

Your PayScale Report™

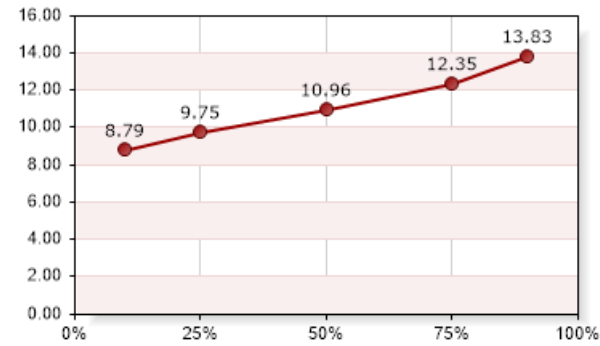
Information. It's the key to success, whether you're negotiating a raise or mapping out a career plan. Know what you're worth in the marketplace with our highly-personalized PayScale Report.

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 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.

Hourly Rate



Number Reporting: 45 Currency: U.S. Dollar (USD)

Your Profile Information

Your PayScale Report is based on the following profile from Thursday, June 22, 2017.

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.

Employment Status: Student

Job: Front Desk Clerk

City: Las Vegas

Employer Type: Company

Years Experience: 1-4 years

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
Total Cash	\$24,430	\$28,472	\$32,640
Salary	\$23,873	\$27,601	\$31,506
Hourly Rate	\$9.75	\$10.96	\$12.35
Bonus	\$192.80	\$439.08	\$978
Commission	\$440.16	\$1,052	\$2,244

Currency: U.S. Dollar (USD)

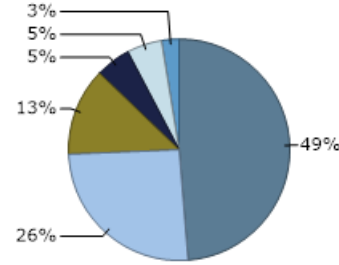
Your Benefits Summary

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:

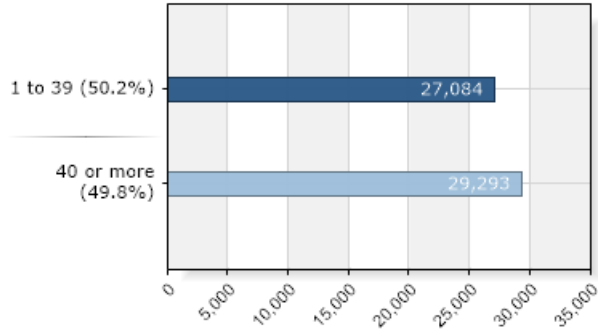
- None receive 49%
- Dental, Medical / Health & Vision receive 26%
- Dental & Medical / Health receive 13%
- Medical / Health receive 5%
- Dental receive 5%
- Dental & Vision receive 3%
- 39 reporting



Compensation Influencers - Employment Setting

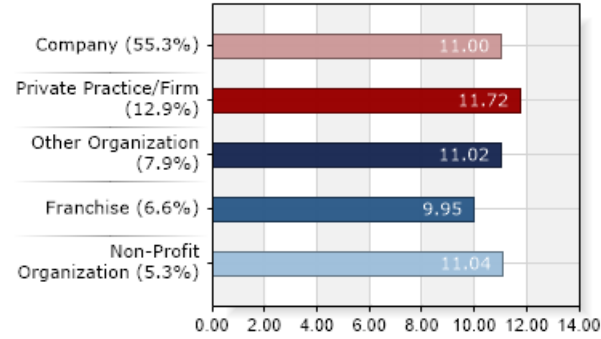
The type of employer you work for or the size of your company can have a direct influence on your cash compensation. We took a look within -- and outside -- Your Peer Group and compared your compensation with the employees who closely match your profile in all respects, except employment setting.

