



## PayScale Report • HR Manager

Washington, United States

Report date Monday, January 31, 2011

Prepared for PayScale PSP Marketing

Company Demo - PSP Marketing



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Washington, United States

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Compensation and Benefits Summary

HR Manager  
Washington, United States  
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This PayScale compensation report represents a snapshot of the labor market for the position: **HR Manager**. To ensure the most accurate report, confirm that the PayScale Job and profile details on the following page describe this position and organization accurately.

PayScale Job: Human Resources (HR) Manager

Advise and coach managers on HR policies and programs including employee relations issues. Manage daily departmental operations, business planning and budget development of HR programs. Ensure policies, procedures and HR programs are consistently administered, aligned with organizational goals and are in compliance with professional standards, state and federal regulatory requirements and laws. Plan, manage and coordinate all human resources initiatives; recruitment, compensation, benefits, training and employee relations of an organization. Typical years experience in field of 2-3 years.

Salaried

|                         | Reporting | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|-------------------------|-----------|----------|----------|----------|----------|----------|----------|
| Total Cash Compensation | 91%       | \$50,479 | \$34,118 | \$40,950 | \$49,979 | \$61,007 | \$73,248 |
| Base Salary             | 91%       | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Bonus                   | 33%       | \$3,289  | \$585    | \$1,409  | \$3,014  | \$5,720  | \$9,673  |

Currency: U.S. Dollar (USD)

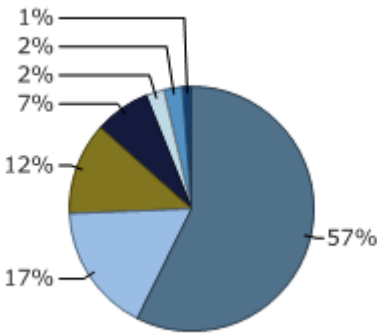
Hourly

|             | Reporting | Average | 10th    | 25th    | 50th    | 75th    | 90th    |
|-------------|-----------|---------|---------|---------|---------|---------|---------|
| Hourly Rate | 9%        | \$23.49 | \$16.24 | \$19.32 | \$23.30 | \$28.05 | \$33.22 |

Benefits Summary

Health Benefits for this Position:

|                                   |             |   |
|-----------------------------------|-------------|---|
| Dental, Medical / Health & Vision | 57% receive |  |
| Medical / Health                  | 17% receive |  |
| Dental & Medical / Health         | 12% receive |  |
| None                              | 7% receive  |  |
| Medical / Health & Vision         | 2% receive  |  |
| Dental & Vision                   | 2% receive  |  |
| Dental                            | 1% receive  |  |
| 82 reporting                      |             |   |



Other Popular Benefits for this Position:

- Paid Holidays / Vacation
- 401(k)
- Life Insurance/Disability
- Paid Sick Leave
- Casual Dress/Atmosphere
- Average Vacation Weeks: 2.3

Report Description ..... HR Manager  
Washington, United States

### PayScale Job: Human Resources (HR) Manager

Advise and coach managers on HR policies and programs including employee relations issues. Manage daily departmental operations, business planning and budget development of HR programs. Ensure policies, procedures and HR programs are consistently administered, aligned with organizational goals and are in compliance with professional standards, state and federal regulatory requirements and laws. Plan, manage and coordinate all human resources initiatives; recruitment, compensation, benefits, training and employee relations of an organization. Typical years experience in field of 2-3 years.

### Specified Job Details

This report is based on the following job details.

#### Profile Details Ordered by Matching Precedence

- |   |   |
|---|---|
| 1. PayScale Job Title: Human Resources (HR) Manager | 7. Level Managed: - any -                   |
| 2. Location: Statewide - Washington                 | 8. Typical Degree Level: - any -            |
| 3. Years Experience Range: 2-3                      | 9. Organization's Product/Business: - any - |
| 4. Organization Type: Company                       | 10. Number of Employees: - any -            |
| 5. Skill/Specialty: - any -                         | 11. Number Supervised: - any -              |
| 6. Certification: - any -                           | 12. Signing Authority: - any -              |

### Report Stats

- Report Date: **January 31, 2011**
- Effective Date: **January 1, 2011**
- Match Count: **87**
- Report Rating (1 to 5): **3.6**. Report has well-matched data. Small differences from the profile were corrected. Use this report with confidence.

Compensation Influencers ..... HR Manager  
Washington, United States

The following section provides unique data on factors that influence compensation for this position. Use this information to evaluate how pay varies based on position requirements (experience level, education, certifications, etc.). Note: Compensation influencer data will vary based on job type (i.e. number of hospital beds for nurses vs. coding language for software programmers).

