

PayScale Premium Sample Reports



Salaried Employee
Restaurant Manager
Denver, Colorado

Your Premium PayScale Report™

Information. It's the key to success, whether you're negotiating a raise or mapping out a career plan. Know what you're worth in the marketplace with our highly-personalized Premium PayScale Report.

To determine your real value, there's no better method than a comparison to real employees just like you. That's why we've created Your Peer Group, the profiles in our database that most closely match yours by industry, skills, experience, location, and more. Throughout your Premium PayScale Report, we'll compare you to Your Peer Group to help you understand how you should be compensated.

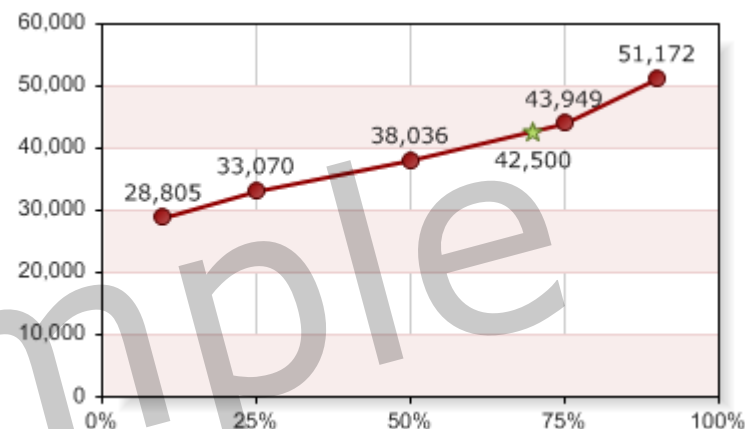
How To Use This Report:

1. **Your Profile.** Review your profile information. Double-check all the facts and ensure it's completely accurate.
2. **Your Cash Compensation.** Compare your various forms of cash compensation to Your Peer Group.
3. **Your Benefits Summary.** See how your vacation, medical, and other benefits stack up.
4. **Compensation Influencers.** Understand how experience levels, education, and more can affect your compensation.
5. **Anonymous Profiles.** View real profiles from employees within Your Peer Group.
6. **Methodology.** Learn about our techniques for gathering and analyzing data.

Salary Range



Average = \$38,272
Your Percentile = 70%



Number Reporting: 65 Currency: U.S. Dollar (USD)



Your Profile Information

Your Premium PayScale Report is based on the following profile from Tuesday, August 17, 2010.

Please review your profile and double-check all the facts. If you discuss this report with your manager, be sure you both agree your profile is an accurate summary of your position.

Job: Restaurant Manager

City: Denver

Number Supervised: 25

Manager Job: General Manager, Restaurant

Employer Type: Franchise

Salary (Annual): \$42,500

Bonus (Annual): \$2,500

Job 5 Years Ago: Waiter/Waitress, Hotel

Years Experience: 10-19 years

Sample

Compensation and Benefits Summary

Your Cash Compensation

Where do you fall? The following charts show the cash compensation -- in all forms -- of the employees in Your Peer Group. This may include salary, hourly rates, bonuses, commissions, etc.

Your Cash Compensation Summary

	25th	50th	75th
Salary	\$33,070	\$38,036	\$43,949
Total Cash	\$34,252	\$39,779	\$46,538
Hourly Rate	\$11.53	\$13.29	\$15.42
Bonus	\$1,262	\$2,567	\$4,897

Currency: U.S. Dollar (USD)

Your Benefits Summary

Don't underestimate the importance of non-cash benefits, such as vacation time and medical coverage. Their positive impact on your life in (and out) of the office shouldn't be overlooked as you evaluate your total compensation package.

