$z = \xi + \zeta$	32,850	1,000
Traffic Manager/Supervisor		27,156	994		25,908	463
Community/Public Affairs Director		19,348	N/A		18,000	N/A
Art Director		25,333	N/A		28,000	N/A
Research Director		N/A	N/A		N/A	N/A
Human Resources Director		24,744	N/A		25,000	N/A
	Av ll-Time ployees	verage Number Years Employo at Station	ed A	verage Anr	Compensat nual S	ion tarting Annual
Operator Technician	5	5		19,114		14,705
Maintenance Technician	2	7		24,740		20,589
Fechnical Director	3	7		20,208		15,416
Toor Director	1,		79.5	. 17,552	====	15,657
Film/Tape Editor	2	2		16,634		14,520
ilm Director	1	2		14,388		13,233
Weekday News Anchor	3	3	•••	29,313		23,563
Weekend News Anchor	1	2	71.5	20,698	3 3 F	19,419
News Producer	2	2		20,807	Sec. 91178. october	19,778
News Reporter	<sup></sup> 4	3		18,998		17,183
News Photographer	3	4		19,414		16,073
Veekday Sportscaster	1			25,923		21,684
Veekend Sportscaster	1	2		19,090		18,114
Veekday Weathercaster	1	1		28,683		23,389
Veekend Weathercaster	1	1		18,015		18,871
ssignment Editor	1	18 40 5 5	-	24,096		
roduction Assistant	3	5	*	17,000		23,938 15,106
	_		****	17,000		12,100
roducer/Director	2	4		10 933		
roducer/Director taff Artist	2 1	<b>5</b>		19,832 22,193		20,546 21,000

### Net Revenue: \$2-\$4 Million

	Salary	Other Compensation				
Sales Management	Average	Average		Sales Perso	nnel	
General Sales Manager	59,912	21,820	# of Account E	xecutives:	5	
Local Sales Manager	47,029	16,856	<b>Total Compensation</b>			
National Sales Manager	41,546	13,065	Average	High	Low	
Co-op Coordinator	26,990	6,052	37,451	55,690	23,7	

#### **FRINGE BENEFITS**

Paid Sick Days (average):

8

Paid Vacation:

Years of Service:

2

2

15

Sick Days Accumulated?

Paid Holidays (average):

Average Weeks:

2 3

Yes: No:

39% 61%

7

% of Response

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	24.	5	1/2 - 71	0
	Dependents	0	26	71	2
нм.о.:	Employee	9	3	25	63
	Dependents	0	9	25	66
Dental:	Employee **	24	17	¥455. ××	
	Dependents	5	25	60	10
Vision:	Employee	11	6	25	58
	Dependents	0	8	31	61
Accidental Death.	Employee	63	5	*11	21
	Dependents	22	14	14	50
Group Life Insurance:	Employee	68	5.	18	10
	Dependents	23	28	13	36
Disability:	Short-term	50	8	115	32
	Long-term	46	8	14	32
Pension Plan:	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9	0	9	82
401(k) Plan:		10	20	63	8
Education/Career Devel	pment:			Section 1	
Tuition Reim	bursement	20	3	23	54
Workshops, S	ieminar, etc.	63	3.00	16	18

Table 11 Net Revenue: Under \$2 Million

Department Heads

General Manager

All	Sta	tio	ns
	$\sim$ $\iota$		

Median

Bonus

10,000

Median

**Base Salary** 

92,700

General Manager		90,910	11,121	92,70	10,000
Asst. General Manager/Station Ma	mager	35,730	6,685	38,00	00 6,685
Operations Manager		33,464	600	34,00	00 600
Program Director		29,455	N/A	28,00	00 N/A
Director of Engineering/Chief Engi	ineer	44,713	1,975	43,50	00 1,975
News Director		46,102	3,300	48,75	50 3,300
Marketing Director		34,125	N/A	30,75	50 N/A
Promotion/Publicity Director		32,088	3,500	27,50	00 3,500
Production Manager		27,838	3,100	28,00	3,100
Business Manager/Controller		34,271	1,767	33,00	00 1,750
Traffic Manager/Supervisor		26,240	N/A	25,00	00 N/A
Community/Public Affairs Director		23,018	, , N/A	24,25	50 N/A
Art Director		32,473	N/A	35,02	20 N/A
Research Director		N/A	N/A	N	A N/A
Human Resources Director		33,050	N/A	33,05	50 N/A
	A	verage Number		Compe	ensation
Support Staff	Full-Time Employees	Years Emp at Stati	oloyed on	Average Annual	Starting Annual
Operator Technician	5	4	,	17,578	15,209
Maintenance Technician	2	7		25,014	21,613
Technical Director	3	7	7	26,666	22,720
Floor Director:	2	g 2		15,457	14,000
Film/Tape Editor	2		3	18,380	15,224
Film Director	1-	18		28,500	21,340
Weekday News Anchor	4	4		39,048	34,800
Weekend News Anchor	2	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	26,592	29,750
News Producer	3	5	5	27,581	19,750
News Reporter	3			20,513	18,044
News Photographer	6	4		19,227	14,102
Weekday Sportscaster	-,1	5		35,386	35,500
Weekend Sportscaster	1	4		22,071	19,300
Weekday Weathercaster.	2	3	nn de naves Co	35,360	32,273
Weekend Weathercaster	1	2	,	24,500	23,375
Assignment Editor	1			29,429	22,850
Production Assistant	2	1		16,073	14,459
Producer/Director	3 .	. 3		24,159	19,978
Staff Artist	2	4		25,022	18,500
Traffic Assistant	2	- 3 g and 4		21,307	17,544
22		1999 NAB/BCFM	Television Em	ployee Compensation and	I Fringe Benefits Report

Average

**Base Salary** 

90,918

Average

Bonus

11,121

#### Net Revenue: Under \$2 Million

	Salary	Other Compensation				
Sales Management	Average	Average		Sales Perso	nnel	
General Sales Manager	59,567	19,582	# of Account E	xecutives:	4	2 5 3/1
Local Sales Manager	58,439	18,333		Total Comper	nsation	
National Sales Manager	62,728	12,000	Average	High		Low
Co-op Coordinator	N/A	N/A	38,264	59,638		26,669

#### **FRINGE BENEFITS**

Paid Sick Days (average): 6 Paid Vacation:

Years of Service:

3 5 10 15 20

Sick Days Accumulated?

Average Weeks:

2 2 2 3

Yes: No: 70%

30%

Paid Holidays (average):

7

	••••		% of Respo	nse	
		Paid in Full	Paid in Full	Cost Shared by	Not
		by Company	by Employee	Co. and Employee	Provided
Health Benefits:	Employee	21	-6,	65	9
	Dependents	3	21	65	12
HM.O.:	Employee	11	7	26	56
	Dependents	4	11	30	56
Dental:	Employee	17	17	34	. 31
	Dependents	9	26	34	31
Vision:	Employee	3	10	19**	68
	Dependents	0	14	14	72
Accidental Death:	Employee	44.	9	13	34
	Dependents	21	14	7	59
Group Life Insurance:	Employee	32	12	21	35.
	Dependents	10	23	10	57
Disability:	Short-term	45	* 12	3.	39
	Long-term	42	12	9	36
Pension Plan:		12	0	0	88
401(k) Plan:		16	22	34	28
Education/Career Develop	pment:				1103.52
Tuition Reimb	ursement	24	0	14	62
Workshops, Se	eminar, etç.	55	0.00	14	31

Department Heads

Median

Bonus

Median

**Base Salary** 

General Manager		166,655	66,680	16	52,500	50,000
Asst. General Manager/Station Man	ıager	. NA	. N/A	Alegaria.	N/A	N/A
Operations Manager		58,341	2,863	5	52,504	2,500
Program Director		57,749	7.192	4	59,000	4,500
Director of Engineering/Chief Engin	ieer	71,000	7,516	6	55,000	4,921
News Director		86,406	7,759		32,700	5,000
Marketing Director		56,100	5,161	4	17,000	5,000
Promotion/Publicity Director		57,662	7,166	5	50,000	3,000
Production Manager		53,062	2,343	5	51,000	2,650
Business Manager/Controller	74.4	68,379	8,719	6	0.000	6,000
Traffic Manager/Supervisor		40,621	4,089	3	37,303	2,496
Community/Public Affairs Director		47,032	6,057	3	7,710	2,750
Art Director		49,249	3,648	4	3,251	4,850
Rese. rch Director		46,898	9,526	4	2,120	3,000
Human Resources Director		49,722	7,667	4	4,550	2,000
		verage Number		Co	mpens	ation
Support Staff	Full-Time Employees	Years Emplo at Station	oyed 1	Average Annual		Starting Annual
Operator Technician	12	10		32,227		21,433
Maintenance Technician	. 4,	9.	7 × 1	39,162		26,632
Technical Director	4	9		34,537		26,592
Floor Director	2	*18.	i <b>n y</b> Espaini	38,832		25,037
Film/Tape Editor	5	9		32,281		22,598
Film Director	1.	11 19		35,671	74 - 9	22,000
Weekday News Anchor	4	7		102,481		50,096
Weekend News Anchor	2	4		56,910		39,789
News Producer	6	4		33,947		26,680
News Reporter	7.	- 1 January 5 -		43,327		29,789
News Photographer	12	8		31,726		21,293
Weekday Sportscaster	militar <b>t</b> ele	8		80,126		41,207
Weekend Sportscaster	1	5		49,603		33,458
Weekday Weathercaster	2	3 . 7.		81,178		42,200
Weekend Weathercaster	1	4		41,054		29,182
Assignment Editor	2			34,564		25,023
Production Assistant	4	4		20,944		17,404
Producer/Director	4	8	7.4.	37,318		26,823
Staff Artist	2	7		34,154		22,837
Traffic Assistant	3 13	5 - Jan 18 - 7		23,535	4	19,726
24		1999 NAB/BCFM Te	elevision Em		n and Fr	

Average

**Base Salary** 

Average

Bonus

Regions: East

	Salary	Other Compensation	. 8-			
Sales Management	Average	Average		onnel		
General Sales Manager	98,718	33,806	# of Account Ex	ecutives:	7	
Local Sales Manager	77,747	28,815	•	Total Compe	nsation	
National Sales Manager	75,285	23,149	Average	High		Low
Co-op Coordinator	46,000	N/A	64,603	108,283		32,571

### **FRINGE BENEFITS**

Paid Sick Days (average):

18

Paid Vacation:

Years of Service:

2

5 10 15 20

5

Sick Days Accumulated?

Average Weeks:

2 3 4

Yes:

22%

Paid Holidays (average):

8

No: 78%

% of Response

			% of Respo	nse	
	••••	Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits	Employee	29	0.00	76	4
	Dependents	2	12	82	4
HMO • 40 3	Employee	g g	77 = 0	51	40
	Dependents	2	7	51	40
Dental:	Employee	24	- 12 ha	58	6
	Dependents	6	22	66	6
Vision:	Employee	15	13	46	27
•	Dependents	4	19	49	28
Accidental Death:	Employee	59	4.20	4 97 340 575	12
•	Dependents	29	31	10	31
Group Life Insurance: 🦠	Employee	73	6	18	4
-	Dependents	30	32	20	18
Disability	Short-term	70 -	6	8	16
	Long-term	67	10	16	8
ension Plan:		20	59/	- 5A 10	66
01-K Plan:		10	15	69	6
Education/Career Develo	pment:	disease and	TAKE TO SEE	AND ENGLISH KE	3404735
Tuition Reimb	oursement	19	2	33	46
Workshops, S	eminar, etc.	68		10	22

Median

Median

		Average	Average	5	Median	Median
Department Heads	B	ase Salary	Bonus		Base Salary	Bonus
General Manager		152,363	53,817		145,004	37,465
Asst. General Manager/Station Janag	er "	91,835	23,461		93,713	20,450
Operations Manager		54,030	7,523		48,398	5,146
Program Director	Mg sile	46,558	8,323		37,000	3,391
Director of Engineering/Chief Engineer	r	62,680	8,643		59,800	6,224
News Director		80,339	9,488		73,000	7,000
Marketing Director		54,835	8,142		51,205	7,500
Promotion/Publicity Director		45,747	. 6,671		40,000	3,845
Production Manager	***************************************	41,680	3,641		39,100	2,250
Business Manager/Controller		56,650	7,887		54,850	5,602
Traffic Manager/Supervisor		35,466	2,679		34,611	2,000
Community/Public Affairs Director		41,486	4,412		38,030	4,000
Art Director		41,446	1,745		40,323	1,250
Research Director		44,108	7,065		42,000	4,050
Human Resources Director		38,923	3,428	· · · · · · · · · · · · · · · · · · ·	36,000	2,600
	A	verage Numb	er		Compensation	
	ull-Time aployees	Years En at Sta	nployed	Average An	nual Star	ting Annual
		at Sta				
Operator Technician	8	***************************************	7	24,314		18,947
Maintenauce Technician	4	and the second	9	35,448		27,242
Technical Director	4		6	28,063		22,923
Floor Director	2		9	26,499	Kapazi, akan	22,249
Film/Tape Editor	3		6	24,017		20,035
Film Director	= 1	1.5	15	26,930		21,065
Weekday News Anchor	4		6	80,406		45,256
Weekend News Anchor	2		3	41,275		33,758
News Producer	6		3	27,606		22,383
News Reporter	7 -,		3	32,212	For Taxantas	25,154
News Photographer	9		5	24,964		20,690
Weekday Sportscaster	- 1	al are	8	69,272		44,319
Weekend Sportscaster	1		4	35,608		30,449
Weekday Weathercaster	2		7	- 69,412	12.22	41,396
Weekend Weathercaster	1		3	36,293		30,309
Assignment Editor	<b>2</b>		4	32,506		26,890
Production Assistant	5		4	21,513		18,705
Producer/Director	4		8	30,803	7,505	24,961
Staff Artist	2	304mm 9/3/2/2mmoores	4	27,744		24,155
Traffic Assistant	3	The Section 1	5	21,642		14,196
26		1000 NIAR/ROEN	A Tologician Em	alarraa Camman	sation and Frings D	The second secon

Average

Average

Regions: South

	Salary	Other Compensation	<u> </u>				
Sales Management	Average Average		Sales Personnel				
General Sales Manager	96,103	41,717	# of Account E	xecutives:	8		
Local Sales Manager	75,439	31,740		Total Compe	nsation		
National Sales Manager	73,182	27,791	Average	High		Low	
Co-op Coordinator	31,281	33,036	63,228	93,685		33,559	

#### **FRINGE BENEFITS**

Paid Sick Days (average):

9

Paid Vacation:

Years of Service:

Sick Days Accumulated?