## Employment Setting

### Salary By Product Activity

|                                       | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------------------|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search             |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Manufacturing and Distribution        | 6.3%    | \$49,894 | \$34,817 | \$41,225 | \$49,500 | \$59,352 | \$69,989 |
| Hotel / Hotels                        | 5.8%    | \$46,397 | \$32,033 | \$38,197 | \$46,043 | \$55,305 | \$65,272 |
| Retail                                | 5.3%    | \$48,535 | \$33,289 | \$39,767 | \$48,128 | \$58,117 | \$68,977 |
| Information Technology (IT) Services  | 5.3%    | \$51,065 | \$35,250 | \$42,000 | \$50,655 | \$60,950 | \$72,123 |
| Healthcare                            | 4.9%    | \$48,246 | \$33,617 | \$39,833 | \$47,859 | \$57,432 | \$67,818 |
| Food Manufacturing                    | 2.9%    | \$49,155 | \$34,275 | \$40,600 | \$48,768 | \$58,482 | \$68,942 |
| Food & Facilities Management Services | 1.9%    | \$46,839 | \$32,284 | \$38,500 | \$46,467 | \$55,923 | \$66,134 |
| IT Consulting                         | 1.9%    | \$50,079 | \$34,673 | \$41,177 | \$49,648 | \$59,844 | \$71,016 |
| Home Improvement (DIY)                | 1.9%    | \$47,582 | \$33,047 | \$39,271 | \$47,218 | \$56,621 | \$66,758 |
| Financial Services                    | 1.5%    | \$50,202 | \$34,953 | \$41,428 | \$49,794 | \$59,790 | \$70,660 |

Currency: U.S. Dollar (USD)

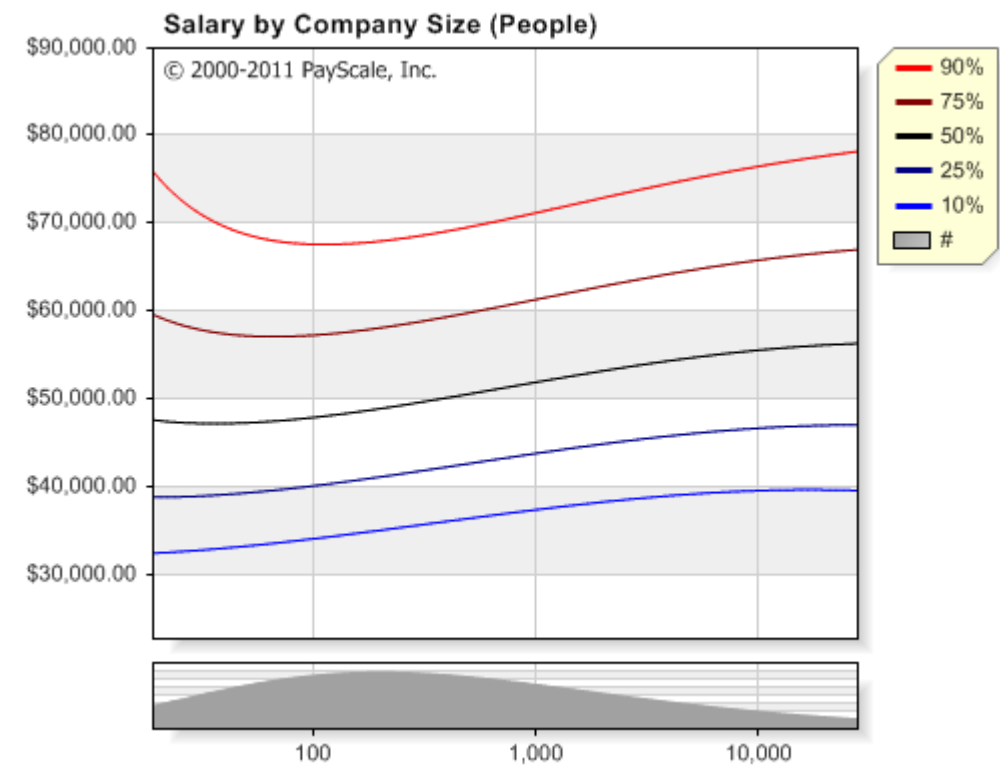
Compensation Influencers ..... HR Manager  
Washington, United States

Salary by Employer Type

|                                  | <i>Percent</i> | <i>Average</i>  | <i>10th</i>     | <i>25th</i>     | <i>50th</i>     | <i>75th</i>     | <i>90th</i>     |
|----------------------------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <i>Base Salary - Your Search</i> |                | <i>\$48,857</i> | <i>\$33,780</i> | <i>\$40,184</i> | <i>\$48,454</i> | <i>\$58,337</i> | <i>\$69,088</i> |
| Company                          | 69.9%          | \$48,857        | \$33,780        | \$40,184        | \$48,454        | \$58,337        | \$69,088        |
| Other Organization               | 6.9%           | \$49,905        | \$33,787        | \$40,563        | \$49,393        | \$60,269        | \$72,809        |
| Non-Profit Organization          | 6.1%           | \$49,230        | \$34,148        | \$40,523        | \$48,771        | \$58,853        | \$70,390        |
| Private Practice/Firm            | 5.5%           | \$51,028        | \$34,872        | \$41,714        | \$50,545        | \$61,309        | \$73,558        |
| Government - State & Local       | 3.1%           | \$54,474        | \$36,964        | \$44,401        | \$53,959        | \$65,578        | \$78,782        |
| Government - Federal             | 2.2%           | \$54,413        | \$35,944        | \$43,864        | \$53,890        | \$66,009        | \$79,827        |
| Hospital                         | 2.2%           | \$52,396        | \$36,095        | \$43,070        | \$51,942        | \$62,630        | \$74,695        |
| Franchise                        | 1.1%           | \$44,884        | \$30,085        | \$36,228        | \$44,349        | \$54,611        | \$66,942        |