Average Salary by Company Size (People)



Number Reporting: 5 Currency: U.S. Dollar (USD)

Average Hourly Rate by Employer Type

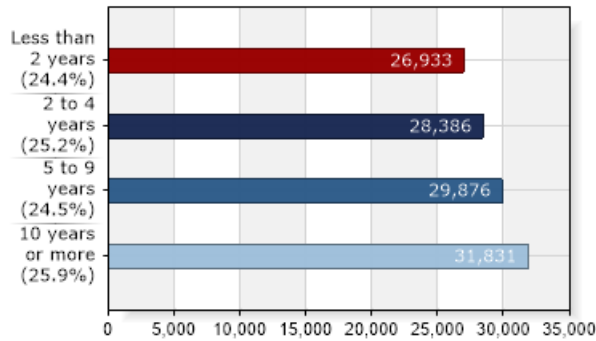


Number Reporting: 181 Currency: U.S. Dollar (USD)

Compensation Influencers - Skills and Experience

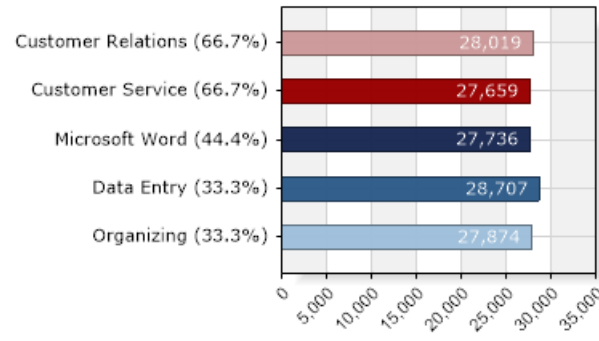
What can you expect as you gain experience and acquire new skills? See how your compensation levels can change -- and the type of skills other employees possess -- in the following charts. They show comparisons to those who closely match your profile in all respects, except their skills or experience.

Average Salary By Experience



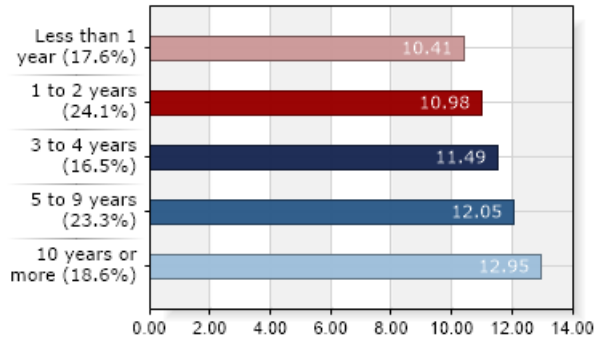
Number Reporting: 9 Currency: U.S. Dollar (USD)

Average Salary By Skill



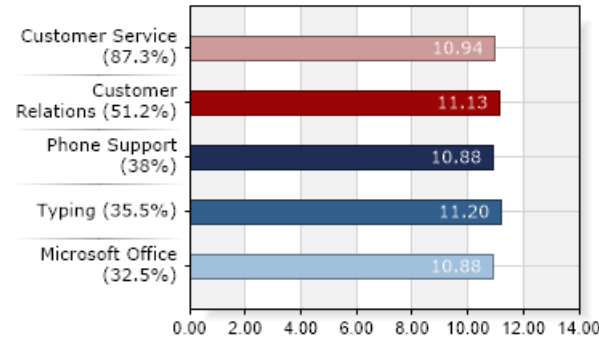
Number Reporting: 9 Currency: U.S. Dollar (USD)

Average Hourly Rate By Experience



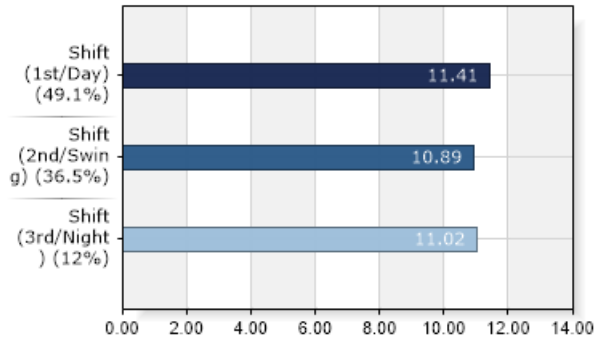
Number Reporting: 203 Currency: U.S. Dollar (USD)

Average Hourly Rate By Skill



Number Reporting: 166 Currency: U.S. Dollar (USD)