35%

Paid Holidays (average):

Average Weeks:

2 3

No:

Yes:

65%

			% of Respo	nse	
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	19	4 4	75	2
	Dependents	0	22	76	2
H.M.O.:	Employee	12	2	45	40
	Dependents	0	12	48	41
Dental:	Employee'	16	15	63	6
	Dependents	2	25	66	7
Vision:	Employee	6	- 11	39	45
	Dependents	1	15	38	45
Accidental Death:	Employee	59	12	17	12
	Dependents	18	25	18	39
Group Life Insurance:	Employee	- 67	4	24	5
	Dependents	20	36	18	26
Disability:	Short-term	64	7	14	15
	Long-term	60	13	16	11
Pension Plan:		50	. 0	1 Table 17	43
401(k) Plan:		12	11	74	4
Education/Career Develo	opment:	1.17	10 9 64 57 69 64		
Tuition Reim	bursement	30	1	28	41
Workshops, S	Seminar, etc.	80	2 3 2 2 3 1	7.000.7	111

General Manager         144,272         50,421         133,900         35,000           Asst. General Manager/Station Manager         100,254         22,106         84,00         18,500           Operations Manager         53,193         4,701         51,542         3,000           Progran Director         47,105         5,631         37,595         3,200           Director of Engineering/Chief Engineer         88,337         6,031         53,579         3,285           Marketing Director         73,595         9,551         51,800         6,000           Marketing Director         55,475         10,312         50,000         6,750           Production Manager         42,155         4,646         39,000         2,950           Busingsis Manager/Contollet         54,623         8,178         52,278         5,663           Traffic Manager/Supervisor         34,466         3,787         31,900         1,500           Community/Public Affairs Director         40,622         3,273         37,514         2,163           Art Director         45,827         14,182         43,775         5,000           Human Resources Director         39,328         6,263         37,705         4,000           Operator Tec	Department Heads	E	Average Base Salary	Average Bonus		Median Base Salar	Median y Bonus
Assr. General Manager/Station Manager   100,254   22,106   84,108   18,500   Operations Manager   53,193   4,701   51,542   3,000   Progran Director   47,105   5,631   37,505   3,500   Director of Engineering/Chief Engineer   73,595   9,551   51,800   6,000   Marketing Director   73,595   9,551   51,800   6,000   Marketing Director   55,475   10,312   50,000   6,750   Promotion/Publicity Director   46,126   5,579   39,693   3,664   Production Manager   42,155   4,646   39,000   2,950   Traffic Manager/Controller   54,623   8,178   52,278   5,663   Traffic Manager/Supervisor   34,466   3,787   31,900   1,500   Community/Public Alfairs Director   48,541   6,020   33,388   2,250   Art Director   40,622   3,273   37,524   2,163   Research Director   45,827   14,182   43,775   5,000   Human Resources Director   39,328   6,263   37,096   4,000   Human Resources Director   48,841   43,775   5,000   Human Resources Director   49,622   3,273   37,524   2,163   Research Director   49,622   3,273   3,506   2,000   Research Director   49,622   3,273   37,524   2,163   Research Director   49,622   3,273   3,506   2,000   Research Director   49,622   3,273   3,000   2,250   2,000			•				
Operations Manager         53,193         4,701         51,542         3,000           Program Director of Engineering/Chief Engineer         47,105         5,631         37,595         3,500           Director of Engineering/Chief Engineer         58,337         6,031         53,579         3,285           News Director         73,595         9,551         61,800         6,000           Marketing Director         46,126         5,579         39,693         3,664           Production Manager         42,155         4,646         39,000         2,950           Busingss Manager/Controllet         54,623         8,178         52,278         5,663           Traffic Manager/Supervisor         34,466         3,787         31,900         1,500           Community/Public Affairs Director         40,622         3,273         37,524         2,163           Research Director         45,827         14,182         43,775         5,000           Human Resources Director         8         8         25,416         19,273           Maintenance Support Staff         Full-Time         Years Employed         Average Annual         Starting Annual           Support Staff         1         4         13         35,005         20,175		mar				· received a second	***
Program Director			33				
Director of Engineering/Chief Engineer         58,337         6,031         53,579         3,285           News Director         73,595         9,551         61,800         6,000           Marketing Director         55,475         10,312         50,000         6,750           Promotion/Publicity Director         46,126         5,579         39,693         3,664           Production Manager         42,155         4,646         39,000         2,950           Business Manager/Controllet         54,623         8,178         52,278         5,663           Traffic Manager/Supervisor         34,466         3,787         31,900         1,500           Community/Public Affairs Director         48,541         6,020         33,338         2,250           Art Director         40,622         3,273         37,524         2,163           Research Director         49,622         3,273         37,096         4,000           Human Resources Director         39,328         6,263         37,096         4,000           Support Staff         Years Employees         Compensor         Compensor         Starting Annual         Starting Annual         Starting Annual         Starting Annual         Starting Annual         Starting Annual         Starting A				······································		*****	
News Director   73,895   9,551   61,800   6,000     Marketing Director   55,475   10,312   50,000   6,750     Promotion (Publicity Director   46,126   5,579   39,693   3,664     Production Manager   42,155   4,646   39,000   2,950     Busings Manager/Controllet   54,623   8,178   5,2278   5,663     Traffic Manager/Supervisor   34,466   3,787   31,900   1,500     Community/Public Affairs Director   40,622   3,273   37,524   2,163     Art Director   40,622   3,273   37,524   2,163     Research Director   45,827   14,182   43,775   5,000     Human Resources Director   39,328   6,263   37,096   4,000     Human Resources Director   8 8 8   25,416   19,273     Maintenance Technician   4   13   35,086   26,153     Film/Tape Editor   3   9   27,805   21,755     Film/Tape Editor   2   14   29,234   22,687     Weekedy News Anchor   4   7   74,667   41,810     Weckend News Anchor   4   7   74,667   41,810     Weckend News Anchor   5   3   27,714   22,209     News Producer   5   3   27,714   22,209     News Producer   5   3   27,714   22,894     News Producer   5   3   27,714   22,894     News Producer   5   3   27,714   22,894     News Producer   5   3   26,178   20,054     News Producer   5   3   3,753   28,141     Weckend Sportscaster   1   4   33,753   28,141     Weckend Sportscaster   1   4   33,753   28,141     Weckend Weathercaster   2   6   62,978   37,000     Weckend Weathercaster   1   3   3,4032   22,824     Weckend Weathercaster   2   6   62,978   37,000     Productor/Director   4   8   30,818   23,817     Staff Artist   2   8   28,608   22,919			**************************************	ant researchers to the terminal			
Marketing Director         55,475         10,312         50,000         6,750           Promotion/Publicity Director         46,126         5,579         39,693         3,664           Production Manager         42,155         4,646         39,000         2,950           Business Manager/Controller         54,623         8,178         52,278         5,663           Traffic Manager/Supervisor         34,466         3,787         31,900         1,500           Community/Public Affairs Director         48,541         6,020         33,388         2,259           Art Director         40,622         3,273         37,524         2,163           Research Director         45,827         14,182         43,775         5,000           Human Resources Director         45,827         14,182         43,775         5,000           Human Resources Director         45,827         14,182         43,775         5,000           Support Staff         Full-Time Employees         Newage Number         Compensation         Average Annual         Starting Annual           Operator Technician         8         8         25,416         19,273           Maintenance Technician         4         13         35,986         26,153		er					
Promotion/Publicity Director				***************************************			***************************************
Production Manager			***	**********		100.00	Make a second
Business Manager/Controllet	**************************************			••••	100		the same of the sa
Traffic Manager/Supervisor         34,466         3,787         31,900         1,500           Community/Public Affairs Director         48,541         6,020         33,388         2,250           Art Director         40,622         3,273         37,524         2,163           Research Director         45,827         14,182         43,775         5,000           Human Resources Director         39,328         6,263         37,096         4,000           Average Number Full-Time Employee         Vears Employee         Average Annual         Starting Annual           Support Staff         8         8         25,416         19,273           Mainfenance Technician         4         13         35,086         26,153           Technical Director         4         8         28,747         22,209           Floor Director         2         8         24,872         19,795           Film/Tape Editor         3         9         27,805         21,755           Film Director         2         14         29,234         22,687           Weekady News Anchor         4         7         74,667         41,810           Wecked News Sanchor         2         4         38,843 <td></td> <td></td> <td>and the second second second second</td> <td></td> <td></td> <td></td> <td></td>			and the second second second second				
Community/Public Affairs Director         48,541         6,020         33,388         2,250           Art Director         40,622         3,273         37,524         2,163           Research Director         45,827         14,182         43,775         5,000           Human Resources Director         39,328         6,263         37,096         4,000           Average Number Full-Time Employee at Station         Average Annual         Compensation Starting Annual           Support Staff         8         8         25,416         19,273           Maintenance Technician         4         13         35,086         26,153           Technical Director         4         8         28,747         22,209           Floor Director         2         8         24,872         19,795           Film/Tape Editor         3         9         27,805         21,755           Film Director         2         14         29,234         22,687           Weekday News Anchor         4         7         74,667         41,810           Weeked News Anchor         2         4         38,843         30,164           News Producer         5         3         27,714         22,824 <tr< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr<>							
Art Director         40,622         3,273         37,524         2,163           Research Director         45,827         14,182         43,775         5,000           Human Resources Director         39,328         6,263         37,096         4,000           Average Number Full-Time Employees         Compensation Average Annual Starting Annual Starting Annual Starting Annual Support Staff           Operator Technician         8         8         25,416         19,273           Maintenance Technician         4         13         35,086         26,153           Technical Director         4         8         28,747         22,209           Hoor Director         2         8         24,872         19,795           Film/Tape Editor         3         9         27,805         21,755           Film Director         2         14         29,234         22,687           Weekday News Anchor         4         7         74,667         41,810           Weekend News Anchor         2         4         38,843         30,164           News Producer         5         3         27,714         22,824           News Reporter         6         4         30,307         23,401 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Research Director	7/ man 10 /			<b>68.</b> (***)		Annual of the Processing States	
Human Resources Director   39,328   6,263   37,096   4,000		8					
Support Staff   Full-Time   Years Employed at Station   Average Annual   Starting Annual	Allo mili som				add file of the control of the contr		The state of the s
Support Staff         Full-Time Employees         Years Employed at Station         Average Annual at Starting Annual at Starting Annual at Station         Starting Annual at Startin	Human Resources Director						
Maintenance Technician       4       13       35,086       26,153         Technical Director       4       8       28,747       22,209         Floor Director       2       8       24,872       19,795         Film/Tape Editor       3       9       27,805       21,755         Film Director       2       14       29,234       22,687         Weekday News Anchor       4       7       74,667       41,810         Weekend News Anchor       2       4       38,843       30,164         News Producer       5       3       27,714       22,824         News Reporter       6       4       30,307       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekend Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5<		Full-Time	Years Er	nployed	Average Ani		
Technical Director         4         8         28,747         22,209           Floor Director         2         8         24,872         19,795           Film/Tape Editor         3         9         27,805         21,755           Film Director         2         14         29,234         22,687           Weekday News Anchor         4         7         74,667         41,810           Weekend News Anchor         2         4         38,843         30,164           News Producer         5         3         27,714         22,824           News Reporter         6         4         30,307         23,401           News Photographer         8         6         26,178         20,054           Weekday Sportscaster         1         8         59,710         37,281           Weekend Sportscaster         1         4         33,753         28,141           Weekday Weathercaster         2         6         62,978         37,070           Weekend Weathercaster         1         3         34,032         28,242           Assignment Editor         2         5         30,922         25,003           Producer/Director         4         8 <td>Operator Technician</td> <td>8</td> <td></td> <td>8</td> <td>25,416</td> <td></td> <td>19,273</td>	Operator Technician	8		8	25,416		19,273
Floor Director         2         8         24,872         19,795           Film/Tape Editor         3         9         27,805         21,755           Film Director         2         14         29,234         22,687           Weekday News Anchor         4         7         74,667         41,810           Weekend News Anchor         2         4         38,843         30,164           News Producer         5         3         27,714         22,824           News Reporter         6         4         30,307         23,401           News Photographer         8         6         26,178         20,054           Weekday Sportscaster         1         8         59,710         37,281           Weekend Sportscaster         1         4         33,753         28,141           Weekday Weathercaster         2         6         62,978         37,070           Weekend Weathercaster         1         3         34,032         28,242           Assignment Editor         2         5         30,922         25,003           Production Assistant         3         5         20,023         16,726           Producer/Director         4         8 </td <td>Maintenance Technician</td> <td>4</td> <td></td> <td>13,</td> <td>35,086</td> <td>•</td> <td>26,153</td>	Maintenance Technician	4		13,	35,086	•	26,153
Film/Tape Editor       3       9       27,805       21,755         Film Director       2       14       29,234       22,687         Weekday News Anchor       4       7       74,667       41,810         Weekend News Anchor       2       4       38,843       30,164         News Producer       5       3       27,714       22,824         News Reporter       6       4       30,307       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Technical Director	4	=111	8	28,747		22,209
Film Director       2       14       29,234       22,687         Weekday News Anchor       4       7       74,667       41,810         Weekend News Anchor       2       4       38,843       30,164         News Producer       5       3       27,714       22,824         News Reporter       6       4       30,307       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Floor Director	2		8	24,872		19,795
Film Director       2       14       29,234       22,687         Weekday News Anchor       4       7       74,667       41,810         Weekend News Anchor       2       4       38,843       30,164         News Producer       5       3       27,714       22,824         News Reporter       6       4       30,307       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Film/Tape Editor	3		9	27,805		21,755
Weekday News Anchor       4       7       74,667       41,810         Weekend News Anchor       2       4       38,843       30,164         News Producer       5       3       27,714       22,824         News Reporter       6       4       30,307*       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weather Caster       2       6       62,978       37,070         Weekend Weather Caster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Film Director	2		14	29,234		
Weekend News Anchor       2       4       38,843       30,164         News Producer       5       3       27,714       22,824         News Reporter       6       4       30,307*       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Weekday News Anchor	4		7			
News Producer       5       3       27,714       22,824         News Reporter       6       4       30,307*       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Weekend News Anchor	2	10.00	4	38,843		
News Reporter       6       4       30,307*       23,401         News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	News Producer	5		3			
News Photographer       8       6       26,178       20,054         Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	News Reporter	6		4	220	* 100	warrana irraman
Weekday Sportscaster       1       8       59,710       37,281         Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	News Photographer	8	****	6	CONTRACTOR OF THE PROPERTY OF		alval a lavananasanin talanasanan
Weekend Sportscaster       1       4       33,753       28,141         Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Weekday Sportscaster	1		8	W		
Weekday Weathercaster       2       6       62,978       37,070         Weekend Weathercaster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Weekend Sportscaster	1	•	4			
Weekend Weather caster       1       3       34,032       28,242         Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Weekday Weathercaster	2		6	Zacer de la constante de la co		***************************************
Assignment Editor       2       5       30,922       25,003         Production Assistant       3       5       20,023       16,726         Producer/Director       4       8       30,818       23,817         Staff Artist       2       8       28,608       22,919	Weekend Weathercaster	1		3	34,032		
Production Assistant         3         5         20,023         16,726           Producer/Director         4         8         30,818         23,817           Staff Artist         2         8         28,608         22,919	Assignment Editor	2	700 707	400		11 11 18 18 18	The second secon
Producer/Director         4         8         30,818         23,817           Staff Artist         2         8         28,608         22,919	Production Assistant	3		***************************************	COLUMN PROPERTY AND ADDRESS OF THE PARTY AND A		
Staff Artist 2 8 28,608 22,919			74 E	1000			
The state of the s		2			***************************************	to one of the sixth to sekunning	
	Traffic Assistant	2		7	21,671		18,114

Regions: MidWest

	Salary	Other Compensation			100		
Sales Management	Average	Average	Sales Personnel				
General Sales Manager	87,039	34,081	# of Account E	xecutives:	7		
Local Sales Manager	67,585	28,011		Total Comper	asation		
National Sales Manager	65,072	30,620	Average	High		Low	
Co-op Coordinator	38,872	10,750	64,003	88,560		37,830	

#### **FRINGE BENEFITS**

Paid Sick Days (average):

12

Paid Vacation:

Years of Service:

2

Sick Days Accumulated?