*Currency: U.S. Dollar (USD)*

Compensation Influencers ..... HR Manager  
Washington, United States



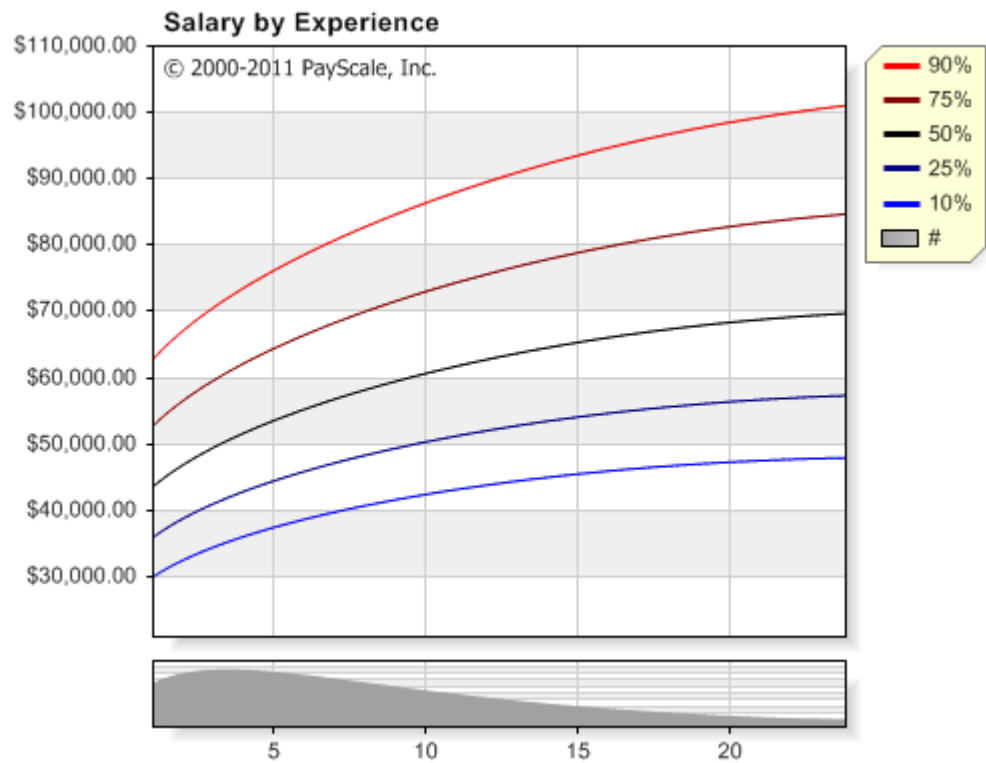
Salary by Company Size (People)

|                           | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| 1 to 69                   | 20.5%   | \$48,126 | \$32,974 | \$39,176 | \$47,515 | \$58,298 | \$71,721 |
| 70 to 199                 | 18.7%   | \$48,710 | \$34,525 | \$40,559 | \$48,332 | \$57,617 | \$67,768 |
| 200 to 599                | 19.8%   | \$50,463 | \$36,080 | \$42,261 | \$50,127 | \$59,339 | \$69,109 |
| 600 to 2,999              | 21.7%   | \$53,141 | \$38,033 | \$44,567 | \$52,813 | \$62,372 | \$72,374 |
| 3,000 or more             | 19.3%   | \$55,765 | \$37,876 | \$45,685 | \$55,367 | \$66,641 | \$78,747 |

Currency: U.S. Dollar (USD)

Compensation Influencers ..... HR Manager  
Washington, United States

Skills and Experience



Salary By Experience

|                           | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Less than 3 years         | 17.2%   | \$45,452 | \$31,187 | \$37,254 | \$45,068 | \$54,419 | \$64,651 |
| 3 to 5 years              | 21.8%   | \$53,139 | \$36,911 | \$43,792 | \$52,705 | \$63,353 | \$74,892 |
| 6 to 9 years              | 23.2%   | \$58,741 | \$40,864 | \$48,425 | \$58,259 | \$70,023 | \$82,746 |
| 10 to 14 years            | 18.2%   | \$63,824 | \$44,265 | \$52,513 | \$63,287 | \$76,211 | \$90,204 |
| 15 years or more          | 19.7%   | \$69,413 | \$47,443 | \$56,643 | \$68,775 | \$83,458 | \$99,479 |

Currency: U.S. Dollar (USD)