Average Hourly Rate by Work Shift

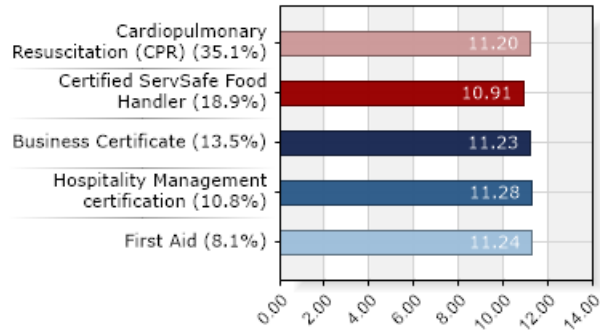


Number Reporting: 66 Currency: U.S. Dollar (USD)

Compensation Influencers - Training and Education

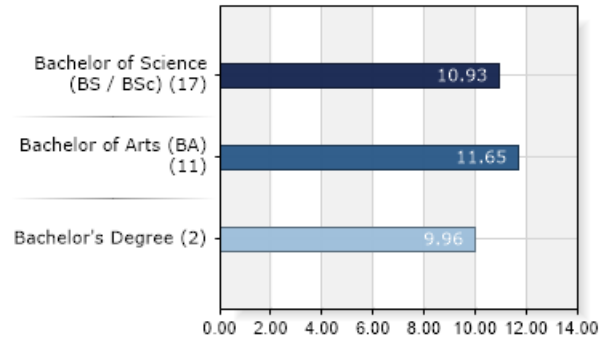
They can make a big difference. The charts below map out the various compensation levels of individuals with profiles that closely match yours, except for their degrees and certifications.

Average Hourly Rate by Certification



Number Reporting: 37 Currency: U.S. Dollar (USD)

Average Hourly Rate by Degree



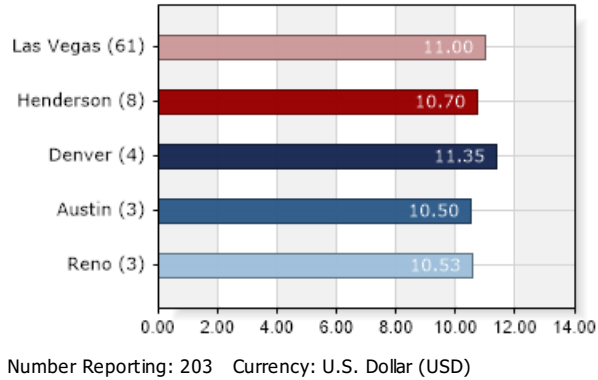
Number Reporting: 40 Currency: U.S. Dollar (USD)

Compensation Influencers - Location and Demographics

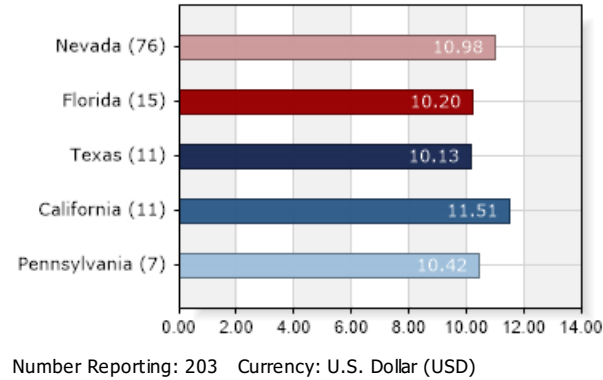
Location. Age. Gender. See how key demographics can effect compensation. We took a look at employees within -- and outside -- Your Peer Group who closely match your profile in all respects except these areas.

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 Hourly Rate By City




Average Hourly Rate By State




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 Location	(City withheld for privacy), Nevada, United States
Job	Receptionist
Years In Field/Career	5
Hourly Rate	\$14.00
Work Week	30
	1
Overtime Rate	\$21.00
Overtime Hours	0
	0
	0
Skill/Specialty	Customer Service, Data Entry, Scheduling, Filing, Typing, Microsoft Word, Microsoft Excel
Management Role	No
Employer Type	Company
Employer's Product/Business	Casino and Resort
Commute Time	20
Commute Method	Own Car
Government Contractor	No
Vacation Weeks	1
Health Benefit	None
Hotel Service	Full Service
School, Degree, or Major	Bachelor's Degree
School, Degree, or Major	
Age	(Age withheld for privacy)
Job 5 Years Ago	Bartender
Year Graduated	2010
Bachelor's Degree	Bachelor of Arts (BA)
Major	Sociology
Online Degree	No
Do You Have U.S. Military Experience?	No
Underemployed	Yes
Employment Situation	I am not working in a job that uses my education or training