Average Weeks:

2

3

Yes:

41%

Paid Holidays (average):

7

2 3

59% No:

			% of Respo	onse	
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	. 13	3	84	0
	Dependents	2	11	87	0
н.м.о.;	Employee	4	3 .	39	54
	Dependents	1	6	39	54
Dental:	Employee	1 17	. 12	71	10
	Dependents	2	15	71	11
Vision:	Employee	- 6		37	50
	Dependents	2	8	38	51
Accidental Death:	Employee	64	11	20	5
	Dependents	16	22	16	46
Group Life Insurance:	Employee	69	2	<b>25</b>	3
	Dependents	15	28	20	36
Disability:	Short-term	64	11	9	16
	Long-term	68	7	18	8
Pension Plan:		38	1	3	58
01(k) Plan:		10	20	67	2
ducation/Career Dev	elopment:				
Tuition Rei	mbursement	19	1	35	46
Workshops	Seminar, etc.	79.	14 1 T	5 0	16

Regions: West					All S	Station
Department Heads		Average Base Salary	Average Bonus		Median Base Salary	Media Bonu
General Manager		158,748	58,638		150,000	30,00
Asst. General Manager/Station Man	ager	124,961	52,876		132,000	35,52
Operations Manager		58,136	21,107	(///www.	46,937	3,50
Program Director		58,159	13,982		50,507	8,75
Director of Engineering/Chief Engine	eer	66,314	10,527		64,900	4,50
News Director	TELLINE T	80,394	12,736		70,000	7,00
Marketing Director		63,500	8,370		53,514	5,00
Promotion/Publicity Director		48,750	7,478		47,439	4,05
Production Manager		46,779	5,562		41,600	3,54
Business Manager/Controller		60,852	: 11,207	A	59,580	5,59
Traffic Manager/Supervisor		39,845	4,188		38,000	2,25
Community/Public Affairs Director		41,410	5,489		39,628	2,75
Art Director		45,133	4,957		41,620	3,75
Research Director		51.613	6,693		43,100	5,00
Human Resources Director		47,290	9,089		46,750	4,00
Operator Technician	9		8	29,366		23,00
Operator Technician	9		8	29.366		23.00
Maintenance Technician	4 .		9	38,347		- 30,24
Technical Director	4		9	32,050		25,44
Floor Director	3 👊	J. A. 1827)	0	31,200		24,5
Film/Tape Editor	4		7	28,896		22,97
Film Director	2		3	34,009		27,95
Weekday News Anchor	4		6	91,216		47,33
Weekend News Anchor	2	40.4h	4	51,862		36,58
News Producer	6		3	32,183		26,460
News Reporter	7		4	36,080		27,380
News Photographer	9		6	29,929		24,180
Weekday Sportscaster	1		8	76,665		46,559
Weekend Sportscaster	1		3	39,056		29,72
Weekday Weathercaster	2		6	68,538		. 43,448
Weekend Weathercaster	1		4	39,033		30,840
Assignment Editor	2		4	32 956		27,55
Production Assistant	4		3	20,720		17,605
Producer/Directo	- Ta 4		8	35,844		28,839
Staff Autist	•		_			

7

6

2

3

**Staff Artist** 

Traffic Assistant

33,255

22,789

29,019

19,507

Regions: West

	Salary	Other Compensation			
Sales Management	Average	Average		Sales Person	nel
General Sales Manager	101,115	47,049	# of Account E	executives:	7
Local Sales Manager	80,017	33,451		Total Compens	sation
National Sales Manager	77,288	35,301	Average	High	Low
Co-op Coordinator	59,618	12,990	70,615	106,774	40,757

## **FRINGE BENEFITS**

Paid Sick Days (average):

8

Paid Vacation:

Years of Service:

1

5 10

15 2

Sick Days Accumulated?

35%

Paid Holidays (average):

Average Weeks:

2 3 3 4

Yes: No:

65%

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	28	7,2-12-0	*	- 2
	Dependents	4	20	72	3
Н.М.О.:	Employee	21		49	29
	Dependents	5	15	51	29
Dental:	Employee	25 *	12	- 60	- 3
	Dependents	7	28	62	3
Vision:	Employee	.13	8	34	45
	Dependents	8	13	33	46
Accidental Death:	Employee 1	61	12	15	12
	Dependents	14	28	12	46
Group Life Insurance: -	Employee	72	- 5	16	6
_	Dependents	19	26	15	40
Disability:	Short-term	60		700 000	25
	Long-term	56	12	14	18
Pension Plan:		39	3	5	53 : -
401(k) Plan:		20	14	62	4
Education/Career Develo	pment:		PTSE Juli		
Tuition Reiml	oursement	30	1	39	30
Workshops, S	eminar, etc.	77	2	13	8

Department Heads

General Manager

Affiliation:	ABC.	CBS.	Fox.	<b>NBC</b>
			A VA	

Median

Base Salary

140,000

Median

Bonus

34,850

Average

Bonus

51,284

Operations Manager	5		112,107	31,207	170,000	34,030
Program Director	Asst. General Manager/Station Man	iager	102,327	<b>2</b> 5,432	96,392	20,000
Director of Engineering/Chief Engineer   61,872   6,779   57,000   4	Operations Manager		55,266	6,688	51,000	4,000
News Director         78,071         9,012         69,750         6           Marketing Director         56,853         7,719         50,244         6           Promotion/Publicity Director         46,048         4,890         40,250         3           Production Manager         43,118         3,649         40,274         2           Business Manager/Controller         56,816         7,522         54,000         5           Traffic Manager/Supervisor         35,417         2,612         33,072         1           Community/Public Affairs Director         43,004         3,203         40,520         1           Researd Director         46,371         8,270         44,098         4           Human Resources Director         46,371         8,270         44,098         4           Human Resources Director         46,371         8,270         44,098         4           Human Resources Director         46,371         3,957         37,155         2           Support Staff         Full-Time         Years Employee         Average Annual         Starting Am           Maintenance Technician         9         8         25,831         19           Maintenance Technician         4         10 </td <td>Program Director</td> <td>113 44</td> <td>48,257</td> <td>6,386</td> <td>39,000</td> <td>3,391</td>	Program Director	113 44	48,257	6,386	39,000	3,391
Marketing Director         56,853         7,719         50,244         6           Promotion/Publicity Director         46,048         4,890         40,250         3           Production Manager         43,118         3,649         40,274         2           Business Manager/Controller         56,810         7,522         54,000         5           Traffic Manager/Supervisor         35,417         2,612         33,072         1           Communativ/Public Affairs Director         43,462         3,565         36,421         2           Art Director         43,004         3,203         40,520         1           Research Director         46,371         8,270         44,098         4           Human Resources Director         40,941         3,957         37,155         2           Support Staff         Full-Time         Years Employed         Compensation         Compensation           Support Staff         Full-Time         Full-Time         Compensation         Compensation           Support Staff         Pass Statistion         25,831         19           Maintenance Technician         9         8         25,831         19           Maintenance Technician         4         7         <	Director of Engineering/Chief Engin	eer	61,872	6,779	57,000	4,000
Promotion/Publicity Director	News Director		78,071	9,012	69,750	6,008
Production Manager	Marketing Director		56,853	7,719	50,244	6,000
Business Manager/Controller   56,810	Promotion/Publicity Director	100	46,048	4,890	40,250	3;000
Traffic Manager/Supervisor   35,417   2,612   33,072   1			43,118	3,649	40,274	2,500
Community/Public Affairs Director			56,810	7,522	54,000	5,075
Art Director         43,004         3,203         40,520         1.           Research Director         46,371         8,270         44,098         4.           Human Resources Director         40,941         3,957         37,155         2.           Support Staff         Full-Time Employees         Vears Employed at Station         Compensation           Operator Technician         9         8         25,831         19.           Maintenance Technician         4         10         35,175         26.           Technical Director         4         7         28,652         22.           Floor Director         2         10         27,565         21.           Film Director         1         15         29,081         22.           Weekday News Anchor         4         7         79,830         42.           Weekend News Anchor         2         4         42,214         32.           News Producer         6         3         28,296         22.           News Reporter         7         4         32,739         24.           News Photographer         9         6         26,472         20.           Weekend	Traffic Manager/Supervisor		35,417	2,612	33,072	1,461
Research Director	Community/Public Affairs Director		43,462	3,565	36,421	2,500
Human Resources Director   40,941   3,957   37,155   2,			43,004	3,203	40,520	1,802
Average Number Full-Time Employees         Average Number Vears Employed at Station         Compensation           Operator Technician         9         8         25,831         19           Maintenance Technician         4         10         35,175         26           Technical Director         4         7         28,652         22           Floor Director         2         10         27,565         21           Film/Tape Editor         4         7         25,949         20           Film Director         1         15         29,081         22           Weekday News Anchor         4         7         79,830         42           Weekend News Anchor         2         4         42,214         32           News Producer         6         3         28,296         22           News Reporter         7         4         32,739         24           News Photographer         9         6         26,472         20           Weekend Sportscaster         1         8         67,143         40           Weekend Sportscaster         1         4         36,200         28           Weekend Weathercaster         1		3-3-31 A	And the second s	8,270	44,098	4,175
Support Staff         Full-Time Employees         Years Employed at Station         Average Annual Average Annual at Starting Annual Average Average Annual Average Average Annual Average Annual Average Average Average Annual Average Average Average Annual Average	Human Resources Director		40,941	3,957	37,155	2,850
Support Staff         Employees         at Station           Operator Technician         9         8         25,831         19           Maintenance Technician         4         10         35,175         26           Technical Director         4         7         28,652         22           Floor Director         2         10         27,565         21           Film/Tape Editor         4         7         25,949         20           Film Director         1         15         29,081         22           Weekday News Anchor         4         7         79,830         42           Weekday News Anchor         2         4         42,214         32           News Producer         6         3         28,296         22           News Reporter         7         4         32,739         24           News Photographer         9         6         26,472         20           Weekday Sportscaster         1         8         67,143         40           Weekend Sportscaster         1         4         36,200         28           Weekday Weathercaster         2         6         66,393         39           Weeke					Compens	sation
Maintenance Technician         4         10         35,175         26           Technical Director         4         7         28,652         22           Floor Director         2         10         27,565         21           Film/Tape Editor         4         7         25,949         20           Film Director         1         15         29,081         22           Weekday News Anchor         4         7         79,830         42           Weekend News Anchor         2         4         42,214         32           News Producer         6         3         28,296         22           News Reporter         7         4         32,739         24           News Photographer         9         6         26,472         20           Weekday Sportscaster         1         8         67,143         40           Weekend Sportscaster         1         4         36,200         28           Weekend Weathercaster         2         6         66,393         39           Weekend Weathercaster         1         3         36,394         29           Assignment Editor         2         5         32,000         25	Support Staff		Years Employ at Station	ed A	verage Annual	Starting Annual
Maintenance Technician         4         10         35,175         26,652         22, 12, 10         28,652         22, 10         27,565         21, 21, 22, 22, 23, 24, 24, 24, 24, 24, 24, 24, 24, 24, 24	Operator Technician	9	8		25,831	19,248
Technical Director         4         7         28,652         22, 22, 10         27,565         21, 21, 23, 24         21, 27, 265         21, 21, 23, 24         22, 24         25,949         20, 20, 22, 23, 24         22, 24, 22, 24         22, 22, 23, 24, 24         22, 24, 22, 24, 23, 24, 24, 24, 24, 24, 24, 24, 24, 24, 24	Maintenance Technician	4	10		35,175	26,130
Film/Tape Editor       4       7       25,949       20,         Film Director       1       15       29,081       22,         Weekday News Anchor       4       7       79,830       42,         Weekend News Anchor       2       4       42,214       32,         News Producer       6       3       28,296       22,         News Reporter       7       4       32,739       24,         News Photographer       9       6       26,472       20,         Weekday Sportscaster       1       8       67,143       40,         Weekend Sportscaster       1       4       36,200       28,         Weekday Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       21,673       18, <td>Technical Director</td> <td>4</td> <td>7</td> <td></td> <td>28,652</td> <td>22,380</td>	Technical Director	4	7		28,652	22,380
Film Director         1         15         29,081         22,           Weekday News Anchor         4         7         79,830         42,           Weekend News Anchor         2         4         42,214         32,           News Producer         6         3         28,296         22,           News Reporter         7         4         32,739         24,           News Photographer         9         6         26,472         20,           Weekday Sportscaster         1         8         67,143         40,           Weekend Sportscaster         1         4         36,200         28,           Weekend Weathercaster         2         6         66,393         39,           Weekend Weathercaster         1         3         36,394         29,           Assignment Editor         2         5         32,000         25,           Production Assistant         4         4         19,850         16,           Producer/Director         4         8         31,837         24,           Staff Artist         2         6         28,872         23,           Traffic Assistant         2         6         21,673         18,	Floor Director	2	10		27,565	21,575
Weekday News Anchor       4       7       79,830       42,         Weekend News Anchor       2       4       42,214       32,         News Producer       6       3       28,296       22,         News Reporter       7       4       32,739       24,         News Photographer       9       6       26,472       20,         Weekday Sportscaster       1       8       67,143       40,         Weekend Sportscaster       1       4       36,200       28,         Weekday Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       21,673       18,	Film/Tape Editor	4	7		25,949	20,355
Weekend News Anchor       2       4       42.214       32,         News Producer       6       3       28,296       22,         News Reporter       7       4       32,739       24,         News Photographer       9       6       26,472       20,         Weekday Sportscaster       1       8       67,143       40,         Weekend Sportscaster       1       4       36,200       28,         Weekday Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       21,673       18,3	Film Director	.i.	15		29,081	22,894
News Producer         6         3         28,296         22,           News Reporter         7         4         32,739         24,           News Photographer         9         6         26,472         20,           Weekday Sportscaster         1         8         67,143         46,           Weekend Sportscaster         1         4         36,200         28,           Weekend Weathercaster         2         6         66,393         39,           Weekend Weathercaster         1         3         36,394         29,           Assignment Editor         2         5         32,000         25,           Production Assistant         4         4         19,850         16,           Producer/Director         4         8         31,837         24,           Staff Artist         2         6         28,872         23,           Traffic Assistant         2         6         21,673         18,	Weekday News Anchor	4	7		79,830	42,890
News Reporter       7       4       32,739       24,         News Photographer       9       6       26,472       20,         Weekday Sportscaster       1       8       67,143       40,         Weekend Sportscaster       1       4       36,200       28,         Weekday Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       21,673       18,	Weekend News Anchor	2	4		42,214	32,648
News Photographer       9       6       26,472       20,         Weekday Sportscaster       1       8       67,143       40,         Weekend Sportscaster       1       4       36,200       28,         Weekday Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       21,673       18,	News Producer	6	3		28,296	22,700
Weekday Sportscaster       1       8       67,143       40,         Weekend Sportscaster       1       4       36,200       28,         Weekend Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       21,673       18,5	News Reporter	<b>7</b>	4.5		32,739	24,886
Weekend Sportscaster       1       4       36,200       28,         Weekday Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       24,673       18,5	News Photographer	9	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX		26,472	20,568
Weekday Weathercaster       2       6       66,393       39,         Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,4         Traffic Assistant       2       6       21,673       18,5		1.7	8	3-46	67,143	40,454
Weekend Weathercaster       1       3       36,394       29,         Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,000         Producer/Director       4       8       31,837       24,000         Staff Artist       2       6       28,872       23,000         Traffic Assistant       2       6       21,673       18,000	The state of the s	1	4	····	36,200	28,878
Assignment Editor       2       5       32,000       25,         Production Assistant       4       4       19,850       16,         Producer/Director       4       8       31,837       24,         Staff Artist       2       6       28,872       23,         Traffic Assistant       2       6       21,673       18,6	Weekday Weathercaster	2			66,393	39,254
Production Assistant         4         4         19,850         16,6           Producer/Director         4         8         31,837         24,6           Staff Artist         2         6         28,872         23,6           Traffic Assistant         2         6         21,673         18,6	Weekend Weathercaster	1		Market Street Control	36,394	29,318
Producer/Director         4         8         31,837         24.           Staff Artist         2         6         28,872         23,6           Traffic Assistant         2         6         21,673         18,6		2	5		32,000	25,853
Staff Artist         2         6         28,872         23,5           Traffic Assistant         2         6         21,673         18,5	Production Assistant	4	4		19,850	16,853
Traffic Assistant 2 6 21,673 18,	Producer/Director	4	8		31,837	24,517
	Staff Artist	2	6	ananaan	28,872	23,545
32 1999 NAB/BCFM Television Employee Compensation and Fringe Benefits Re	Traffic Assistant	2	6		21,673	18,088
	32	1	1999 NAB/BCFM Tele	vision Empl	oyee Compensation and Fr	ringe Benefits Report

Average

Base Salary

All Ivial RCts			1 XIIIII CIOI		,,,,,	012, 1 12 0
	Salary	Other Compensation	1			
Sales Management	Average	Average		Sales Perso	nnel	
General Sales Manager	92,356	37,378	# of Account E	xecutives:	7	
Local Sales Manager	71,904	28,946		Total Comper	nsation	
National Sales Manager	69,207	27,949	Average	High		Low
Co-op Coordinator	39,705	24,087	65,078	93,186		36,404

## **FRINGE BENEFITS**

Paid Sick Days (average):

12

Paid Vacation:

Years of Service:

2

10 15

Sick Days Accumulated?