Your Benefits Summary

Health Benefits:

Dental,
Medical /
Health &
Vision 45%
receive

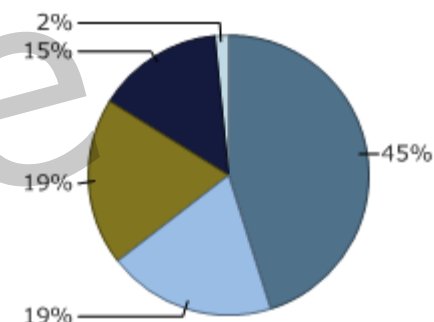
None 19%
receive

Medical /
Health 19%
receive

Dental &
Medical /
Health 15%
receive

Medical /
Health &
Vision 2%
receive

62
reporting

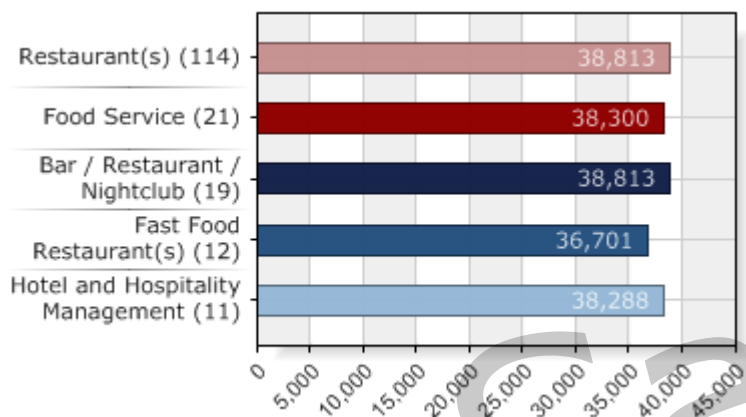


Average Vacation for this Position: 2 weeks

Compensation Influencers - Employment Setting

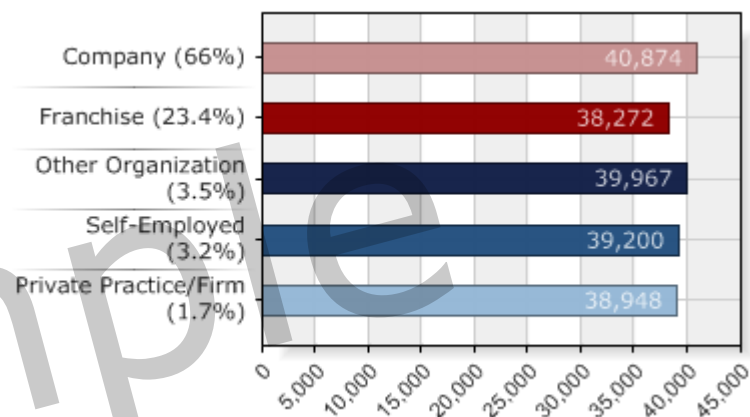
The type of employer you work for or the size of your company can have a direct influence on your cash compensation. We took a look within -- and outside -- Your Peer Group and compared your compensation with the employees who closely match your profile in all respects, except employment setting.

Average Salary By Product Activity



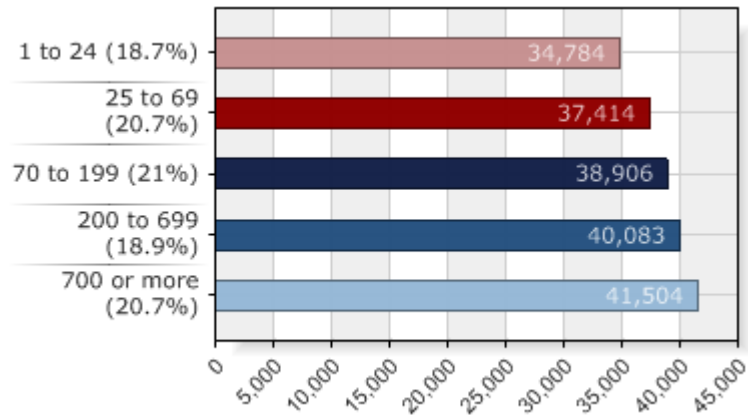
Number Reporting: 189 Currency: U.S. Dollar (USD)