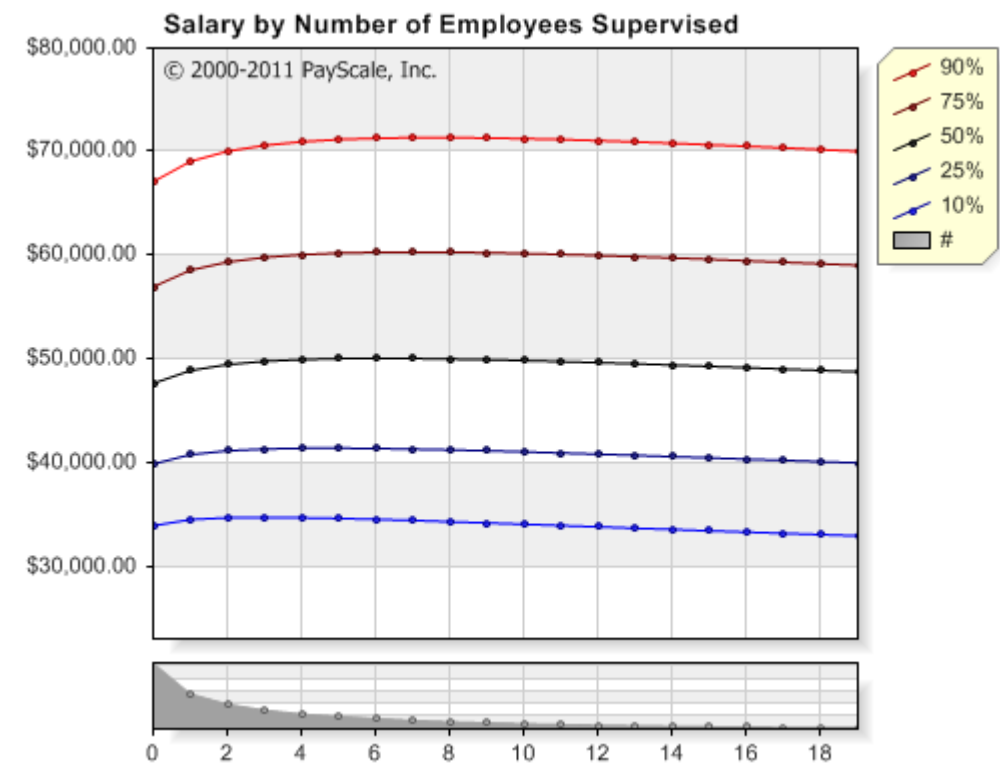
Compensation Influencers ..... HR Manager  
Washington, United States

Salary By Skill

|  | <i>Percent</i> | <i>Average</i>  | <i>10th</i>     | <i>25th</i>     | <i>50th</i>     | <i>75th</i>     | <i>90th</i>     |
|--|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <i>Base Salary - Your Search</i>                           |                | <i>\$48,857</i> | <i>\$33,780</i> | <i>\$40,184</i> | <i>\$48,454</i> | <i>\$58,337</i> | <i>\$69,088</i> |
| Microsoft Office   | 74.4%          | \$48,368        | \$33,400        | \$39,810        | \$47,994        | \$57,675        | \$68,102        |
| Benefits & Compensation                                    | 64.1%          | \$49,873        | \$34,765        | \$41,168        | \$49,459        | \$59,405        | \$70,293        |
| Microsoft Excel  | 61.5%          | \$48,468        | \$33,856        | \$40,073        | \$48,089        | \$57,623        | \$67,914        |
| Microsoft Word   | 59.0%          | \$47,706        | \$33,018        | \$39,270        | \$47,320        | \$56,915        | \$67,329        |
| Microsoft Windows 3.x, 95/98/Me, 2000, or XP - General Use | 33.3%          | \$47,040        | \$32,471        | \$38,712        | \$46,675        | \$56,098        | \$66,255        |
| Windows NT / 2000 / XP Networking                          | 17.9%          | \$48,002        | \$33,252        | \$39,551        | \$47,621        | \$57,213        | \$67,617        |
| Employee Relations   | 5.1%           | \$49,000        | \$33,803        | \$40,281        | \$48,608        | \$58,503        | \$69,185        |

Currency: U.S. Dollar (USD)

Compensation Influencers ..... HR Manager  
Washington, United States



Salary by Number of Employees Supervised

|                           | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Less than 1               | 27.9%   | \$48,920 | \$34,458 | \$40,579 | \$48,529 | \$58,041 | \$68,367 |
| 1                         | 14.1%   | \$49,709 | \$34,770 | \$41,120 | \$49,317 | \$59,082 | \$69,648 |
| 2 to 3                    | 17.5%   | \$50,250 | \$34,871 | \$41,438 | \$49,858 | \$59,844 | \$70,614 |
| 4 to 7                    | 18.5%   | \$50,519 | \$34,680 | \$41,485 | \$50,131 | \$60,328 | \$71,284 |
| 8 or more                 | 22.0%   | \$46,547 | \$31,886 | \$38,113 | \$46,141 | \$55,793 | \$66,452 |

Currency: U.S. Dollar (USD)

Compensation Influencers ..... HR Manager  
Washington, United States

### Salary By People Types Managed

|                                 | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------------|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search       |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Non-management Employees        | 30.2%   | \$48,739 | \$33,874 | \$40,174 | \$48,329 | \$58,122 | \$68,874 |
| None                            | 19.2%   | \$48,241 | \$33,271 | \$39,624 | \$47,831 | \$57,676 | \$68,468 |
| Middle Management Level         | 8.8%    | \$51,111 | \$35,060 | \$41,805 | \$50,629 | \$61,379 | \$73,409 |
| Senior Management Level         | 4.7%    | \$51,695 | \$35,196 | \$42,111 | \$51,189 | \$62,293 | \$74,775 |
| Temporary or Contract Employees | 4.3%    | \$47,142 | \$32,308 | \$38,554 | \$46,704 | \$56,607 | \$67,655 |
| Managers                        | 4.2%    | \$52,428 | \$36,007 | \$42,898 | \$51,922 | \$62,971 | \$75,466 |
| Individual/Professional Level   | 1.7%    | \$51,097 | \$35,213 | \$41,878 | \$50,613 | \$61,286 | \$73,298 |

Currency: U.S. Dollar (USD)

### Salary By Signing Authority

|                           | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Yes                       | 58.8%   | \$50,688 | \$35,380 | \$41,881 | \$50,280 | \$60,311 | \$71,207 |
| No                        | 41.2%   | \$46,615 | \$32,199 | \$38,334 | \$46,235 | \$55,655 | \$65,879 |