Average Weeks:

2 3

Yes: No: 37% 63% Paid Holidays (average):

8

			% of Respo	nse	
_		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	18	2	78	
	Dependents	1	17	80	2
H.M.O.:	Employee	10	2	44	45
	Dependents	1	10	44	45
Dental:	Employee	15	13	*** 65	7
	Dependents	3	22	68	7
Vision:	Employee	8	10	37	45
	Dependents	3	14	38	46
Accidental Death:	Employee	61	12	- 18	10
	Dependents	18	24	16	43
Group Life Insurance:	Employee -	70	3	. 23	.4
	Dependents	19	31	20	30
Disability:	Short-term	65	7	10	18
	Long-term	64	9	18	9
Pension Plan:		- 44	<b>1</b>	6 -	49
401(k) Plan:		11	15	72	2
Education/Career Develo	pment;		aris Setti		
Tuition Reimb	oursement	24	1	32	43
Workshops, S	eminar; etc.	79	1	3 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	13

Table 17 Markets: 1-10

Department Heads

General Manager

Affiliation:	ABC, CBS, Fox,	<b>NBC</b>
Average	Median	Median

**Base Salary** 

267,500

Bonus

95,026

Bonus

124,084

General Manager		204,444	124,004		207,500	95,026
Asst. General Manager/Station Ma	nager	220,613	78,958		201,000	104,000
Operations Manager		105,777	14,465	5	96,400	13,131
Program Director		88,800	17,312	Madigae	89,250	14,000
Director of Engineering/Chief Engi	neer	105,110	18,322		108,000	8,500
News Director		148,321	27,840		165,000	34,000
Marketing Director		134,767	29,426		125,000	29,426
Promotion/Publicity Director		78,124	5,773	TE ET	73,750	7,400
Production Manager		69,092	2,950		72,921	2,000
Business Manager/Controller		104,843	14,929		103,000	7,816
Traffic Manager/Supervisor		59,002	5,981		64,050	5,000
Community/Public Affairs Director		102,291	. 3,139		74,718 -	3,000
Art Director		71,590	6,590		72,300	5,000
Research Director		67,809	6,552		69,763	4,175
Human Resources Director		56,272	2,933		59,225	2,850
	A	verage Num	ber	and the same of th	Compensa	tion
Support Staff	Full-Time Employees	Years E	Employed tation	Average Ann		Starting Annual
Operator Technician	18		12	47,063		30,224
Maintenance Technician	7		14	52,728		33,651
Technical Director	6		9	45,952		37,827
Floor Director	3		16	35,136		24,076
Film/Tape Editor	10		14	47,428		30,996
Film Director	1	Maria de la compansión de	21	41,408		37,000
Weekday News Anchor	5		9	255,095		109,611
Weekend News Anchor	2		. 4	113,-14		78,266
News Producer	11		5	54,303	***************************************	45,381
News Reporter	13		-8	- 88,142	1.1	54,091
News Photographer	19		12	50,388		31,396
Weekday Sportscaster	1		10	266,727		118,966
Weekend Sportscaster	1		6	99,057		72,639
Weekday Weathercaster	2		9	178,360	a more and	82,531
Weekend Weathercaster	1		3	90,057		54,197
Assignment Editor	3	X-15.	7 *****	48,846	Y	38,774
Production Assistant	5		4	22,825		20,287
Producer/Director	5.		13	61,336		≈ % 47,119
Staff Artist	4		11	45,929		33,311
Traffic Assistant	4	104	9	30,329		25,630
34		1999 NAB/BCI	M Television Em		ation and Frin	

Average

**Base Salary** 

Markets: 1-10

Affiliation: ABC, CBS, Fox, NBC

	Salary	Other Compensation			
Sales Management	Average	Average		Sales Person	nel
General Sales Manager	171,777	66,870	# of Account E	xecutives:	11
Local Sales Manager	125,872	39,776		Total Compens	sation
National Sales Manager	115,659	36,032	Average	High	Low
Co-op Coordinator	53,046	30,724	97,899	145,241	59,225

### FRINGE BENEFITS

Paid Sick Days (average):

10

Paid Vacation:

diam'r.

Years of Service:

3 5 10 15

Sick Days Accumulated?

Average Weeks:

2 2 3

Yes:

15%

Paid Holidays (average):

9

85% No:

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	. 8	. 0	~, ^2,	0 .
	Dependents	0	8	92	0
H.M.O.:	Employee	. 8	0	50	42
	Dependents	0	8	50	42
Dental:	Employee	31	0.1	69	0 -
	Dependents	23	8	69	0
Vision:	Employee	31	0	31	- 38
	Dependents	23	0	38	38
Accidental Death:	Employee	42	17	42	
	Dependents	25	25	33	17
Group Life Insurance:	Employee	69	0	- 31	0
	Dependents	31	46	15	8
Disability:	Short-term	67	8	8	17
	Long-term	54	8	38	0
Pension Plan:		75	0.3	8	17
401(k) Plan:		8	8	83	0
Education/Career Dev	elopment:		5576		
Tuition Rei	mbursement	17	0	67	17
Workshops	, Seminar, etc.	69 * .	0	8	23

Table 18 Markets: 11-25

Department Heads

General Manager

Affiliation: ABC, CBS, Fox, NBC

Median

**Base Salary** 

232,000

Median

Bonus

55,738

Average

Bonus

75,715

			10,110		232,000	22,730
Asst. General Manager/Station Ma	nager	144,214	30,130		149,200	35,260
Operations Manager		72,857	6,127		70,533	5,000
Program Director		76,131	10,123		78,250	10,830
Director of Engineering/Chief Engi	neer	86,856	10,460		89,000	10,000
News Director		129,635	14,114	geren er er	130,000	10,325
Marketing Director		79,159	6,011		80,000	7,009
Promotion/Publicity Director		79,168	11,051	3.5.20	76,000	5,400
Production Manager		64,674	4,166	***************************************	66,150	3,560
Business Manager/Controller		84,087	11,593		85,040	10,000
Traffic Manager/Supervisor		50,695	3,280		46,900	2,500
Community/Public Affairs Director		. 52,377	4,079		44,250	3,750
Art Director		55,357	3,570		53,372	3,000
Research Director		52,423	3,809		49,500	3,000
Human Resources Director		47,734	2,549		46,500	2,500
	A	verage Number			Compensation	n
Support Staff	Full-Time Employees	Years Emp at Station		Average Ann	uual Sta	rting Annual
Operator Technician	15	12		41,205		28,577
Maintenance Technician	6	12		47,156	7	35,343
Technical Director	3	10		41,118		33,051
Floor Director	4	15		35,551		26,263
Film/Tape Editor	5	10		36,822		26,885
Film Director	- 2	. 16		39,558		30,354
Weekday News Anchor	5	8		170,537		81,486
Weekend News Anchor	2	K = 1 _ 1 = 5		78,791		63,615
News Producer	12	3		41,343		31,613
News Reporter	12.	6		59,827		43,574
News Photographer	18	10		42,548		32,395
Weekday Sportscaster	1	8		127,763		79,424
Weekend Sportscaster	1	6		68,011		53,479
Weekday Weathercaster	2	8.1.		118,171		74,581
Weekend Weathercaster	1	4		60,016		52,898
Assignment Editor	3	6		39,578		31,624
Production Assistant	6	5		26,677		21,109
Producer/Director	5	10		46,851	As	36,683
Staff Artist	3	7		36,200	XW ZII IIIIV XX	29,800
Traffic Assistant	· *****	7		26,437		22,372
36		1999 NAB/BCFM '	Television Em	CHINA DESCRIPTION OF THE PARTY	ation and Fringe	***************************************

Average

Base Salary

**Markets: 11-25** 

Affiliation: ABC, CBS, Fox, NBC

	Salary	Other Compensation		_		
Sales Management	Average	Average	l L	Sales Person	nnel	
General Sales Manager	139,414	44,573	# of Account E	executives:	10	
Local Sales Manager	104,257	27,952		<b>Total Comper</b>	<b>nsation</b>	
National Sales Manager	96,783	26,864	Average	High		Low
Co-op Coordinator	43,693	28,000	82,399	127,770		57,639

## **FRINGE BENEFITS**

Paid Sick Days (average):

11

Paid Vacation:

Years of Service:

2

2

10

15

Sick Days Accumulated?

16%

Paid Holidays (average):

Average Weeks: 9

3 2 3

Yes: No:

84%

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	9	0	-4.91	- Q
	Dependents	0	6	94	0
Н.М.О.:	Employee	6	0	_ 69	26
	Dependents	0	6	67	27
Dental:	Employee	11	6	83	0
	Dependents	3	9	88	0
Vision:	Employee	6 +	.11	66	17
	Dependents	3	15	65	18
Accidental Death:	Employee	37	26	29	9
	Dependents	9	34	28	28
Group Life Insurance:	Emply(ee	59	0.	41	0 -
	Dependents	9	30	39	21
Disability:	Short-term	75	3 "	16	6
	Long-term	56	9	32	3
Pension Plan:		70		12	18
401(k) Plan:		6	6	88	0
Education/Career Develo	pment:				
Tuition Reimb	oursement	33	0	39	27
Workshops, S	eminar, etc.	84	0	3.50	13

Affiliation: ABC, CBS, Fox, NBC

Median

Average

Average

		Average	Avciage	•	Miculan	
Department Heads	В	ase Salary	Bonus		Base Salary	Bonus
General Manager		197,882	69,923		185,000	50,000
Asst. General Manager/Station Mana	ger	114,958	20,154	1 7 7 4	111,102	20,000
Operations Manager		62,615	16,393		55,400	17,331
Program Director		64,606	8,653		56,000	4,498
Director of Engineering/Chief Engine	er	76,143	10,105		75,200	5,000
News Director		105,934	11,569	METERS.	103,000	9,979
Marketing Director		63,832	8,145		60,471	6,904
Promotion/Publicity Director		58,034	4,944	**	54,080	4,250
Production Manager		53,793	4,277		52,868	3,419
Business Manager/Controller		. 72,602	9,190		71,300	7,500
Traffic Manager/Supervisor		42,278	2,520		41,236	2,000
Community/Public Affairs Director		44,467	6,776		40,170	2,600
Art Director		44,169	2,145		42,362	1,750
Research Director	100	45,372	6,783		42,000	4,990
Human Resources Director		43,824	6,358		39,686	4,000
	A	verage Num	ber	1100	Compensati	on
	Full-Time Employees	Years E	imployed tation	Average An	nual St	arting Annual
Operator Technician	13		9	29,072		21,287
Maintenance Technician	5		10	39,785		21,287 29,381
Technical Director	4	WE WE AND	7	33,700		26,053
Floor Director	3		10	29,362		23,320
Film/Tape Editor	4		6	25,632		21,048
Film Director	2		15	30,124	TETE OF	22,984
Weekday News Anchor	5	. 6.00	9	113,924		57,243
Weekend News Anchor	2		<b>5</b>	56,766		43,481
News Producer	8		3	33,299		25,571
News Reporter	9		5	42,193		31,813
News Photographer	14		8	32,322		25,554
Weekday Sportscaster		Tay Page (	10	97,269		51,703
Weekend Sportscaster	1		5	46,278		35,533
Weekday Weathercaster	2		8	97,174		51,251
Weekend Weathercaster	1		5	50,522		38,423
Assignment Editor	3	3 34 3 3	5	33,832		26,438
Production Assistant	5	X	2	21,315		19,224
Producer/Director	5	-25	8	37,035		28,283
Staff Artist	2		4	29,762		24,043
Traffic Assistant	3.	ner Santa	7	24,479	i e Tools de	20,527
38	·	1000 NAR/PO	EM Television Em	the second second second	sation and Erica	e Renefits Report

Markets: 26-50

Affiliation: ABC, CBS, Fox, NBC

	Salary	Other Compensation		243733.2.11		
Sales Management	Average	Average		Sales Perso	nnel	
General Sales Manager	114,476	44,001	# of Account E	Executives:	9	
Local Sales Manager	88,063	30,230		Total Compe	nsation	
National Sales Manager	82,190	27,145	Average	High		Low
Co-op Coordinator	44,714	33,661	95,973	118,635		46,458

### **FRINGE BENEFITS**

Paid Sick Days (average):

11

Paid Vacation:

Years of Service:

2

Sick Days Accumulated?