Average Salary by Employer Type



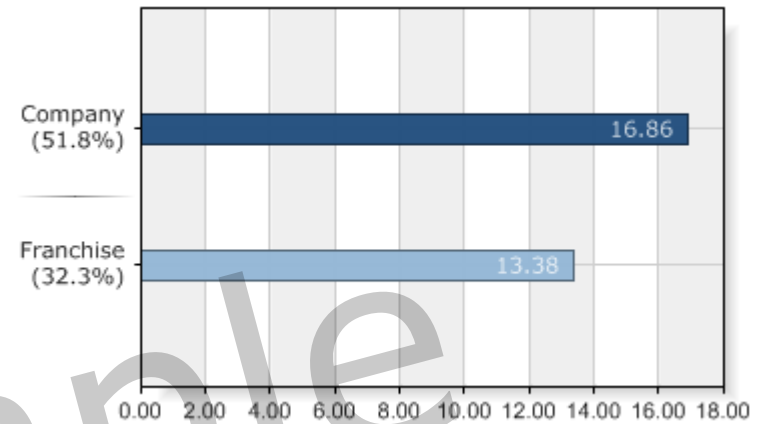
Number Reporting: 186 Currency: U.S. Dollar (USD)

Average Salary by Company Size (People)



Number Reporting: 129 Currency: U.S. Dollar (USD)

Average Hourly Rate by Employer Type

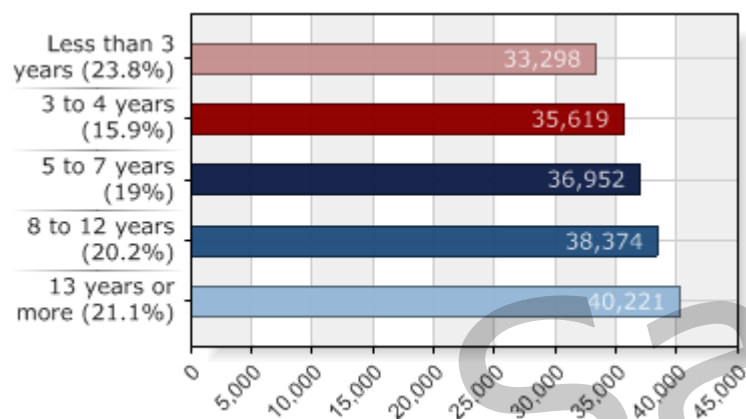


Number Reporting: 16 Currency: U.S. Dollar (USD)

Compensation Influencers - Skills and Experience

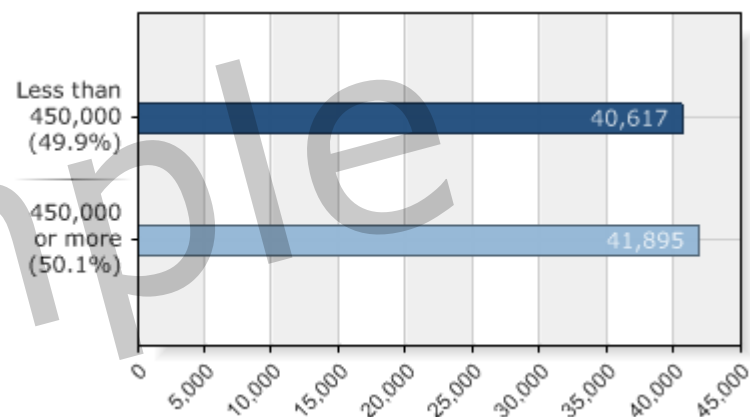
What can you expect as you gain experience and acquire new skills? See how your compensation levels can change -- and the type of skills other employees possess -- in the following charts. They show comparisons to those who closely match your profile in all respects, except their skills or experience.