Currency: U.S. Dollar (USD)

### Salary By Employment Status

|                           | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Permanent                 | \$48,625 | \$36,067 | \$41,660 | \$48,365 | \$56,109 | \$64,668 |

Currency: U.S. Dollar (USD)

Compensation Influencers ..... HR Manager  
Washington, United States

## Training and Education

### Salary by Certification

|  | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|--|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search                        |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Professional in Human Resources (PHR)            | 44.3%   | \$50,711 | \$35,723 | \$42,148 | \$50,337 | \$60,020 | \$70,482 |
| Human Resources Concepts                         | 18.6%   | \$46,339 | \$31,801 | \$38,011 | \$45,966 | \$55,413 | \$65,636 |
| Professional in Human Resource Management (PHRM) | 17.1%   | \$47,578 | \$32,383 | \$38,943 | \$47,225 | \$56,919 | \$67,229 |

Currency: U.S. Dollar (USD)

### Salary by Degree

|                              | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|------------------------------|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search    |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Bachelor's Degree            | 61.8%   | \$49,916 | \$34,771 | \$41,185 | \$49,499 | \$59,480 | \$70,409 |
| Master's Degree (non-M.B.A.) | 15.0%   | \$54,392 | \$38,185 | \$45,085 | \$53,962 | \$64,561 | \$76,136 |
| M.B.A.                       | 12.2%   | \$55,243 | \$38,699 | \$45,708 | \$54,777 | \$65,709 | \$77,832 |
| Associate Degree             | 7.6%    | \$45,748 | \$31,768 | \$37,678 | \$45,347 | \$54,622 | \$64,938 |
| High School                  | 2.3%    | \$45,124 | \$30,896 | \$36,866 | \$44,688 | \$54,254 | \$65,031 |

Currency: U.S. Dollar (USD)

Compensation Influencers ..... HR Manager  
Washington, United States

## Location

### Salary By Metropolitan Area

|  | Percent | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|--|---------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search                  |         | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Seattle-Bellevue-Everett Metro Area        | 14.4%   | \$49,250 | \$34,849 | \$41,000 | \$48,908 | \$58,184 | \$67,937 |
| Los Angeles-Long Beach-Glendale Metro Area | 10.0%   | \$50,647 | \$34,647 | \$41,384 | \$50,191 | \$60,823 | \$72,474 |
| Santa Ana-Anaheim-Irvine Metro Area        | 4.5%    | \$49,630 | \$34,774 | \$41,102 | \$49,265 | \$58,889 | \$69,073 |
| San Diego-Carlsbad-San Marcos Metro Area   | 4.0%    | \$48,277 | \$33,711 | \$39,920 | \$47,921 | \$57,348 | \$67,318 |
| Portland-Vancouver-Beaverton Metro Area    | 4.0%    | \$45,841 | \$32,092 | \$37,987 | \$45,523 | \$54,332 | \$63,571 |
| San Jose-Sunnyvale-Santa Clara Metro Area  | 3.5%    | \$56,194 | \$39,804 | \$46,764 | \$55,785 | \$66,443 | \$77,719 |
| New York-Wayne-White Plains Metro Area     | 3.0%    | \$53,608 | \$36,683 | \$43,761 | \$53,092 | \$64,487 | \$77,190 |

Currency: U.S. Dollar (USD)

### Salary By State

|                           | Average  | 10th     | 25th     | 50th     | 75th     | 90th     |
|---------------------------|----------|----------|----------|----------|----------|----------|
| Base Salary - Your Search | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| California                | \$51,522 | \$35,123 | \$41,991 | \$51,014 | \$62,071 | \$74,545 |
| Washington                | \$48,857 | \$33,780 | \$40,184 | \$48,454 | \$58,337 | \$69,088 |
| Oregon                    | \$46,238 | \$31,809 | \$37,980 | \$45,874 | \$55,223 | \$65,288 |
| Texas                     | \$46,279 | \$31,146 | \$37,604 | \$45,886 | \$55,740 | \$66,411 |
| Colorado                  | \$47,494 | \$32,709 | \$39,021 | \$47,116 | \$56,724 | \$67,089 |
| New York                  | \$50,436 | \$33,925 | \$40,887 | \$49,944 | \$60,968 | \$73,334 |
| North Carolina            | \$45,013 | \$30,597 | \$36,777 | \$44,659 | \$53,958 | \$63,908 |

Currency: U.S. Dollar (USD)

## Anonymous Matching Profiles ..... HR Manager Washington, United States

The following section provides a sampling of anonymous profiles used in this report. These are real-world profiles showing examples of compensation packages, skill sets, and experience levels of employed individuals that match your search criteria. Use this information to compare your position(s) to real people in the same position.

### Profile Data Summary

This chart shows a breakdown of the **87** anonymous profiles that most closely matched your specified criteria. A sample of these profiles are listed on the following pages.