Average Weeks:

2

Yes:

30%

Paid Holidays (average):

8

2 3

No:

70%

		% of Response					
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided		
Health Benefits:	Employee	19	2		0		
	Dependents	2	18	81	0		
ILM.O.:	Employee	15	4	62	19		
	Dependents	2	19	60	19		
Dental:	Employee	50.11		72	2		
	Dependents	2	23	74	2		
Vision:	Employee	Ť	23	42	28		
	Dependents	2	27	43	29		
Accidental Death:	Employee	53	19	22	5		
	Dependents	13	42	19	26		
Group Life Insurance:	Employee	. 75	5 -	19	0 .		
	Dependents	15	53	19	13		
Disability: **	Short-term	72	6	- 11	11		
	Long-term	70	11	20	0		
Pension Plan:	W.,	67	2	2	30		
401(k) Plan:		9	7	82	2		
Education/Career Develo	pment:						
Tuition Reimb	oursement	29	2	40	29		
Workshops, S	eminar, etc.*	89	0	* * * 6	6		

Table 20 Markets: 51-75

**Art Director** 

Research Director

**Human Resources Director** 

Markets: 51-75		Affiliation:	ABC, CBS, Fo	x, NBC
Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	149,765	59,592	157,000	29,458
Asst. General Manager/Station Manager	110,002	17,578	129,792	15,368
Operations Manager	60,261	7,861	59,880	5,750
Program Director	46,559	5,526	35,500	4,800
Director of Engineering/Chief Engineer	63,906	5,141	62,000	4,160
News Director	78,997	7,621	75,800	5,500
Marketing Director	54,920	8,716	50,000	7,500
Promotion/Publicity Director	48,001	4,483	49,667	3,840
Production Manager	42,498	2,640	40,000	2,000
Business Manager/Controller	56,687	6,170	57,000	4,000
Traffic Manager/Supervisor	36,777	4,505	36,400	1,900
Community/Public Affairs Director	41,142	2,917	38,000	2,500

32,917

36,351

39,515

N/A

31,303

3,682

31,200

32,700

37,155

N/A

31,303

		erage Number	Compensation		
Support Staff	Full-Time Employees	Years Employed at Station	Average Annual	Starting Annual	
Operator Technician	8	9	27,218	19,255	
Maintenance Technician	4	13	36,119	26,757	
Technical Director	4	10	32,060	23,782	
Floor Director	3,	9	26,988	20,547	
Film/Tape Editor	2	7	23,266	18,596	
Film Director	1	17	29,795	20,955	
Weekday News Anchor	5	7	78,030	43,849	
Weekend News Anchor	2	5.4	41,386	30,463	
News Producer	6	3	28,903	22,610	
News Reporter	$\tau$	4	31,355	25,532	
News Photographer	10	7	27,194	20,512	
Weekday Sportscaster	1. C. K.	9 2	62,054	45,636	
Weekend Sportscaster	1	5	35,035	27,906	
Weekday Weathercaster	2	6.	66,864	39,579	
Weekend Weathercaster	1	3	34,392	30,048	
Assignment Editor	2	5	32,965	27,290	
Production Assistant	5	6	20,689	17,321	
Producer/Direct 'r	4.7	9	32,585	24,696	
Staff Artist	2	5	27,621	22,886	
Fraffic Assistant	1 2	5	22,109	18,251	
.0	10	003717777777		2,10,401	

**Markets: 51-75** 

Affiliation: ABC, CBS, Fox, NBC

	Salary	Other Compensation				
Sales Management	Average	Average	Sales Personnel			
General Sales Manager	94,727	37,767	# of Account E	xecutives:	8	
Local Sales Manager	71,102	30,246		Total Comper	sation	
National Sales Manager	66,622	30,618	Average	High		Low
Co-op Coordinator	N/A	N/A	62,112	98,773		33,711

## **FRINGE BENEFITS**

Paid Sick Days (average):

17

Paid Vacation:

Years of Service:

3

Sick Days Accumulated?

Paid Holidays (average):

Average Weeks:

2 2 3

Yes:

49% 51%

8

2

No:

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	16	(J ) 5 k	76	2
	Dependents	0	15	84	2
H.M.O.:	Employee	10	4 .	46	40
	Dependents	0	9	51	40
Dental:	Employee	16	11	68	5
	Dependents	2	21	71	5
Vision:	Employee	8	• 11	43	38
	Dependents	2	13	46	38
Accidental Death:	Employee	62	24	13	3
	Dependents	14	36	10	40
Group Life Insurance:	Employee	70	. 7	20	4
	Dependents	15	40	19	25
Disability:	Short-term	= -61	13	19	7
	Long-term	62	7	27	4
Pension Plan:	<b>在产生的</b>	36	5	10	50
401(k) Plan:		20	9	71	0
Education/Career Develo	pment:	1.3	(1-1-34-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1	**************************************	77
Tuition Reimb	oursement	19	0	29	52
Workshops, S	eminar, etc.	81	2	4 12	13

Table 21 Markets: 76-100

Affiliation: ABC, CBS, Fox, NBC

		Average	Average	Med	lian	
Department Heads	F	Base Salary	Bonus	Base S	alary	Bonus
General Manager		138,207	44,599	137,1	32	37,393
Asst, General Manager/Station Mana	ager	92,388	17,789	82,7	62	14,567
Operations Manager		51,604	3,938	51,5	84	1,750
Program Director	The same	45,149	3,935	39,9	40	2,000
Director of Engineering/Chief Engine	eer	57,292	4,106	54,60	00	2,400
News Director		68,988	5,717	69,5	00	3,600
Marketing Director		41,613	4,582	40,0	00	2,000
Promotion/Publicity Director		41,706	3,083	40,9.	36	1,950
Production Manager		43,015	3,791	42,70	00	2,000
Business Manager/Controller	dan .	53,180	5,246	52,00	00	4,884
Traffic Manager/Supervisor		33,056	1,326	31,60	00	1,000
Community/Public Affairs Director		33,240	1,197	33,00	08	879
Art Director		32,710	1,101	31,89	90	1,200
Research Director		31,892	5,000	30,25	50	5,000
Human Resources Director		39,734	3,007	39,05	52	3,020
		verage Numbe		-	ensation	
	Full-Time Employees	Years Em at Stat	ployed ion	Average Annual	Starti	ng Annual
Operator Technician	6		7	22,423		17,975
Maintenance Technician	3-	b - 1	0	34,269		26,410
Technical Director	4		7	25,125		20,265
Floor Director	2		8	24,695	11111	21.143
Film/Tape Editor	2		4	20,802		17,840
Film Director	1	1	7	33,656	FEE	25,125
Weekday News Anchor	4		7	61,034		38,067
Weekend News Anchor	2		3	32,261	4:4	26,475
News Producer	5		3	25,438		20,743
News Reporter	6		3	26,660	21.2	21,046
News Photographer	7		5	23,746		18,825
Weekday Sportscaster	. 1		9	47,899		32,088
Weekend Sportscaster	1		4	28,357		24,737
Weekday Weathercaster	2		7	53,835		33,721
Weekend Weathercaster	1		3	27,324	· · · · · · · · · · · · · · · · · · ·	24,990
Assignment Editor	$\pm$ 9.17.		5	32,109	A J Trains	25,102
Production Assistant	5		5	19,265		16,815
Producer/Director	4.4		8	27,604		21,608
C1 CC A						

2

**Staff Artist** 

Traffic Assistant

25,658

20,930

20,313

5

**Markets: 76-100** 

Affiliation: ABC, CBS, Fox, NBC

	Salary	Other Compensation			
Sales Management	Average	Average	Sales Personnel		
General Sales Manager	83,068	39,409	# of Account E	xecutives:	7
Local Sales Manager	<b>57,640</b>	34,661		Total Compen	sation
National Sales Manager	53,985	31,483	Average	High	Lov
Co-op Coordinator	27,747	25,867	73,417	96,300	33,9

Le said the characteristic of the second contraction

## FRINGE BENEFITS

Paid Sick Days (average): 9 Paid Vacation:

Years of Service:

15

Sick Days Accumulated?

Average Weeks:

2 2 2 3

Yes: 35% Paid Holidays (average):

7

3

No: 65%

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	12	2	86	0
	Dependents	2	14	85	0
H.M.O.:	Employee	13	2	36	* 49
	Dependents	2	7	42	49
Dental:	Employee	12	12	63	- 13
	Dependents	0	17	69	14
Vision:	Employee	2	7	35	.56
	Dependents	0	7	36	57
Accidental Death:	Employee	64		17	10
	Dependents	24	15	16	45
Group Life Insurance:	Employee	70	3.	21	5
	Dependents	20	15	22	43
Disability:	Short-term	61	12	2	25
	Long-term	70	7	15	8
Pension Plan:		30	0	4	57
401(k) Plan:		14	15	69	2
Education/Career Develo	pment:	and the same of th	CONTRACTOR CONTRACTOR	2 (4) 2 (4) (4) (4) (4) (4) (4) (4) (4) (4) (4)	
Tuition Reiml	oursement	25	0	25	50
Workshops, S	eminar, etc.	80	0,000	5	15.

Affiliation:	ABC.	CBS.	Fox.	<b>NBC</b>
				1120

Department Heads	Е	Average Base Salary	Average Bonus		Median Base Salar	Median y Bonus
General Manager		125,809	40,143		125,000	27,990
Asst. General Manager/Station Ma	mager	78,119	21,944	s say.	71,500	17,563
Operations Manager		45,879	7,040		41,600	6,000
Program Director		34,162	2,690		31,250	3,190
Director of Engineering/Chief Engi	neer	52,302	3,438	**************************************	52,000	3,000
News Director	waa iii	60,139	5,247		60,450	5,000
Marketing Director		44,557	5,500		40,500	5,500
Promotion/Publicity Director	10 11 11 11 11	35,831	2,048		33,038	2,000
Production Manager		34,278	4,581		33,000	2,340
Business Manager/Controller		48,024	6,424		45,750	4,821
Traffic Manager/Supervisor		28,973	1,546		28,364	1,000
Community/Public Affairs Director		29,856	1.740		31,665	1,740
Art Director		28,142	N/A		28,000	N/A
Research Director		26,563	N/A		26,563	N/A
Human Resources Director		35,779	N/A		30,276	N/A
Support Staff	A Full-Time Employees	verage Numbo Years En at Sta	nployed	Average An	Compensa nual	tion Starting Annual
Operator Technician	6		6	20,333		17,048
Maintenance Technician	3 .		10	31,598		23,617
Technical Director	4		6	25,050		20,900
Floor Director	2		7	22,441		18,770
Film/Tape Editor	2		6	19,774		16,437
Film Director	1 1 1 m		9	-23,137	100	19,738
Weekday News Anchor	4		7	46,138		31,382
Weekend News Anchor	1 -		3	27,477	43.00	24,247
News Producer	4		3	22,450		19,355
News Reporter	- 6		3	23,816	7.0	19,725
News Photographer	6		3	20,309		17,651
Weekday Sportscaster	ì.		7	39,686		29,074
Weekend Sportscaster	1		3	24,928		21,741
Weekday Weathercaster	2		6	45,508		30,029
Weekend Weathercaster	1		3	25,070		22,446
Assignment Editor	1.		4	28,728	85-31 JUL 180	24,591
Production Assistant	4		4	18,942		16,364
Production Assistant Producer/Director	4 	T. Cont.	7	18,942 25,266		16,364 20,762
	4 (4 <sub>1,2</sub> , 1		36 5 3 p.		V	

2

2 3 3

<b>Markets: 101-125</b>			Affiliation	: ABC, C	CBS, Fox, NI
	Salary	Other Compensation	- i * 9		
Sales Management	Average	Average		Sales Perso	nnel
General Sales Manager	71,364	29,712	# of Account E	xecutives:	7
Local Sales Manager	53,846	28,798		Total Comper	nsation
National Sales Manager	49,440	19,899	Average	High	Low
Co-op Coordinator	37,540	2,500 🚕	49,579	74,856	29,196

Paid Sick Days (average): 10

36%

Years of Service: 10 15 Paid Vacation:

Average Weeks:

Sick Days Accumulated?

8 Paid Holidays (average):

64% No:

Yes:

% of Response Paid in Full Cost Shared by Not Paid in Full Provided by Company by Employee Co. and Employee 71 2 Health Benefits: Employee 25 2 25 69 4 **Dependents** 37 52 H.M.O.: Employee 9 35 54 **Dependents** 2 15 62 Dental: Employee ... 4 31 61 **Dependents** 4 53 9 4 34 Vision: Employee 53 30 **Dependents** 11 6 4 - 15 17 Accidental Death: Employee 64 9 23 26 42 **Dependents** 0 23. 6 72 Group Life Insurance: Employee 9 27 **Dependents** 27 38 10 20 Disability: 10 50 Short-term 8 18 16 59 Long-term 55 Pension Plan: 40 0 2 16 16 67 401(k) Plan: Education/Career Development: 33 0 33 33 **Tuition Reimbursement** 76 10 12 Workshops, Seminar, etc.

Table 23

Markets: 126-150		Affiliation:	ABC, CBS, Fo	x, NBC
Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	105,186	32,248	108,500	20,283
Asst. General Manager/Station Manager	82,090	16,167	75,000	22,000
Operations Manager	45,072	1,668	44,250	2,005
Program Director	29,568	1,412	29,400	350
Director of Engineering/Chief Engineer	49,414	3,778	48,000	2,147
News Director	50,771	5,827	50,500	5,500
Marketing Director	38,133	3,000	37,605	3,000
Promotion/Publicity Director	28,743	3,550	27,810	3,950
Production Manager	35,442	2,431	35,737	1,803
Business Manager/Controller	41,208	4,424	38,794	2,562
Traffic Manager/Supervisor	26,873	1,208	26,603	1,300
Community/Public Affairs Director.	22,610	N/A	19,785	N/A
Art Director	30,375	N/A	30,750	N/A
Research Director	N/A	N/A	N/A	N/A
Human Resources Director	23,559	2,113	27,664	2,113

		erage Number	Compensation		
Support Staff	Full-Time Employees	Years Employed at Station	Average Annual	Starting Annua	
Operator Technician	5	6	18,366	13,977	
Maintenance Technician	2	11	28,933	22,017	
Technical Director	4	6	20,837	16,320	
Floor Director	1 2	7	18,998	17,662	
Film/Tape Editor	2	12	19,931	16,024	
Film Director	N/A	N/A	- N/A	N/A	
Weekday News Anchor	4	5	36,765	27,418	
Weekend News Anchor	7		22,780	19,441	
News Producer	2	3	19,807	17,909	
News Reporter	4.	3	18,778	16,061	
News Photographer	4	5	18,098	14,958	
Weekday Sportscaster	1	\$	29,745	22,797	
Weekend Sportscaster	1	2	19,105	17,003	
Weekday Weathercaster	.2		37,447	26,344	
Weekend Weathercaster	_1	4	19,540	17,434	
Assignment Editor	1	4	24,690	21,011	
Production Assistant	3	4	17,749	15,070	
Producer/Director	3.	3.0 40 5 5 5 5 7	22,459	18,364	
Staff Artist	1	8	22,469	17,458	
Traffc Assistant	2	5	18,306	15,953	
46	19	999 NAB/BCFM Television	Employee Compensation and	d Fringe Benefits Report	

Markets: 126-150

Affiliation: ABC, CBS, Fox, NBC

	Salary	Other Compensation			
Sales Management	Average	Average		Sales Person	nel
General Sales Manager	63,484	31,105	# of Account E	xecutives:	6
Local Sales Manager	53,099	20,960		Total Compens	sation
National Sales Manager	40,896	25,341	Average	High	Low
Co-op Coordinator	22,063	N/A	46,500	70,311	29,545

## **FRINGE BENEFITS**

Paid Sick Days (average):

12

Paid Vacation:

Years of Service:

1 2

10 15

Sick Days Accumulated?
Yes:

47%

Paid Holidays (average):

Average Weeks:
): 7

2 2 3

4

No:

53%

Holldays (average).