Average Salary By Experience



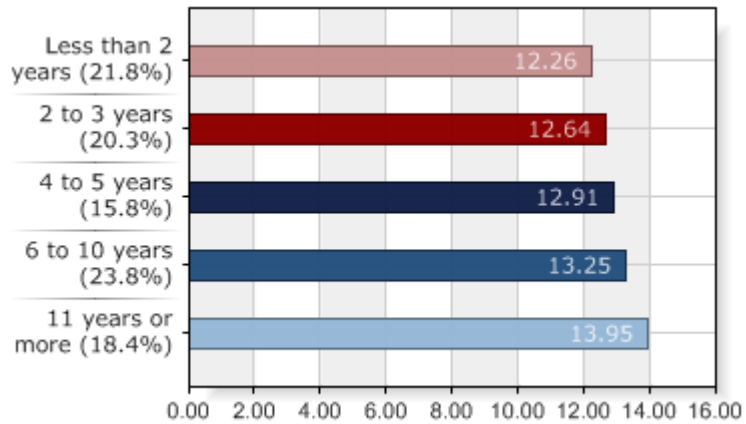
Number Reporting: 189 Currency: U.S. Dollar (USD)

Average Salary by Yearly Sales Achievement



Number Reporting: 4 Currency: U.S. Dollar (USD)

Average Hourly Rate By Experience



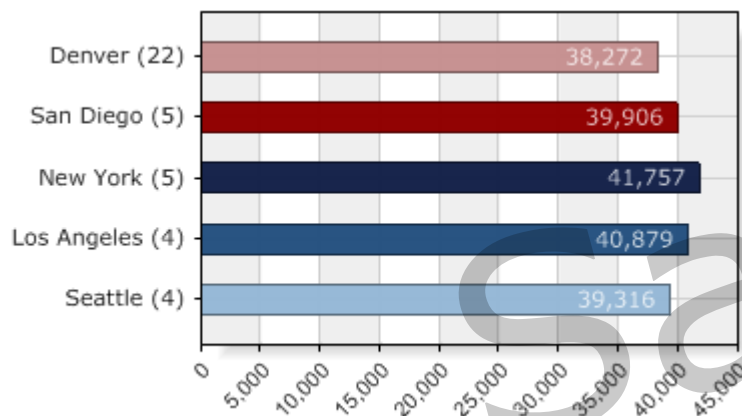
Number Reporting: 16 Currency: U.S. Dollar (USD)

Compensation Influencers - Location and Demographics

Location. Age. Gender. See how key demographics can effect compensation. We took a look at employees within -- and outside -- Your Peer Group who closely match your profile in all respects except these areas.

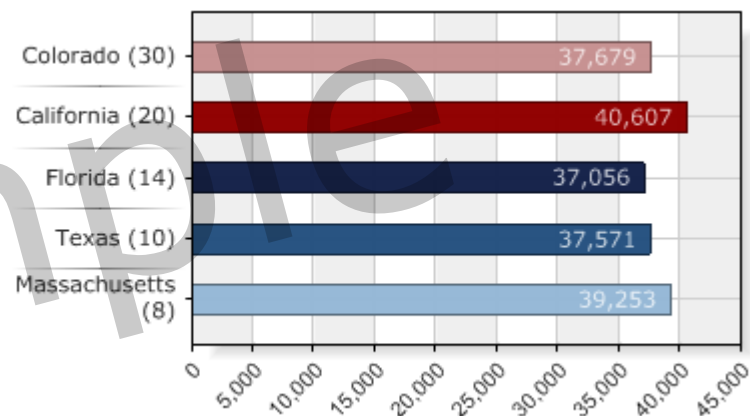
Please note that we don't consider your age or gender when determining your market value. We provide this information only because our users tell us they find it interesting.