#### Metropolitan Areas:

|  |     |
|--|-----|
| Seattle-Bellevue-Everett Metro Area        | 16% |
| Santa Ana-Anaheim-Irvine Metro Area        | 7%  |
| Denver-Aurora Metro Area                   | 5%  |
| San Diego-Carlsbad-San Marcos Metro Area   | 3%  |
| Los Angeles-Long Beach-Glendale Metro Area | 3%  |
| Baltimore-Towson Metro Area                | 3%  |
| Chicago-Naperville-Joliet Metro Area       | 2%  |
| Other                                      | 55% |
| Unspecified                                | 5%  |

#### Cities:

|           |     |
|-----------|-----|
| Seattle   | 10% |
| Denver    | 3%  |
| Bellevue  | 3%  |
| Omak      | 2%  |
| San Diego | 2%  |
| Baltimore | 2%  |
| Kennewick | 2%  |
| Other     | 74% |

#### Job Titles:

|                                  |     |
|----------------------------------|-----|
| Human Resources (HR) Manager     | 98% |
| Sr. Human Resources (HR) Manager | 2%  |

#### Industries and Product Activities:

|                                      |     |
|--------------------------------------|-----|
| Retail                               | 6%  |
| Food Manufacturing                   | 5%  |
| Hotel and Hospitality Management     | 5%  |
| Manufacturing and Distribution       | 5%  |
| Hotel / Hotels                       | 5%  |
| Information Technology (IT) Services | 3%  |
| Electronics Manufacturing            | 2%  |
| Other                                | 70% |

#### States:

|                |     |
|----------------|-----|
| Washington     | 25% |
| California     | 18% |
| Colorado       | 7%  |
| Texas          | 6%  |
| North Carolina | 5%  |
| Maryland       | 5%  |
| Michigan       | 3%  |
| Other          | 31% |

#### Organization Types:

|         |      |
|---------|------|
| Company | 100% |
|---------|------|

#### Organization Sizes:

|                  |     |
|------------------|-----|
| 5 to 39          | 10% |
| 40 to 69         | 11% |
| 70 to 149        | 10% |
| 150 to 199       | 8%  |
| 200 to 299       | 10% |
| 300 to 3,999     | 10% |
| 4,000 to 224,999 | 10% |
| Unspecified      | 29% |

#### Years Experience Ranges:

|              |     |
|--------------|-----|
| 2 years      | 85% |
| 3 to 4 years | 15% |

#### Date Ranges:

|         |     |
|---------|-----|
| 2011 Q1 | 8%  |
| 2010 Q4 | 46% |
| 2010 Q3 | 26% |
| 2010 Q2 | 13% |
| 2010 Q1 | 5%  |
| 2009 Q4 | 2%  |

Anonymous Matching Profiles ..... HR Manager  
Washington, United States

Sample Profiles

Profile No. 1

|                               |   |
|-------------------------------|---|
| Annual Salary                 | \$36,000  |
|                               | Salary Type: Standard Full-Time 40+ Hours Per Week  |
| Current Employer              | Employer Type: Company  |
|                               | Years with Employer: 2  |
|                               | Employer's Product/Business: Hotel and Hospitality Management   |
| Job/Position/Title            | Human Resources (HR) Manager  |
| Years In Field/Career         | 2   |
| Job Location                  | State or Province: Washington   |
|                               | Country: United States  |
| All other Benefits/Perks      | 401(k), Life Insurance/Disability, Paid Holidays / Vacation, Free Drinks/Coke/Juice/Water, Cell Phone |
| Employment Status             | Permanent   |
| Health Benefit                | Dental, Medical / Health  |
| Vacation Time                 | 2   |
| Number Supervised             | 0   |
| Signing Authority             | No  |
| Reports To                    | Reports To: Human Resources (HR) Director   |
| People Management Scope       | Within a functional area  |
| People Managed                | None  |
| Reasons we chose this profile | same state, same experience level, same company type  |

Profile No. 2

|                                   |  |
|-----------------------------------|--|
| Annual Salary                     | \$35,000   |
|                                   | Salary Type: Standard Full-Time 40+ Hours Per Week                               |
| Current Employer                  | Employer Type: Company   |
|                                   | Years with Employer: 2   |
|                                   | Employer's Product/Business: Convenience Store                                   |
|                                   | Number of Employees: 350   |
|                                   | Internal Job Title: Human Resource Manager                                       |
| Job/Position/Title                | Human Resources (HR) Manager   |
| Years In Field/Career             | 2  |
| Commute                           | Commute Time: 20   |
| Job Location                      | State or Province: Washington  |
|                                   | Country: United States   |
| Memberships, Affiliations, Unions | Society for Human Resource Management (SHRM)                                     |
| All other Benefits/Perks          | 401(k), Paid Holidays / Vacation, Paid Sick Leave, Flex-Time / Flexible Schedule |
| Employment Status                 | Permanent  |
| Health Benefit                    | Dental, Medical / Health   |
| Vacation Time                     | 3  |
| Number Supervised                 | 0  |
| Signing Authority                 | No   |
| Reports To                        | Reports To: Chief Financial Officer (CFO)  |
| People Management Scope           | Across functional areas  |
| People Management Tasks           | Hire employees, Promote employees, Terminate employees, Set pay                  |
| People Managed                    | Individual/Professional Level  |
| Reasons we chose this profile     | same state, same experience level, same company type                             |

