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# Compensation Survey

*Annual Survey of Wages, Benefits, and  
Human Resource Policies of the Printing,  
Packaging, and Related Industries*

*Published By*



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# 2018 Compensation Survey

The 2018 Compensation Survey is a joint project of the affiliated organizations of Printing Industries of America. It was conducted in the summer of 2018 and the effective reporting date was June 1, 2018. This year's survey had 510 participating companies and included compensation reporting of over 18,000 employees.

The compensation levels reflect wages/salaries for experienced individuals in each job classification reported by participating companies. NOTE: Management and Department Management are reported as *monthly* salaries. All other data is hourly. No bonuses and/or incentives are included.

The following is the format for wage reporting:

**Estimator**

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
North East	39	47	\$48,511	\$22,464	\$41,600	\$47,000	\$57,000	\$65,000	\$81,640
South East	22	41	\$47,679	\$30,000	\$41,600	\$45,137	\$54,995	\$60,000	\$72,000
North Central	89	176	\$51,112	\$25,000	\$41,454	\$49,010	\$58,780	\$69,014	\$95,028
South Central	59	86	\$48,750	\$27,000	\$40,000	\$46,000	\$56,160	\$64,770	\$77,701
Mountain States	8	13	\$50,906	\$36,200	\$45,000	\$50,008	\$55,120	\$65,000	\$65,000
Western	24	30	\$48,292	\$21,840	\$41,600	\$46,060	\$54,080	\$65,000	\$82,420

**# of Co** – The number of companies reporting

**# of Ee** – The number of responses/employees which were reported in this classification

**Average** – The numerical average of all data reported in that classification

**Lowest** – The lowest wage/salary reported

**Q1** -- 25% of all reported data is *below* this compensation figure

**Median/Q2** – The midpoint of all data reported

**Q3** – 75% of all reported data is *below* this wage/salary

**P90** – 90% of all wages/salaries reported are *below* this level

**Highest** – The highest wage/salary reported.

Average and Median/Q2 columns have been highlighted to assist the reader in analyzing the reported data. When the Median is quite different than the Average, it indicates a high probability that the highest (or lowest) reported wage is an outlier. When both the Average and Median/Q2 are similar, it indicates a "normal" distribution of data.

Please note that data is *not* published if less than 4 companies submitted information in a region/classification.

As in past surveys, because of regional differences in compensation, as well as company size, wages are reported by region and in terms of company employment. The regions are as follows:

**North East** -- ME, NH, DE, VT, MA, CT, RI, NY, NJ, PA, DC, MD

**South East** -- WV, VA, NC, SC, GA, FL, MS, AL

**South Central** -- OK, TX, LA, AR, KS, MO, KY, TN

**North Central** -- WI, MI, IL, IN, OH, ND, MN, SD, IA, NE

**West** -- AZ, NM, CO, UT, ID, MT, WY, NV, AK, WA, OR, CA, HI

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