Average Salary By City



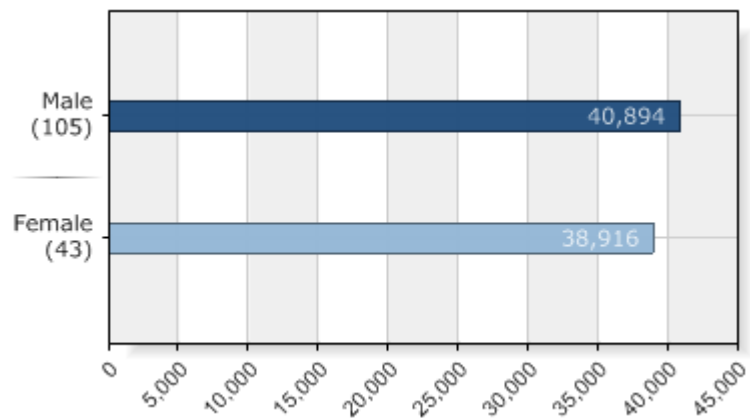
Number Reporting: 189 Currency: U.S. Dollar (USD)

Average Salary By State



Number Reporting: 189 Currency: U.S. Dollar (USD)

Average Salary By Gender



Number Reporting: 148 Currency: U.S. Dollar (USD)

Anonymous Profiles

Review real salaries, skills and more for Anonymous Profiles that match your salary search. See tangible, real-world examples of compensation packages, skill sets, and experience levels of other employees. The following reports are just a sampling of the ones used to determine your market value.



Profile No. 1

Job	Restaurant Manager
Job Location	(City withheld for privacy), Missouri, United States
Years In Field/Career	15
Number Supervised	25
Reports To	General Manager, Restaurant
People Management Tasks	Hire employees, Mentor and advise, Assign and evaluate work, Terminate employees, Review performance annually
People Management Scope	Across functional areas
Employer Type	Company
Employer's Product/Business	Bar / Restaurant / Nightclub
Years with Employer	5
Number of Employees	1500
Commute Time	10
Salary (Annual)	\$32,500
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
Bonus (Annual)	\$3,500
	1
	0
	0
Vacation Weeks	2
All Benefits/Perks	401(k)
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	1986
Age	(Age withheld for privacy)
Job 5 Years Ago	Restaurant Manager



Profile No. 2

Job	Restaurant Manager
Job Location	(City withheld for privacy), Florida, United States
Years In Field/Career	9
Number Supervised	35
Reports To	Assistant Vice President (AVP), Regional Director
People Management Tasks	Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay
People Management Scope	Within a functional area
Employer Type	Franchise
Employer's Product/Business	Restaurant(s)
Years with Employer	1
Commute Time	35
Salary (Annual)	\$39,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
	0
All Benefits/Perks	Life Insurance/Disability, Paid Holidays / Vacation
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	(School Name withheld for privacy), Bachelor of Science (BS / BSc), Business Administration, 2008
Age	(Age withheld for privacy)
Job 5 Years Ago	General Manager, Restaurant



Profile No. 3

Job	Restaurant and Bar Manager
Job Location	(City withheld for privacy), Michigan, United States
Years In Field/Career	10
Number Supervised	20
Reports To	Food and Beverage Director
People Management Tasks	Hire employees, Mentor and advise, Assign and evaluate work, Review performance annually
School, Degree, or Major	(School Name withheld for privacy), Bachelor of Applied Arts (BAA / BAaA), 2003
Age	(Age withheld for privacy)
Job 5 Years Ago	Restaurant and Bar Manager
Employer Type	Franchise
Employer's Product/Business	Hotel and Hospitality Management
Years with Employer	1
Commute Time	45
Salary (Annual)	\$45,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
	0
	0
Vacation Weeks	2
All Benefits/Perks	401(k), Paid Holidays / Vacation, Free Drinks/Coke/Juice/Water
Health Benefit	Dental, Vision, Medical / Health



Profile No. 4

Job	Restaurant Manager
Job Location	(City withheld for privacy), Florida, United States
Years In Field/Career	10
Number Supervised	25
Reports To	General Manager, Hotel
People Management Tasks	Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay
People Management Scope	Within a functional area
Employer Type	Company
Employer's Product/Business	Hotel and Hospitality Management
Years with Employer	4
Commute Time	10
Salary (Annual)	\$36,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
	0
	0
Vacation Weeks	2
All Benefits/Perks	401(k), Life Insurance/Disability, Paid Holidays / Vacation, Paid Sick Leave, Flex-Time / Flexible Schedule, Free Drinks/Coke/Juice/Water
Health Benefit	Medical / Health
School, Degree, or Major	1984
Age	(Age withheld for privacy)
Job 5 Years Ago	Restaurant Manager