/

			% of Respo	onse	
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	16 Vs. 1	2	80	2.2
	Dependents	0	18	80	2
H.M.O.:	Employee	6,	0		62
	Dependents	0	11	28	61
Dental:	Employee	10	16	60	14
	Dependents	4	24	58	14
Vision:	Employee		6	23	65
	Dependents	2	13	21	65
Accidental Death:	Employ	75	6	10	8
	Dependents	24	13	9	53
Group Life Insurance:	Employee	74 5	2	20	. 4 .
	Dependents	29	13	16	42
Disability:	Short-term	77	-2	7	14
	Long-term	80	2	13	4
Pension Plan:		25	0	3 4	73
401(k) Plan:		6	35	57	2
Education/Career Develo	pment:		1	**************************************	
Tuition Reimb	oursement	20	0	22	59
Workshops, S	eminar, etc.	76	2	4 3	15

Affiliation: ABC, CBS, Fox, NBC

Department Heads	Warkets. 131			Allmano	n. AD	C, CDS,	rux, MbC
General Manager			Average	Average		Median	Median
Asst. General Manager/Station Manager	Department Heads	I	Base Salary	Bonus		Base Salary	<b>Bonus</b>
Operations Manager         36,573         1,041         39,450         1,000           Program Director         32,189         1,368         31,500         1,000           Director of Engineering/Chief Engineer         46,513         3,663         45,540         1,134           News Director         48,279         4,123         45,000         1,174           Marketing Director         28,590         88.3         27,832         1,000           Production Manager         31,787         3,255         31,269         3,000           Business Manager/Controller         37,024         4,696         35,000         1,007           Traffic Manager/Supervisor         26,381         1,227         25,752         500           Community Public Affairs Director         24,833         N/A         18,720         N/A           Art Director         33,056         N/A         30,122         N/A           Research Director         3,787         N/A         N/A         N/A           Research Director         3,787         N/A         N/A         N/A           Support Staff         Full-Time Employees         4,829,100         Average Annual         Starting Annual           Research Director         3	General Manager		101,192	29,258		95,000	24,500
Program Director   32,189	Asst. General Manager/Station Mana	iger	59,440	28,683		55,831	22,000
Director of Engineering/Chief Engineer	Operations Manager		36,573	1,041		39,450	1,000
News Director	Program Director		32,189	1,368		31,500	1,000
Marketing Director         36,982         2,725         37,138         2,725           Promotion/Publicity Director         28,590         883         27,832         1,000           Production Manager         31,787         3,255         31,269         3,000           Business Manager/Controller         37,024         4,696         55,000         1,037           Traffic Manager/Supervisor         26,381         1,227         25,752         500           Community Public Affairs Director         33,056         N/A         18,720         N/A           Art Director         33,056         N/A         30,122         N/A           Research Director         NA         N/A         N/A         N/A           Human Resources Director         N/A         N/A         N/A         N/A           Support Staff         Full-Time Page Number Vears Employed at Station         Average Annual Starting Annual Sta	Director of Engineering/Chief Engine	er	46,513	3,663		45,540	1,136
Promotion/Publicity Director         28,590         883         27,832         1,000           Production Manager         31,787         3,255         31,269         3,000           Business Manager/Controller         37,024         4,696         35,000         1,087           Traffic Manager/Supervisor         26,381         1,227         25,752         500           Community Public Affairs Director         24,833         N/A         18,720         N/A           Art Director         33,056         N/A         30,122         N/A           Research Director         NA         N/A         N/A         N/A           Human Resources Director         29,567         N/A         Average Number         Compensation           Support Staff         Full-Time         Years Employed at Station         Average Annual         Starting Annual Starting An	News Director		48,279	4,123		45,000	1,700
Production Manager   31,787   3,255   31,269   3,000     Business Manager/Controller   37,024   4,696   35,000   1,087     Traffic Manager/Supervisor   26,381   1,227   25,752   500     Community/Public Affairs Director   24,833   N/A   18,720   N/A     Art Director   33,056   N/A   30,122   N/A     Art Director   N/A   N/A   N/A   N/A     Human Resources Director   29,567   N/A   26,910   N/A     Human Resources Director   Years Employed at Station   Average Annual   Starting Annual     Support Staff   Starting Annual   Starting Annual     Technical Director   3   6   19,828   16,024     Floor Director   2   5   19,372   16,146     Film/Tape Editor   2   3   15,221   14,060     Film/Inpe Editor   3   4   32,179   24,190     Weekday News Anchor   3   4   32,179   24,190     Weeked News Anchor   1   2   19,996   19,229     News Producer   4   4   18,189   15,294     Weekday Sportscaster   4   4   18,189   15,294     Weekday Sportscaster   1   8   28,320   21,606     Weeked Sportscaster   1   8   28,320   21,606     Weeked Weathercaster   1   1   18,436   18,481     Assignment Editor   1   4   26,444   22,088     Production Assistant   3   4   17,775   14,926     Producter/Director   3   6   21,240   16,993     Staff Artist   1   9   20,586   18,644     Producter/Director   3   6   21,240   16,993     Staff Artist   1   9   20,586   18,644     Producter/Director   3   6   21,240   16,993     Staff Artist   1   9   20,586   18,644     Producter/Director   3   6   21,240   16,993     Staff Artist   1   9   20,586   18,644     Producter/Director   3   6   21,240   16,993     Staff Artist   1   9   20,586   18,644     Producter/Director   3   6   21,240   16,993     Staff Artist   1   9   20,586   18,644     Producter/Director   3   6   21,240   16,993     Staff Artist   1   9   20,586   18,644     Producter/Director   3   6   21,240   16,993     Producter/Director   3	Marketing Director		36,982	2,725		37,138	2,725
Business Manager/Controller	Promotion/Publicity Director		28,590	883		27,832	1,000
Traffic Manager/Supervisor   26,381   1,227   25,752   500	Production Manager		31,787	3,255		31,269	3,000
Community/Public Affairs Director         24.833         N/A         18,720         N/A           Art Director         33,056         N/A         30,122         N/A           Research Director         N/A         N/A         N/A         N/A           Human Resources Director         29,567         N/A         26,910         N/A           Average Number Full-Time Employees         Compensation         Compensation           Support Staff         5         7         18,791         15,132           Maintenance Technician         3         9         26,610         20,749           Technical Director         3         6         19,828         16,024           Film/Tape Editor         2         5         19,372         16,146           Film/Tape Editor         2         3         15,221         14,060           Film Director         1         11         17,824         14,029           Weekday News Anchor         3         4         32,179         24,190           Weekend News Anchor         1         2         19,996         19,229           News Producer         3         4         20,812         17,428           News Reporter         4 <td>Business Manager/Controller</td> <td></td> <td>37,024</td> <td>4,696</td> <td></td> <td>35,000</td> <td>1,087</td>	Business Manager/Controller		37,024	4,696		35,000	1,087
Art Director         33,056         N/A         30,122         N/A           Research Director         N/A         N	Traffic Manager/Supervisor		26,381	1,227		25,752	500
Research Director	Community/Public Affairs Director	10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	24,833	N/A	dia esta	18,720	N/A
Human Resources Director   29,567   N/A   26,910   N/A	Art Director		33,056	N/A		30,122	N/A
Average Number   Full-Time   Years Employed at Station   Average Annual   Starting Annual	Research Director		N/A	. N/A	41.4	N/A	N/A
Support Staff         Full-Time Employees         Years Employed at Station         Average Annual Average	Human Resources Director		29,567	N/A		26,910	N/A
Support Staff         Employees         at Station           Operator Technician         5         7         18,791         15,132           Maintenance Technician         3         9         26,610         20,719           Technical Director         3         6         19,828         16,024           Floor Director         2         5         19,372         16,146           Film/Tape Editor         2         3         15,221         14,060           Film Director         1         11         17,824         14,029           Weekday News Anchor         3         4         32,179         24,190           Weekend News Anchor         1         2         19,996         19,229           News Producer         3         4         20,812         17,428           News Reporter         4         2         19,015         16,782           News Photographer         4         4         18,189         15,294           Weekday Sportscaster         1         3         19,261         17,937           Weekday Weather Caster         1         3         19,261         17,937           Weekday Weather Caster         1         1         18,436			_			Compensat	ion
Maintenance Technician       3       9       26,610       20,719         Technical Director       3       6       19,828       16,024         Floor Director       2       5       19,372       16,146         Film/Tape Editor       2       3       15,221       14,060         Film Director       1       11       17,824       14,029         Weekday News Anchor       3       4       32,179       24,190         Weekend News Anchor       1       2       19,996       19,229         News Producer       3       4       20,812       17,428         News Reporter       4       2       19,015       16,782         News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekend Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4 </td <td></td> <td></td> <td></td> <td></td> <td>verage An</td> <td>nual S</td> <td>tarting Annual</td>					verage An	nual S	tarting Annual
Technical Director         3         6         19,828         16,024           Floor Director         2         5         19,372         16,146           Film/Tape Editor         2         3         15,221         14,060           Film Director         1         11         17,824         14,029           Weekday News Anchor         3         4         32,179         24,190           Weekend News Anchor         1         2         19,996         19,229           News Producer         3         4         20,812         17,428           News Reporter         4         2         19,015         16,782           News Photographer         4         4         18,189         15,294           Weekday Sportscaster         1         8         28,320         21,606           Weekend Sportscaster         1         3         19,261         17,937           Weekday Weathercaster         2         3         29,264         23,837           Weekend Weathercaster         1         1         18,436         18,481           Assignment Editor         1         4         26,444         22,058           Producer/Director         3         6 <td>Operator Technician</td> <td>5</td> <td></td> <td>7</td> <td>18,791</td> <td></td> <td>15,132</td>	Operator Technician	5		7	18,791		15,132
Floor Director         2         5         19,372         16,146           Film/Tape Editor         2         3         15,221         14,060           Film Director         1         11         17,824         14,029           Weekedday News Anchor         3         4         32,179         24,190           Weekend News Anchor         1         2         19,996         19,229           News Producer         3         4         20,812         17,428           News Reporter         4         2         19,015         36,782           News Photographer         4         4         18,189         15,294           Weekday Sportscaster         1         3         28,320         21,606           Weekday Weathercaster         1         3         19,261         17,937           Weekday Weathercaster         2         3         29,264         23,837           Weekend Weathercaster         1         1         18,436         18,481           Assignment Editor         1         4         26,444         22,058           Production Assistant         3         4         17,775         14,926           Production Assistant         1         <	Maintenance Technician	3		9	26,610		20,719
Film/Tape Editor       2       3       15,221       14,060         Film Director       1       11       17,824       14,029         Weekday News Anchor       3       4       32,179       24,190         Weekend News Anchor       1       2       19,996       19,229         News Producer       3       4       20,812       17,428         News Reporter       4       2       19,015       16,782         News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Technical Director	3		6	19,828		16,024
Film Director       1       11       17,824       14,029         Weekday News Anchor       3       4       32,179       24,190         Weekend News Anchor       1       2       19,996       19,229         News Producer       3       4       20,812       17,428         News Reporter       4       2       19,015       16,782         News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Floor Director	2		5	19,372		16,146
Weekday News Anchor       3       4       32,179       24,190         Weekend News Anchor       1       2       19,996       19,229         News Producer       3       4       20,812       17,428         News Reporter       4       2       19,015       16,782         News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekday Weather Caster       2       3       29,264       23,837         Weekend Weather Caster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Film/Tape Editor	2		3	15,221		14,060
Weekend News Anchor       1       2       19,996       19,229         News Producer       3       4       20,812       17,428         News Reporter       4       2       19,015       16,782         News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Film Director	1	E	11	17,824		14,029
News Producer       3       4       20,812       17,428         News Reporter       4       2       19,015       16,782         News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Weekday News Anchor	3		4	32,179		24,190
News Reporter       4       2       19,015       16,782         News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Weekend News Anchor	1		2	19,996		19,229
News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekend Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	News Producer	3		4	20,812		17,428
News Photographer       4       4       18,189       15,294         Weekday Sportscaster       1       8       28,320       21,606         Weekend Sportscaster       1       3       19,261       17,937         Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	News Reporter	4	11111	2	19,015	L. 1888	16,782
Weekend Sportscaster       1       3       19,261       17,937         Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	News Photographer	4	•	4	18,189		15,294
Weekday Weathercaster       2       3       29,264       23,837         Weekend Weathercaster       1       1       18,436       18,481         Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Weekday Sportscaster	1		8	28,320		21,606
Weekend Weathercaster         1         1         18,436         18,481           Assignment Editor         1         4         26,444         22,058           Production Assistant         3         4         17,775         14,926           Producer/Director         3         6         21,240         16,993           Staff Artist         1         9         20,586         18,644	Weekend Sportscaster	1		3	19,261		17,937
Assignment Editor       1       4       26,444       22,058         Production Assistant       3       4       17,775       14,926         Producer/Director       3       6       21,240       16,993         Staff Artist       1       9       20,586       18,644	Weekday Weathercaster	2		3	29,264		23,837
Production Assistant         3         4         17,775         14,926           Producer/Director         3         6         21,240         16,993           Staff Artist         1         9         20,586         18,644	Weekend Weathercaster	1		1	18,436		18,481
Production Assistant     3     4     17,775     14,926       Producer/Director     3     6     21,240     16,993       Staff Artist     1     9     20,586     18,644	Assignment Editor	1	g .	4	26,444		22,058
Producer/Director         3         6         21,240         16,993           Staff Artist         1         9         20,586         18,644	Production Assistant	3		4	17,775		14,926
Staff Artist 1 9 20,586 18,644	Producer/Director	3		6			N
	Staff Artist	1		9	***************************************	***************************************	18,644
	Traffic Assistant	2		6	18,264		15,186

Markets: 151+

Affiliation: ABC, CBS, Fox, NBC

	Salary	Other Compensation					
Sales Management	Average	Average	Sales Personnel				
General Sales Manager	57,804	28,446	# of Account E	xecutives:	6		
Local Sales Manager	46,420	21,143		Total Compe	nsation		
National Sales Manager	42,383	27,698	Average	High		Low	
Co-op Coordinator	N/A	N/A	43,185	66,464		27,684	

## **FRINGE BENEFITS**

Paid Sick Days (average):

12

Paid Vacation:

Years of Service:

Sick Days Accumulated?

Average Weeks: 2 2 2 3 3

Yes:

41%

Paid Holidays (average):

No:

59%

		% of Response						
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided			
Health Benefits:	Employee ==	32	2	64	2 ,			
	Dependents	2	24	72	2			
н.м.о.:	Employee	9	0	24	67			
***	Dependents	0	9	24	67			
Dental:	Employee	22	17	51	10			
	Dependents	5	28	57	10			
Vision:	Employee	i ii	9	28	51			
	Dependents	0	15	33	52			
Accidental Death:	Employee	70	0	14	16			
	Dependents	<u>1</u> 5	10	17	58			
Group Life Insurance:	Employee	69	5	22	3			
	Dependents	19	23	23	36			
Disability:	Short-term	57	4	. 11	29			
	Long-term	53	11	11	25			
Pension Plan:	AND AND E	29	0	9	62			
101(k) Plan:		7	18	70	5			
Iducation/Career Develo	pment			A STATE OF THE STA	¥.			
Tuition Reimb	oursement	17	6	25	53			
Workshope S	ominar ofc	71	4	11	14			

Affiliation:	PAX.	UPN.	WB
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Department Heads		Average Base Salary	Averag Bonus		Median Base Sala	
General Manager		177,866	78,191		175,000	56,000
Asst. General Manager/Station Ma	nager	160,646	67,440		165,000	75,000
Operations Manager	•	53,295	18,816	***************************************	45,323	3,000
Program Director		63,118	13,021	the same of	66,600	8,750
Director of Engineering/Chief Engin	aeer	68,570	14,473	***************************************	65,000	11,000
News Director	200	120,120	26,556		95,700	10,500
Marketing Director		55,149	13,075		50,000	9,500
Promotion/Publicity Director	200	57,879	13,763	*	52,117	
Production Manager		48,212	8,757		42,000	7,500 4,500
Business Manager/Controller		66,162	14,000		65,000	10,000
Traffic Manager/Supervisor		42,621	6,409		41,300	5,000
Community/Public Affairs Director	5 a. L. 1	46.855	9,821		41,125	6,250
Art Director	_	42,182	4,250		41,785	***************************************
Research Director	- 11	45,229	12,263		38,556	3,750 10,000
Human Resources Director		52,693	15,700	****	38,488	7,500
		verage Number			Compensa	
Support Staff	Full-Time Employees	Years Emp at Statio		Average An	nual	Starting Annual
Operator Technician	8	6		28,837		23,522
Maintenance Technician	:3	. 8		42,905	3 77	36,563
Technical Director	5	12		47,330		44,831
Floor Director	2	9		31,818		29,156
Film/Tape Editor	3	10		34,983		29,907
Film Director	1	. 13		34,222		27,458
Weekday News Anchor	3	5		204,593		105,938
Weekend News Anchor	2	6	- Facilia	97,228	100	64,456
News Producer	3	4		47,704		41,782
News Reporter	6	3		57,511		40,618
News Photographer	10	7		42,729		35,726
Weekday Sportscaster	1	90 3 (3)		114,243		79,683
Weekend Sportscaster	1	5		76,545		70,273
Weckday Weathercaster	1.5	4		145,147		83,063
Weekend Weathercaster	1	4		40,140		40,917
Assignment Editor	3	3		42,368		34,626
Production Assistant	2	4		27,279		23,853
Producer/Director	3	6		38,703		34,165
Staff Artist	2	4		36,815		32,300
Traffic Assistant	3	1 1 1		24,268		ar s
				27,200		21,732

Affiliation: PAX, UPN, WB

	Salary	Other Compensation				
Sales Management	Average	Average		Sales Person	nnel	
General Sales Manager	112,393	41,904	# of Account E	Executives:	7	
Local Sales Manager	89,638	39,873		Total Comper	rsation	
National Sales Manager	88,687	34,616	Average	High		Low
Co-op Coordinator	66,000	N/A	67,952	107,792		35,891

## FRINGE BENEFITS

Paid Sick Days (average):

6

Paid Vacation:

Years of Service:

1

2

10

3

15 20

Sick Days Accumulated?