## Anonymous Matching Profiles

HR Manager  
Washington, United States

### Profile No. 3

|                               |   |
|-------------------------------|---|
| Hourly Rate                   | \$20.00   |
|                               | Work Week: 40   |
| Current Employer              | Employer Type: Company  |
|                               | Years with Employer: 2  |
|                               | Employer's Product/Business: Manufacturing and Distribution   |
|                               | Number of Employees: 40   |
|                               | Internal Job Title: Human Resource Manager  |
| Job/Position/Title            | Human Resources (HR) Manager  |
| Years In Field/Career         | 2   |
| Commute                       | Commute Time: 30  |
| Job Location                  | State or Province: Maryland   |
|                               | Country: United States  |
| School, Degree, or Major      | Major: General Studies  |
| All other Benefits/Perks      | 401(k), Life Insurance/Disability, Paid Holidays / Vacation, Paid Sick Leave, Casual Dress/Atmosphere |
| Employment Status             | Permanent   |
| Health Benefit                | Dental, Vision, Medical / Health  |
| Vacation Time                 | 3   |
| Number Supervised             | 40  |
| Reports To                    | Reports To: Chief Executive Officer (CEO)   |
| Job 5 Years Ago               | Job 5 Years Ago: Mortgage Loan Processor  |
| People Management Scope       | Within a functional area  |
| People Management Tasks       | Hire employees, Mentor and advise, Terminate employees  |
| People Managed                | Senior Management Level   |
| Reasons we chose this profile | same experience level, same company type  |

### Profile No. 4

|                               |  |
|-------------------------------|--|
| Bonus                         | \$5,900  |
| Hourly Rate                   | \$19.96  |
|                               | Work Week: 40  |
| Overtime Rate                 | \$29.22  |
|                               | Overtime Hours: 0  |
| Current Employer              | Employer Type: Company   |
|                               | Years with Employer: 4   |
|                               | Employer's Product/Business: Consumer Electronics Sales and Distribution   |
|                               | Number of Employees: 30  |
| Job/Position/Title            | Human Resources (HR) Manager   |
| Years In Field/Career         | 2  |
| Commute                       | Commute Time: 15   |
| Job Location                  | State or Province: California  |
|                               | Country: United States   |
| School, Degree, or Major      | Degree: Bachelor of Science (BS / BSc)   |
|                               | Major: Nutrition   |
|                               | Year Graduated: 1995, Degree: Master of Business Administration (MBA), Major: Finance, Year Graduated: 2001                                    |
| All other Benefits/Perks      | 401(k), Life Insurance/Disability, 401(a), Paid Holidays / Vacation, Paid Sick Leave, Casual Dress/Atmosphere, Flexible Spending Account (FSA) |
| Employment Status             | Permanent  |
| Health Benefit                | Dental, Vision, Medical / Health   |
| Vacation Time                 | 2  |
| Number Supervised             | 0  |
| Signing Authority             | No   |
| Reports To                    | Reports To: Vice President (VP), General Manager   |
| People Management Scope       | None   |
| People Management Tasks       | None   |
| People Managed                | None   |
| Reasons we chose this profile | same regional state, same experience level, same company type  |



## Anonymous Matching Profiles

HR Manager  
Washington, United States

### Profile No. 5

|                               |   |
|-------------------------------|---|
| Annual Salary                 | \$35,000  |
|                               | Salary Type: Standard Full-Time 40+ Hours Per Week  |
| Current Employer              | Employer Type: Company  |
|                               | Years with Employer: 1  |
|                               | Employer's Product/Business: IT Consulting  |
| Job/Position/Title            | Human Resources (HR) Manager  |
| Years In Field/Career         | 2   |
| Job Location                  | State or Province: Maryland   |
|                               | Country: United States  |
| School, Degree, or Major      | Degree: Bachelor of Arts (BA)   |
|                               | Major: Psychology   |
| Employment Status             | Permanent   |
| Health Benefit                | Dental, Vision, Medical / Health  |
| Number Supervised             | 3   |
| Signing Authority             | Yes   |
| People Management Tasks       | Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay |
| People Managed                | Individual/Professional   |
| Reasons we chose this profile | same experience level, same company type  |

### Profile No. 6

|                               |  |
|-------------------------------|--|
| Bonus                         | \$1,500  |
| Annual Salary                 | \$38,931   |
|                               | Salary Type: Standard Full-Time 40+ Hours Per Week   |
| Current Employer              | Employer Type: Company   |
|                               | Years with Employer: 2.5   |
|                               | Employer's Product/Business: Hotel and Hospitality Management  |
| Job/Position/Title            | Human Resources (HR) Manager   |
| Years In Field/Career         | 2.5  |
| Job Location                  | State or Province: North Carolina  |
|                               | Country: United States   |
| School, Degree, or Major      | Degree: Master of Business Administration (MBA)  |
|                               | Year Graduated: 2008   |
| All other Benefits/Perks      | 401(k), Life Insurance/Disability, Paid Holidays / Vacation, Paid Sick Leave, Free Drinks/Coke/Juice/Water |
| Employment Status             | Permanent  |
| Health Benefit                | Medical / Health   |
| Vacation Time                 | 2  |
| Number Supervised             | 1  |
| Signing Authority             | Yes  |
| Reports To                    | Reports To: Human Resources (HR) Director  |
| People Management Tasks       | Hire employees, Mentor and advise, Terminate employees   |
| People Managed                | Individual/Professional Level  |
| Reasons we chose this profile | same experience level, same company type   |