Profile No. 5

Job Restaurant Manager
Job Location (City withheld for privacy), Pennsylvania, United States
Years In Field/Career 15
Number Supervised 30
Reports To General / Operations Manager
People Management Tasks Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually
People Management Scope Across functional areas
Employer Type Franchise
Employer's Product/Business Restaurant(s)
Years with Employer 8
Salary (Annual) \$42,000
Salary Type Standard Full-Time 40+ Hours Per Week
0
1
1
1
0



Profile No. 6

Job Restaurant and Bar Manager
Job Location (City withheld for privacy), Ohio, United States
Years In Field/Career 12
Number Supervised 30
Reports To General Manager, Restaurant
People Management Tasks Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually
People Management Scope Across functional areas
Employer Type Franchise
Employer's Product/Business Restaurant(s)
Years with Employer 1
Number of Employees 3000
Commute Time 30
Salary (Annual) \$42,000
Salary Type Standard Full-Time 40+ Hours Per Week
0
1
1
0
1
1
0
2
401(k), Life Insurance/Disability, Paid Holidays / Vacation, Paid Sick Leave, Flex-Time / Flexible Schedule, Free Drinks/Coke/Juice/Water, Relocation Expenses, Casual Dress/Atmosphere
Dental, Vision, Medical / Health
(School Name withheld for privacy), Bachelor of Business Administration (BBA), Business, 2003
(Age withheld for privacy)
Retail Store Manager



Profile No. 7

Job	Restaurant Manager
Job Location	(City withheld for privacy), Utah, United States
Years In Field/Career	7
Number Supervised	22
Reports To	area store manager
People Management Tasks	Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually
People Management Scope	Across functional areas
Employer Type	Company
Employer's Product/Business	Restaurant(s)
Years with Employer	5
Number of Employees	1000
Commute Time	10
Salary (Annual)	\$34,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	0
	0
	0
	0
Health Benefit	Dental, Vision, Medical / Health
School, Degree, or Major	(School Name withheld for privacy), 1998
Age	(Age withheld for privacy)
Job 5 Years Ago	Restaurant Manager



Profile No. 8

Job	Restaurant Manager
Job Location	(City withheld for privacy), Indiana, United States
Years In Field/Career	7
Number Supervised	14
Reports To	Owner / Operator, Small Business
People Management Tasks	Hire employees, Mentor and advise, Assign and evaluate work, Terminate employees
People Management Scope	Within a functional area
Employer Type	Franchise
Employer's Product/Business	Restaurant(s)
Years with Employer	6
Number of Employees	16
Commute Time	20
Salary (Annual)	\$28,800
Monthly Income	\$2,400
	0
	1
Bonus (Annual)	\$2,000
	1
	1
	0
Vacation Weeks	2
Health Benefit	None
School, Degree, or Major	(School Name withheld for privacy), Bachelor of Technology (BT / BTech), Organizational Leadership and Supervision, 2009
Age	(Age withheld for privacy)
Job 5 Years Ago	Cook, Restaurant



Profile No. 9

Job	Restaurant and Bar Manager
Job Location	(City withheld for privacy), Colorado, United States
Years In Field/Career	12
Number Supervised	25
Reports To	General / Operations Manager
People Management Tasks	Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually
People Management Scope	Within a functional area
Employer Type	Company
Employer's Product/Business	Food Service
Years with Employer	3.5
Number of Employees	500
Commute Time	45
Salary (Annual)	\$44,000
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
	1
	1
	0
Health Benefit	Medical / Health
School, Degree, or Major	(School Name withheld for privacy), Bachelor of Arts (BA), Communication, 2009
Age	(Age withheld for privacy)
Job 5 Years Ago	Bartender