Average Weeks:

2 3

5

Yes: No: 32% 68%

Paid Holidays (average):

8

% of Response Paid in Full Cost Shared by Not Paid in Full by Company by Employee Co. and Employee **Provided** 2 Health Benefits: Employee 75 17 🕶 3 17 76 3 **Dependents** 57 26 11 H.M.O.: Employee 62 26 4 **Dependents** 19 61 7 Dental: Employee 25 63 8 **Dependents** 3 9 47 33 11 Employee ... Vision: **Dependents** 4 13 47 36 Accidental Death: 19 10 Employee: 59 12 29 16 35 20 **Dependents** Group Life Insurance: 20 Employee 64 40 **Dependents** 19 11 **30** 10 10 15 Disability: Short-term 65 63 **17** 8 12 Long-term Pension Plan: 29 6 61 **17** 59 13 401(k) Plan: 11 **Education/Career Development: Tuition Reimbursement** 27 0 35 38 75 11 13 Workshops, Seminar, etc.

Department Heads

General Manager

Affiliation:	PAX.	UPN.	WB
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Median

**Base Salary** 

234,700

Median

120,000

Bonus

		,	120,002		19,700	120,000
Asst. General Manager/Station Ma	mager	174,495	77,375		180,000	80,000
Operations Manager	174.00	74,750	3,000		74,750	3,000
Program Director		82,543	19,106		75,000	15,000
Director of Engineering/Chief Engi	ineer	83,766	22,756		79,000	13,500
News Director		154,939	37,000	4270	145,614	50,000
Marketing Director		73,607	9,500		82,000	9,500
Promotion/Publicity Director		91,335	25,835		83,000	10,000
Production Manager		73,617	19,083		69,750	20,000
Business Manager/Controller		86,302	28,678		76,250	13,500
Traffic Manager/Supervisor		52,041	11,786		51,750	7,500
Community/Public Affairs Director	•	55,975	13,786		48,280	10,000
Art Director		52,094	N/A		48,000	N/A
Research Director	The second of the second of	56,317	17,000	41.00	49,085	10,000
Human Resources Director		87,401	31,000		89,900	23,000
		verage Number		C	compens	ation
Support Staff	Full-Time Employees	Years Emp at Stati	oloyed on	Average Annu	al 	Starting Annual
Operator Technician	12		9	39,228	02-01-020-02-01	33,720
Maintenance Technician	5		9.	58,516		54,233
<b>Technical Director</b>	8	1:	5	57,624		61,197
Floor Director	$=$ , $\sim 1$ $=$ .	. 10	)	41,318		60,819
Film/Tape Editor	4	14	4	45,117		39,611
Film Director	$\mathbf{J}_{i,j} = \mathbf{J}_{i,j}$	10	5	39,750		32,000
Weekday News Anchor	3		5	306,272		155,000
Weekend News Anchor	2		)	152,600		119,000
News Producer	3		3	66,482		58,800
News Reporter	<b>7</b>			78,790		54,438
News Photographer	11	9	9	52,755		47,053
Weekday Sportscaster	1	1 2 0 0 1 1 2		172,300		142,500
Weekend Sportscaster	1	(	5	106,750	**************************************	122,500
Weekday Weathercaster	. 1	ar and a second		237,758		118,500
Weekend Weathercaster	1	]	<u> </u>	46,650		72,500
Assignment Editor	3		3	51,519		40,600
Production Assistant	2	4	4	27,839		24,371
Producer/Director	3		7:	56,009		47,767
Staff Artist	2	(	5	46,251		41,250
Traffic Assistant	- 3.	rae i N L C		30,667	-717	26,211
52		1999 NAB/BCFM	Television Em	ployee Compensati	ion and Fr	inge Benefits Report

Average

Base Salary

221,114

Average

Bonus

Markets: 1-10

Affiliation: PAX, UPN, WB

	Salary	Other Compensation				
Sales Management	Average	Average		Sales Perso	nnel	
General Sales Manager	146,640	57,044	# of Account E	Executives:	8	
Local Sales Manager	125,105	41,838		Total Compe	nsation	
National Sales Manager	117,345	36,838	Average	High		Low
Co-op Coordinator	N/A	N/A	97,437	153,565		45,171

## FRINGE BENEFITS

Paid Sick Days (average):

5

Paid Vacation:

Years of Service:

1 2

2

10 15

Sick Days Accumulated?

18%

Paid Holidays (average):

Average Weeks:

2 3 3

Yes: No:

82%

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	8 1 2 2	.=0 <u>.</u>	92	0
	Dependents	0	8	92	0
H.M.O.;	Employee	9	0	73	* 18
-	Dependents	0	0	82	18
Dental:	Employee	8,	25	- 58	
	Dependents	0	25	67	8
Vision:	Employee	9	. 0	45	45
	Dependents	0	9	45	45
Accidental Death:	Employee	50	- 25	19 of 17 100	s = 8
	Dependents	18	36	18	27
Group Life Insurance:	Employee	83	O	8	8
	Dependents	20	40	10	30
Disability:	Short-term	85	Table 0	8	8
	Long-term	85	0	8	8
Pension Plan:		22	. 0		67
401(k) Plan:		18	18	45	18
Education/Career Develo	pment:				1.44
Tuition Reimb	oursement	0	0	58	42
Workshops, S	eminar, etc.	69	0.1	15	15

Affiliation: PAX, UPN, WB

Median

Median

		Average	Average		Median	Median
Department Heads	В	ase Salary	Bonus		Base Salary	Bonus
General Manager		205,947	97,130		185,000	85,000
Asst. General Manager/Station Manag	er	N/A	N/A		N/A	N/A
Operations Manager		45,225	5,500		47,250	3,250
Program Director		64,843	12,667		75,025	7,500
Director of Engineering/Chief Engineer	r	71,270	11,373		72,500	11,000
News Director	F3: F	91,558	15,500		87,775	10,500
Marketing Director		60,027	23,635		52,500	23,635
Promotion/Publicity Director	614 - 2017 6, M1 - 2010	62,545	10,364	A WARRED	55,700	10,000
Production Manager		45,277	4,980		50,844	2,750
Business Manager/Controller		71,044	11,564		72,930	10,882
Traffic Manager/Supervisor		45,266	5,102		46,050	4,000
Community/Public Affairs Director		39,073	6,000		37,500	6,250
Art Director		41,013	3,167		41,785	2,500
Research Director		38,117	6,050		35,000	6,050
Human Resources Director		46,427	6,250		38,488	6,250
	A	erage Numbe	r	~	Compensation	
	all-Time nployees	Years Em at Stat	ployed .	Average An	•	ing Annual
Operator Technician	7		7	30,265		23,118
Maintenance Technician	3.	3 - 1 - 1	i.	43,409		33,223
Technical Director	4	***************************************	2	41,402		33,298
Floor Director	4		1	- 28,925		24,320
Film/Tape Editor	2		7	29,238		22,669
Film Director	1		4	32,039	S 4 100	25,667
Weekday News Anchor	3	VCVVVVVIA 000 VCVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVV	5	127,064		91,250
Weekend News Anchor	Ť		3	55,670		48,420
News Producer	5		4	34,623		28,150
News Reporter	6	7.5	4	41,444		32,570
News Photographer	10		8	37,069		27,107
Weekday Sportscaster	1		4 - 111	68,930	A Charles March	56,230
Weekend Sportscaster	1	1	6	47,933		45,767
Weekday Weathercaster	i i		1	70,370	100 (200) 200	63,750
Weekend Weathercaster	1	1	2	29,667	• • • • • • • • • • • • • • • • • • • •	25,167
Assignment Editor	3		3	35,239		30,225
Production Assistant	2		6	29,722		26,064
Producer/Director	3	n tri seniri	<b>7</b> 7	37,173	- T. G. (-1)	29,733
Staff Artist	2		2	33,921		26,883
Traffic Assistant	3		4	24,003		19,508
54		1999 NAR/RCEN	Television Em		sation and Fringe Be	***************************************

Average

Average

Affiliation: PAX, UPN, WB

Markets: 11-25

	Salary	Other Compensation	4 *		
Sales Management	Average	Average		Sales Person	nnel
General Sales Manager	116,849	49,252	# of Account E	xecutives:	8
Local Sales Manager	87,223	46,667		<b>Total Comper</b>	isation
National Sales Manager	80,880	47,954	Average	High	Low
Co-op Coordinator	N/A	N/A	77,877	129,215	41,887

## **FRINGE BENEFITS**

Years of Service: 15 Paid Sick Days (average): Paid Vacation: 6 5 Average Weeks: 2

Sick Days Accumulated?

Paid Holidays (average): 9 Yes: 29%

No: 71%

		% of Response						
	<del></del> -	Paid in Full	Paid in Full	Cost Shared by	Not			
		by Company	by Employee	Co. and Employee	Provided			
Health Benefits:	Employee	18	6	76	0,			
	Dependents	6	6	88	0			
H.M.O.:	Employee	13	0	80	* 7			
	Dependents	7	0	87	7			
Dental:	Employee	18	18	65	0.0			
•	Dependents	6	18	76	0			
Vision:	Employee	12	18	53	18			
	Dependents	6	13	63	19			
Accidental Death:	Employee	61	17	17	6			
	Dependents	7	21	36	36			
Group I ife Insurance:	Employee	56	6	39	0			
	Dependents	13	40	27	20			
Disability:	Short-term	67	11	22	0 4			
	Long-term	56	28	11	6			
Pension Plan:	52.0	56	0	- 0	44			
401(k) Plan:		6	0	81	13			
Education/Career Develo	pment:			Allert - Control				
Tuition Reimb	oursement	19	0	56	25			
Workshops, S	eminar, etc.	82	0	18	0			

Department Heads

Affiliation: PAX, UPN, WB

Median

**Base Salary** 

Median

**Bonus** 

			A STATE OF THE PARTY OF THE PAR			
General Manager		134,552	41,155		140,000	25,000
Asst. General Manager/Station Ma	nager	.N/A	N/A		N/A	N/A
Operations Manager		53,719	36,087		37,000	1,500
Program Director		44,787	6,522	4	35,000	3,000
Director of Engineering/Chief Engi	neer	57,442	9,111		55,000	10,000
News Director	3 3	88,567	N/A		95,000	N/A
Marketing Director		41,174	6,091		40,500	6,091
Promotion/Publicity Director		39,325	4,340		37,958	3,700
Production Manager		37,956	5,983		33,025	6,450
Business Manager/Controller		50,507	5,604		50,930	5,000
Traffic Manager/Supervisor		35,253	2,750		34,500	2,500
Community/Public Affairs Director	F F F	35,604	ÑίΑ		35,604	N/A
Art Director		30,644	N/A	****	31,161	N/A
Research Director	to the second	38,534	1,000	Company in the second	37,000	1,000
Human Resources Director		22,684	2,200		26,396	2,200
		verage Numbe			Compens	
Support Staff	Full-Time Employees	Years Em at Sta	iployed tion	Average An	nual	Starting Annual
Operator Technician	6		3	21,659		17,582
Maintenance Technician	2		5	33,813	1995	28,771
Technical Director	N/A	. N/	Α	N/A		N/A
Floor Director	N/A	N/	A	N/A	3.7	N/A
Film/Tape Editor	2		5	21,135		16,425
Film Director	1		8	33,060		27,875
Weekday News Anchor	2		5	105,455		86,250
Weekend News Anchor	2		4	62,690	10.00	50,000
News Producer	2		5	33,848		26,500
News Reporter	5		2	41,731		30,999
News Photographer	8	////	2	28,987		24,648
Weekday Sportscaster	- 1		1	82,385		75,500
Weekend Sportscaster	1		2	41,558		39,340
Weekday Weathercaster	1		4	.100,562		86,250
Weekend Weathercaster	1		4	49,340		48,750
Assignment Editor	2		6	33,750	in Errog	22,360
Production Assistant	3		3	24,530		20,765
Producer/Director	-3		4	26,214		28,911
Staff Artist	1		3	29,181	****	27,000
Traffic Assistant	2		3.	21,404	in e	21,061
56	MATERIAL PROPERTY.	1999 NAB/BCEN	A Television Em	ployee Compen	sation and E	ringe Renefits Report

Average

**Base Salary** 

Average

Bonus

Markets: 26+

Affiliation: PAX, UPN, WB

	Salary	Other Compensation	4 .,		
Sales Management	Average	Average		Sales Person	nel
General Sales Manager	96,999	29,245	# of Account E	xecutives:	6
Local Sales Manager	73,594	33,637		Total Compen	sation
National Sales Manager	78,094	20,801	Average	High	Low
Co-op Coordinator	66,000	N/A	51,482	78,745	29,542

## FRINGE BENEFITS

Paid Sick Days (average): 6

Paid Vacation:

Years of Service:

Sick Days Accumulated?