Profile No. 2

Job	Receptionist
Job Location	(City withheld for privacy), Nevada, United States
Years In Field/Career	4
Hourly Rate	\$13.00
Work Week	40
	0
	0
	0
Skill/Specialty	Customer Service, Filing, Typing
Management Role	No
Contractor Type	No, I am not a contractor
Employer Type	Hospital
Employer's Product/Business	Hotel
Number of Employees	50
Commute Time	25
Commute Method	Own Car
Government Contractor	No
Vacation Weeks	2
Health Benefit	Dental, Vision, Medical / Health
Ability to Telecommute	No, I can't telecommute
Hotel Service	Limited Service
School, Degree, or Major	No Degree
Age	(Age withheld for privacy)
Race / Ethnicity	White
Job 5 Years Ago	Receptionist
Meaningful Job	My job may make the world a worse place
Job Satisfaction	I hate my job
Job Stress	Fairly stressful
Underemployed	No



Profile No. 3

Job Receptionist
 Job Location (City withheld for privacy), Nevada, United States
 Years In Field/Career 4
 Hourly Rate \$10.56
 Work Week 40
 0
 0
 0
 Yearly Sales for Commission \$20,000
 1
 Tips Collected per Week \$30.00
 Skill/Specialty Customer Service, Phone Support, Customer Relations, Billing,
 Windows Operating System General Use
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Casino and Resort
 Number of Employees 4
 Government Contractor No
 Vacation Weeks 2
 Health Benefit Dental, Vision, Medical / Health
 Hotel Service Full Service
 School, Degree, or Major High School Diploma or GED
 Age (Age withheld for privacy)



Profile No. 4

Job Front Desk Clerk
 Job Location (City withheld for privacy), Nevada, United States
 Years In Field/Career 3
 Hourly Rate \$10.00
 Work Week 40
 0
 0
 0
 0
 Skill/Specialty Customer Service, Typing, Microsoft Office
 Certification Business Certificate
 Management Role No
 Contractor Type No, I am not a contractor
 Employer Type Team
 Employer's Product/Business Hotel
 Number of Employees 3
 Commute Time 20
 Commute Method Own Car
 Government Contractor No
 Health Benefit Dental
 Hotel Service Full Service
 School, Degree, or Major High School Diploma or GED
 Age (Age withheld for privacy)
 Job 5 Years Ago Clerical Assistant
 Came to apply Other
 Referral Type Yes, through my extended personal network (a friend of friends,
 etc.)
 Employer Satisfaction 4
 Employer Communication 2
 Employer offers Development 4
 Employer Appreciation 3
 Employer has Bright Future 4
 Manager Relationship 4
 Transparent Pay Process 3
 Fair Pay Process 3
 Relative Top Performer 3
 Employer Review Rating 4 – Exceeded Expectations
 Sought New Job Yes
 Market Position Average



Profile No. 5

Job Receptionist
 Job Location (City withheld for privacy), Nevada, United States
 Years In Field/Career 4
 Hourly Rate \$9.00
 Work Week 40
 0
 0
 0
 0
 Skill/Specialty Microsoft Excel, Phone Support, Customer Service
 Management Role No
 Employer Type Company
 Employer's Product/Business Casino and Resort
 Number of Employees 1000
 Commute Time 12
 Commute Method Own Car
 Government Contractor No
 Vacation Weeks 2
 Health Benefit Medical / Health
 Hotel Service Full Service
 School, Degree, or Major Bachelor's Degree
 School, Degree, or Major Bachelor's Degree
 Age (Age withheld for privacy)
 Job 5 Years Ago Senior Electrical Engineer
 Year Graduated 1991
 Bachelor's Degree Bachelor of Science (BS / BSc)
 Major Electrical Engineering (EE)
 Online Degree No
 Do You Have U.S. Military Experience? No