Profile No. 10

Job	Restaurant Manager
Job Location	(City withheld for privacy), Maine, United States
Years In Field/Career	10
Number Supervised	25
Reports To	Owner / Operator, Restaurant
People Management Tasks	Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually
People Management Scope	Across functional areas
Employer Type	Franchise
Employer's Product/Business	Food Service
Years with Employer	10
Number of Employees	200
Commute Time	20
Salary (Annual)	\$32,760
Salary Type	Standard Full-Time 40+ Hours Per Week
	0
	1
Bonus (Annual)	\$1,200
	0
	0
	0
All Benefits/Perks	Paid Holidays / Vacation, Free Drinks/Coke/Juice/Water
Health Benefit	Vision, Medical / Health
Age	(Age withheld for privacy)
Job 5 Years Ago	Restaurant Manager

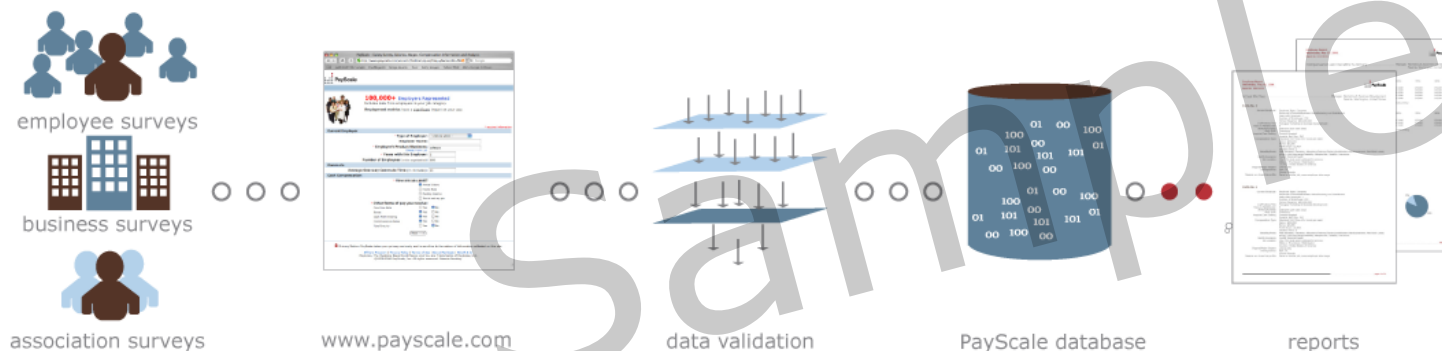
Methodology

Data Collection. PayScale administers the largest real-time salary survey in the world with more than a quarter-of-a-million new survey records being added to its database every month on positions from every industry, organization size and type.

The data PayScale collects from employees through its website at www.payscale.com are cross-checked with multiple alternative sources including BLS and other major surveys. PayScale does not pay individuals or companies to participate in its surveys.

PayScale maintains an active database of over 5 million incumbents (individual job profiles with salaries), which is updated nightly in order to reflect the most up-to-date information available.

Data Validation. Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being utilized in our reports. Any data profile deemed questionable, incomplete, or duplicate is not used in calculating compensation reports. PayScale research has shown that its reports are not only within expected ranges, but can be more accurate than reports from other data providers because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.



Data Analysis. PayScale's database maintains each individual profile in its entirety, preserving the detailed data points that make each record unique. PayScale does not modify or blend profile data, use inflation or cost of living adjustments, or age data. This way, PayScale avoids the shortcomings of surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

Data Reporting. PayScale's system reports data matched to the user's specific query. In job categories and industries with hard-to-find data, a minimum of six matched records must be available to calculate a report and the system shows you this information. In most cases, many more data points are available that precisely match the user's query using more factors than other surveys offer. Outliers below the 10th or above the 90th percentiles are not reported. Please see <http://www.payscale.com/pro/FAQ> for more details.