## Anonymous Matching Profiles

HR Manager  
Washington, United States

### Profile No. 7

|                               |  |
|-------------------------------|--|
| Annual Salary                 | \$48,400   |
|                               | Salary Type: Standard Full-Time 40+ Hours Per Week |
| Current Employer              | Employer Type: Company                             |
|                               | Years with Employer: 5                             |
|                               | Employer's Product/Business: Advertising Agency    |
|                               | Number of Employees: 40                            |
| Job/Position/Title            | Human Resources (HR) Manager                       |
| Years In Field/Career         | 2  |
| Job Location                  | State or Province: New Jersey                      |
|                               | Country: United States                             |
| Employment Status             | Permanent  |
| Number Supervised             | 0  |
| Signing Authority             | No   |
| People Managed                | None   |
| Reasons we chose this profile | same experience level, same company type           |

### Profile No. 8

|                               |   |
|-------------------------------|---|
| Bonus                         | \$4,000   |
| Annual Salary                 | \$60,000  |
|                               | Salary Type: Standard Full-Time 40+ Hours Per Week  |
| Current Employer              | Employer Type: Company  |
|                               | Years with Employer: 2  |
|                               | Employer's Product/Business: Engineering Services   |
|                               | Number of Employees: 20   |
| Job/Position/Title            | Human Resources (HR) Manager  |
| Years In Field/Career         | 2   |
| Commute                       | Commute Time: 30  |
| Job Location                  | State or Province: Nevada   |
|                               | Country: United States  |
| All other Benefits/Perks      | Paid Holidays / Vacation, Paid Sick Leave, Flex-Time / Flexible Schedule, Casual Dress/Atmosphere |
| Employment Status             | Permanent   |
| Health Benefit                | Medical / Health  |
| Vacation Time                 | 3   |
| Number Supervised             | 15  |
| Signing Authority             | Yes   |
|                               | Amount Authorized: 19   |
| Reports To                    | Reports To: President and CEO   |
| Job 5 Years Ago               | Job 5 Years Ago: Paralegal  |
| People Management Scope       | Within a functional area  |
| People Managed                | Middle Management Level   |
| Reasons we chose this profile | same experience level, same company type  |

## Anonymous Matching Profiles

HR Manager  
Washington, United States

### Profile No. 9

|                               |   |
|-------------------------------|---|
| Hourly Rate                   | \$16.00   |
| Work Week:                    | 40  |
| Overtime Rate                 | Overtime Hours: 5   |
| Current Employer              | Employer Type: Company  |
|                               | Years with Employer: 2  |
|                               | Employer's Product/Business: tbis pacients  |
|                               | Number of Employees: 40   |
|                               | Internal Job Title: Staffing Manager  |
| Job/Position/Title            | Human Resources (HR) Manager  |
| Years In Field/Career         | 2   |
| Commute                       | Commute Time: 15  |
| Job Location                  | State or Province: Michigan   |
|                               | Country: United States  |
| Certification                 | Certified Brain Injury Specialist, Certified Medical Assistant (CMA)  |
| School, Degree, or Major      | Degree: Bachelor of Business Administration (BBA)   |
|                               | Year Graduated: 2009  |
| Employment Status             | Permanent   |
| Health Benefit                | None  |
| Vacation Time                 | 2   |
| Number Supervised             | 36  |
| Signing Authority             | Yes   |
|                               | Amount Authorized: 100  |
| Reports To                    | Reports To: Owner / Operator, Small Business  |
| People Management Scope       | Across functional areas   |
| People Management Tasks       | Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually, Set pay |
| People Managed                | Individual/Professional   |
| Reasons we chose this profile | same experience level, same company type  |

### Profile No. 10

|                                   |  |
|-----------------------------------|--|
| Bonus                             | \$8,200  |
| Annual Salary                     | \$41,800   |
|                                   | Salary Type: Standard Full-Time 40+ Hours Per Week                                   |
| Current Employer                  | Employer Type: Company   |
|                                   | Years with Employer: 1.6   |
|                                   | Employer's Product/Business: Hotel and Hospitality Management                        |
|                                   | Number of Employees: 6000  |
| Job/Position/Title                | Human Resources (HR) Manager   |
| Years In Field/Career             | 2  |
| Commute                           | Commute Time: 15   |
| Job Location                      | State or Province: Pennsylvania  |
|                                   | Country: United States   |
| School, Degree, or Major          | Degree: Bachelor of Science (BS / BSc)   |
|                                   | Major: Business & Information Technology (IT)  |
|                                   | Year Graduated: 2009, Degree: Bachelor of Science (BS / BSc), Major: Human Resources |
|                                   | Management (HRM), Year Graduated: 2009   |
| Memberships, Affiliations, Unions | Society for Human Resource Management (SHRM)   |
| All other Benefits/Perks          | 401(k), Paid Holidays / Vacation, Paid Sick Leave, Cell Phone, Pets/Dog at Work      |
| Employment Status                 | Permanent  |
| Health Benefit                    | Dental, Vision, Medical / Health   |
| Vacation Time                     | 2  |
| Number Supervised                 | 5  |
| Signing Authority                 | No   |
| People Management Scope           | Across functional areas  |
| People Management Tasks           | Hire employees, Mentor and advise, Promote employees, Terminate employees, Set pay   |
| People Managed                    | Middle Management Level  |
| Reasons we chose this profile     | same experience level, same company type   |

Methodology ..... HR Manager  
Washington, United States

**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](http://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.

Thank you for choosing PayScale. We value your patronage and hope that you have found this report to be helpful and informative. PayScale is dedicated to providing you with the most accurate, relevant and timely compensation data available.

Sincerely,



Mike Metzger,  
Chief Executive Officer

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