Average Weeks:

2 2 2 3

5

Yes:

39%

Paid Holidays (average):

8

No:

61%

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	21	111	. 64	- 4
	Dependents	4	30	59	7
н.м.о.:	Employee	12	. 12	32	44
	Dependents	4	16	36	44
Dental:	Employee	14	18.	.57	11
	Dependents	4	32	50	14
Vision:	Employee	11	7	44	37
	Dependents	4	15	38	42
Accidental Death:	Employee	62	17.2	7	<b>T4</b>
	Dependents	27	31	4	38
Group Life Insurance:	Employee	64	14	11	11-
	Dependents	23	42	0	35
Disability:	Short-term	55	14	14	
	Long-term	57	18	7	18
Pension Plan:	LA SUPERIOR POR	14	V Local Prince	9	68
401(k) Plan:		23	15	50	12
Education/Career Develo	pment:			A Principal Control of the Control o	7,97
Tuition Reiml	oursement	46	0	12	42
-Workshops, S	eminar, etc.	76	4		16

Affilia	ation:	Indep	endents

All Markets				Affiliation:	Ind	ependents
		Average	Average	e Me	edian	Mediar
Department Heads	E	Base Salary	Bonus	Base	Salar	y Bonus
General Manager		147,760	52,016	157,	,500	32,750
Asst. General Manager/Station Man	ager.	131,744	18,907	115	,000	14,564
Operations Manager		57,334	42,850	42,	,500	42,850
Program Director		44,079	25,642	37,	,107	25,000
Director of Engineering/Chief Engine	eer	70,262	8,891	69,	,724	7,063
News Director		67,588	5,420	58,	820	4,000
Marketing Director		59,175	7,803	53,	,000	8,160
Promotion/Publicity Director		48,302	3,770	45.	,000	1,690
Production Manager		45,305	4,742	36,	,000	2,625
Business Manager/Controller		64,238	9,486	53,	000	8,125
Traffic Manager/Supervisor		41,479	3,910	44,	663	2,625
Community/Public Affairs Director	<b>- F</b>	42,745	2,333	45,	000	2,750
Art Director		N/A	N/A		N/A	N/A
Research Director		58,075	11,652	53,	100	. 5,000
Human Resources Director		47,735	2,131	44,	681	2,131
	A	verage Number	ľ	Com	pensat	tion
	Full-Time Employees	Years Empat Stat	ployed ion	Average Annual	S	Starting Annual
Operator Technician	6		6	30,726		26,767
Maintenance Technician	2	1	0 2 3	44,298		35,613
Technical Director	3	1	0	35,977		28,333
Floor Director	2 . ·		7	30,401		26,680
C** (20 T) 11.						

Operator Technician	6	6	30,726	26,767
Maintenance Technician	2	10	44,298	35,613
Technical Director	3	10	35,977	28,333
Floor Director	2.	7	30,401	26,680
Film/Tape Editor	3	8	27,653	22,615
Film Director	N/A.	N/A, et et	N/A	N/A
Weekday News Anchor	3	9	71,556	52,994
Weekend News Anchor	N/A	NIA	N/A	N/A
News Producer	3	7	39,582	33,048
News Reporter	4	6	33,886	25,482
News Photographer	6	8	31,744	25,883
Weekday Sportscaster		10	77,091	52,139
Weekend Sportscaster	N/A	N/A	N/A	N/A
Weekday, Weather aster	1	8	37,563	28,876
Weekend Weathercaster	N/A	N/A	N/A	N/A
Assignment Editor	2	AND THE PARTY OF T	32,766	28,067
Production Assistant	3	5	25,492	20,297
Producer/Director		9	38,127	31,048
Staff Artist	2	3	35,830	30,895
Traffic Assistant	3	6	24,635	20,251

## All Markets

Affiliation: Independents

	Salary	Other Compensation					
Sales Management	Average	Average	Sales Personnel				
General Sales Manager	94,211	78,653	# of Account E	Executives:	6		
Local Sales Manager	79,009	33,643		<b>Total Compen</b>	nsation		
National Sales Manager	72,914	49,968	Average	High	Low		
Co-op Coordinator	29,000	N/A	56,095	136,049	33,892		

## **FRINGE BENEFITS**

Paid Sick Days (average): 8

8

Paid Vacation:

Years of Service:

2 3

10 15

Sick Days Accumulated?

29%

Paid Holidays (average):

Average Weeks:

8

2 3 3 3

Yes: No:

71%

	••••	Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	45	0	50	. 5
	Dependents	9	23	64	5
H.M.O.;	Employee	37	0.00	32	32
	Dependents	6	22	39	33
Dental:	Employee	36	0.0	50	14
	Dependents	5	23	59	14
Vision:	Employee	.21	0	26	53
	Dependents	16	5	26	53
Accidental Death:	Employee	65 (.)	5	-10	- 20
	Dependents	17	28	11	44
Group Life Insurance:	Employee	71	5	10	14
	Dependents	17	22	6	56
Disability:	Short-term	39	22	0	39
	Long-term	33	24	5	38
Pension Plan:		29	0	7	64
401(k) Plan:		30	17	39	13
Education/Career Develo	pment:		14.742.375	THE CONTRACTOR	232.357
Tuition Reimb	oursement	38	0	38	24
Workshops, S	eminar, etc.	67	0 .	19	14

Table 30 Markets: 1-15

Department Heads

General Manager

Asst. General Manager/Station Manager

Affiliation: Independents Median

Base Salary

177,000

165,000

Median

Bonus

36,000

37,000

	<b>P</b> **	1.2020	w.,,000	100,00	u 37,600
Operations Manager		69,252	42,850	57,50	0 42,850
Program Director	vern Algu	61,103	37,150	59,00	0 37,150
Director of Engineering/Chief Eng	ineer	91,313	10,120	90,96	4 4,500
News Director		66,137	3,875	67,99	0 4,000
Marketing Director		50,062	5,080	50,062	2 5,080
Promotion/Publicity Director	Barrer or	53,447	1,690	53,00	0 1,690
Production Manager		66,242	5,800	65,000	0 5,800
Business Manager/Controller		77,765	10,945	78,41.	3 8,700
Traffic Manager/Supervisor		50,024	3,997	45,448	8 2,500
Community/Public Affairs Directo	n syelver.	52,143	3,375	48,000	0 3,375
Art Director		N/A	N/A	N/A	N/A
Research Director		55,567	4,409	53,100	0 4,125
Human Resources Director		60,920	N/A	62,000	0 N/A
		verage Number		Compe	nsation
Support Staff	Full-Time Employees	Years Emple at Station	oyed 1	Average Annual	Starting Annual
Operator Technician	7	7		46,222	41,674
Maintenance Technician	2	9		50,132	40,418
Technical Director	3	9		36,880	29,750
Floor Director	- 1	- 1		N/A	NA
Film/Tape Editor	3	10		33,036	28,395
Film Director	N/A	N/A		N/A	N/A
Weekday News Anchor	3	7		67,500	71,667
Weekend News Anchor	N/A	N/A		N/A	N/A
News Producer	2	8		44,651	40,933
News Reporter	4		4.7.44	37,526	32,188
News Photographer	4	6		35,330	28,516
Weekday Sportscaster		5	1777	81,063	50,209
Weekend Sportscaster	N/A	N/A		N/A	N/A
Weekday Weathercaster	2	5	- 2	35,817	29,752
Weekend Weathercaster	N/A	N/A		N/A	N/A
Assignment Editor	2	2		38,325	32,667
Production Assistant	3	4		34,485	26,526
Producer/Director	3 7.	10	21 1 ps2+	50,463	38,547
Staff Artist	2	3		39,877	36,789
Traffic Assistant	3			27,071.	23,257
60		1999 NAB/BCFM T	elevision En	ployee Compensation and 1	Fringe Benefits Report

Average

Base Salary

173,763

149,998

Average

Bonus

62,867

Markets: 1-15

Affiliation: Independents

	Salary	Other Compensation	*		
Sales Management	Average	Average	Sales Personnel		
General Sales Manager	104,369	95,479	# of Account E	Executives:	7
Local Sales Manager	80,615	39,275		Total Compens	sation
National Sales Manager	71,722	54,917	Average	High	Low
Co-op Coordinator	N/A	N/A	61,374	182,292	41,145

## **FRINGE BENEFITS**

Paid Sick Days (average): 8 Paid Vacation: Years of Service: 1 2 3 5 10 15 20 Average Weeks: 2 2 2 3 4 4 4

Sick Days Accumulated?

Yes: 22% Paid Holidays (average):

No: 78%

% of Response
Paid in Full Paid in Full Cost Shared by N

	·····	Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	44	0.	.56	0
	Dependents	13	25	63	0
H.M.O.;	Employee	43	0	43	14
	Dependents	14	29	43	14
Dental:	Employee	44	0	.56	O
	Dependents	13	25	63	0
Vision:	Employee	43	0.5	57	0.00
	Dependents	29	14	57	0
Accidental Death:	Employee	78	0	11	11
	Dependents	33	33	0	33
Group Life Insurance:	Employee	89	Ô	* 11 ·	. 0
	Dependents	33	17	0	50
Disability:	Short-term	50	25	V 200 0	25
	Long-term	67	22	0	11
Pension Plan:	Account Law	40	0	20	40
401(k) Plan:		63	13	25	0
Education/Career Develo	pment:		1. 数型形形的2		7.00
Tuition Reiml	bursement	38	0	63	0
Workshops, S	Seminar, etc.	86	0	14	0

Department Heads

Affiliation: Independents Median

Base Salary

Median

Bonus

General Manager		102 844	N/A	100 000	TAT / A
Asst. General Manager/Station Man	nonar	102,844 42,400	N/A	100,000 38,000	N/A
Operations Manager	nagor_	33,500	N/A	33,500	N/A.
Program Director		26,500	N/A	24,500	N/A
Director of Engineering/Chief Engin	neer	51,340	N/A	46,000	N/A
News Director		52,620	N/A	43,000	N/A
Marketing Director		N/A	N/A	N/A	N/A
Promotion/Publicity Director		43,660	N/A	35,000	N/A
Production Manager	•	30,714	N/A	30,000	N/A
Business Manager/Controller	41	43,000	N/A	34,000	N/A
Traffic Manager/Supervisor	-	32,709	N/A	27,500	N/A
Community/Public Affairs Director		19,250	N/A	19,250	N/A
Art Director		N/A	N/A	N/A	N/A
Research Director		N/A	N/A	N/A	N/A
Human Resources Director		24,450	N/A	24,450	N/A
	A	verage Number		Compens	ation
Support Staff	Full-Time Employees	Years Employed at Station	A	verage Annual	Starting Annual
Operator Technician	4	4		18,590	15,957
Maintenar ce Technician	3	13		35,253	27,500
Technical Director	2	15		39,635	33,000
Floor Director	N/A	N/A		N/A	N/A
Film/Tape Editor	3	4		22,045	17,680
Film Director	N/A	N/A		N/A	N/A
Weekday News Anchor	2	11		77,975	43,667
Weekend News Anchor	N/A	NA		N/A	N/A
News Producer	2	4		30,500	26,000
News Reporter	3	6		29,612	18,725
News Photographer	5	13		28,000	23,000
Weekday Sportscaster	N/A	N/A	E. File Ch	N/A	N/A
Weekend Sportscaster	N/A	N/A		N/A	N/A
Weekday Weathercaster	-,1	- 14		41,860	31,000
Weekend Weathercaster	N/A	N/A		N/A	N/A
Assignment Editor	2	15		24,610	20,200
Production Assistant	2	7		18,250	15,633
Producer/Director	2			24,979	20,900
Staff Artist	N/A	N/A		N/A	N/A
Traffic Assistant	-c 1	articles 8		22,382	17,685
62		1999 NAB/BCFM Televisi	ion Emplo	oyee Compensation and Fri	nge Benefits Report

Average

Base Salary

Average

Bonus

Markets: 16+

Affiliation: Independents

	Salary	Other Compensation	4 8		
Sales Management	Average Average		Sales Personnel		
General Sales Manager	75,300	42,667	# of Account E	xecutives:	5
Local Sales Manager	76,333	19,563		Total Compen	sation
National Sales Manager	75,000	N/A	Average	High	Low
Co-op Coordinator	N/A	N/A	44,614	64,029	23,113

## **FRINGE BENEFITS**

Paid Sick Days (average):

Paid Vacation:

Years of Service:

10 15

Sick Days Accumulated?

Average Weeks:

3 1 2 3 3

Yes:

27%

7

Paid Holidays (average):

7

3

No: 73%

		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. and Employee	Not Provided
Health Benefits:	Employee	42	0	50	8
	Dependents	0	25	67	8
H.M.O.;	Employee	36	20.5	27	36
	Dependents	0	20	40	40
Dental:	Employee	33	-0	42	25
	Dependents	0	25	50	25
Vision:	Employee	0	0	10	90
	Dependents	0	0	10	90
Accidental Death:	Employee	± 50	10	- 10	30
	Dependents	10	30	10	50
Group Life Insurance:	Employee	55	9	9.	27
	Dependents	10	30	0	60
Disability:	Short-term	22 10	22	m 0.50.	56
	Long-term	9	27	9	55
Pension Plan:		14	0	0	86
401(k) Plan:		15	23	46	15
Education/Career Development	opment:	Translate	The second second	The state of the s	
Tuition Reim	bursement	42	0	25	33
Workshops, S	Seminar, etc.	54	0	23	23

# **Definitions - Support Staff**

### **Operator Technician**

Has the capability of operating all technical operational equipment.

### Maintenance Technician

Performs maintenance and repair of electronic equipment.

#### **Technical Director**

Prepares, sets up, operates and adjusts audio and visual broadcast equipment master controls to assure the proper transmission of television signals.

#### Floor Director

Supervises floor people, insuring all necessary preparations for in-studio productions have been made.

### Film/Tape Editor

Edits film/tape to meet time limitations, provides films upon request.

#### **Film Director**

Responsible for the overall supervision and workflow of the film department including the station's syndicated products.

### Weekday News Anchor

Presents news copy and film and video reports on camera within specified news periods during the station's broadcast day from Monday through Friday.

#### Weekend News Anchor

Presents news copy and film and video reports on camera within specified news periods during the station's broadcast day from Saturday through Sunday, among other duties throughout the week.

### **News Producer**

Responsible for the production of regularly scheduled TV newscast; schedules and coordinates all TV news personnel as their efforts relate to the production of a news program.

### **News Reporter**

Gathers news in the field; writes news stories to be used in news programs and reports news stories.

### **News Photographers**

Responsible for operation of cameras and editing the film/tape visual and audio aspects.

### Weekday Sportscaster

Collects and prepares information for reporting sports events and conducts interviews. Presents sports news segment on regular news programs from Monday through Friday.

### **Weekend Sportscaster**

Collects and prepares information for reporting sports events and conducts interviews. Presents sports news segment on regular news programs from Saturday through Sunday, among other duties throughout the week.

### Weekday Weathercaster

Prepares and delivers weather information within station newscasts from Monday through Friday.

### Weekend Weathercaster

Prepares and delivers weather information within station newscasts from Saturday through Sunday, among other duties throughout the week.

### **Assignment Editor**

Maintains files and information relating to news events and plans the daily operation of news coverage.

### **Production Assistant**

Responsible for overall production quality of all commercials, promotionals and public service announcements.

#### Producer/Director

Directs broadcasts, commercials, announcements and other locally produced programs. Responsible for the final product being developed.

### Staff Artist

Designs print media advertisements, various graphics for "on-air usage," and graphics for use in commercials.

#### Traffic Assistant

Prepares minute-by-minute schedule of all on-air television programming, commercials and public service announcements. May be responsible for entering all pertinent data into the computer and generating necessary reports.

# **Regional Definitions**

### **East**

New England

Connecticut

Maine Massachusetts

New Hampshire Rhode Island Vermont Mid-Atlantic

New Jersey

New York Pennsylvania

South

**South Atlantic** 

Delaware

District of Columbia

Florida Georgia

Maryland

North Carolina South Carolina Virginia

West Virginia

**East South Central** 

Alabama Kentucky Mississippi Tennessee

**West South Central** 

Arkansas Louisiana Oklahoma Texas

MidWest

**East North Central** 

Illinois Indiana Michigan Ohio

Wisconsin

**West North Central** 

Iowa Kansas Minnesota Missouri Nebraska North Dakota

South Dakota

West

Mountain

Arizona Colorado Idaho

Montana Nevada

New Mexico

Utah Wyoming **Pacific** 

Alaska California Hawaii Oregon Washington

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National Association of

BROADCASTERS

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