Profile No. 6

Job Location (City withheld for privacy), Louisiana, United States
 Job Front Desk Clerk
 Years In Field/Career 2
 Hourly Rate \$9.00
 Work Week 40
 0
 0
 0
 0
 Skill/Specialty Customer Service, Customer Relations, Data Entry, Typing, Microsoft Office, Sales
 Management Role No
 Employer Type Company
 Employer's Product/Business Hotel
 Number of Employees 200
 Government Contractor No
 Vacation Weeks 2
 Health Benefit Dental, Vision, Medical / Health
 Hotel Service Full Service
 School, Degree, or Major High School Diploma or GED
 Age (Age withheld for privacy)
 Race / Ethnicity Black or African American
 Job 5 Years Ago Retail Cashier
 Do You Have U.S. Military Experience? No
 Underemployed No



Profile No. 7

Job Location (City withheld for privacy), Nevada, United States
 Job Front Desk Agent
 Years In Field/Career 2
 Hourly Rate \$13.25
 Work Week 40
 0
 0
 0
 0
 Skill/Specialty Customer Service
 Work Shift Shift (2nd/Swing)
 Average Room Rate \$50.00
 Management Role No
 Contractor Type No, I am not a contractor
 Employer Type Company
 Employer's Product/Business Casino Hotel
 Number of Employees 2
 Commute Time 30
 Commute Method Own Car
 Government Contractor No
 Vacation Weeks 1
 All Benefits/Perks 401(k)
 Health Benefit Medical / Health
 Ability to Telecommute No, I can't telecommute
 Hotel Service Full Service
 Establishment Rating I don't know
 School, Degree, or Major Some College
 School, Degree, or Major (School Name withheld for privacy), Did Not Graduate, No
 Age (Age withheld for privacy)
 Job 5 Years Ago Radiology Transcriptionist
 Underemployed I'm not sure



Profile No. 8

Job Front Desk Agent
 Job Location (City withheld for privacy), Nevada, United States
 Years In Field/Career 8
 Hourly Rate \$13.00
 Work Week 40
 0
 0
 0
 0
 Work Shift Shift (3rd/Night)
 Average Room Rate \$79.00
 Management Role No
 Employer Type Franchise
 Employer's Product/Business Casino and Resort
 Years with Employer 1
 Government Contractor No
 Health Benefit Dental, Medical / Health
 Hotel Service Limited Service
 Establishment Rating I don't know
 Age (Age withheld for privacy)



Profile No. 9

Job Receptionist
 Job Location (City withheld for privacy), Nevada, United States
 Years In Field/Career 2
 Hourly Rate \$15.00
 Work Week 40
 0
 0
 0
 0
 Skill/Specialty Customer Service, Data Entry, Filing, Typing, Billing, Insurance, Telecommunications
 Management Role No



Profile No. 10

Job Location (City withheld for privacy), Nevada, United States
 Job Receptionist
 Years In Field/Career 4
 Hourly Rate \$13.00
 Work Week 40
 0
 0
 0
 0
 Skill/Specialty Customer Service, Phone Support, Data Entry, Customer Relations, Billing
 Management Role No
 Employer Type Hospital
 Employer's Product/Business Long-term Care or Rehabilitation Facility
 Number of Employees 200
 Government Contractor No
 Vacation Weeks 2
 Health Benefit Dental
 School, Degree, or Major High School Diploma or GED
 Age (Age withheld for privacy)
 Job 5 Years Ago Medical Records / Health Information Technician
 Do You Have U.S. Military Experience? No
 Underemployed I'm not sure
 Employment Situation I am happily employed

Methodology



Data Collection. PayScale administers the largest real-time salary survey in the world with more than 200,000 new survey records added every month. The database of more than 54 million total salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available. Our data collection is strongly correlated with the size of the pool being considered, representing the diversity of the general workforce.

People complete a salary profile on PayScale's website for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions. Upon completing PayScale's salary survey, individuals receive a series of reports that show how their salary compares to other people with similar education, skills and work experience. Individuals can also explore how changes such as moving to a different city, getting a promotion and going back to school can affect their future earning potential.

Data Standardization & Matching. Accurate compensation reporting is highly dependent on the ability to normalize and classify titles, industries, locations and other compensable factors into consistent groups. Knowing that "C++ Developer" is a kind of "Software Engineer" requires a deep understanding of the semantics of these terms as well as the core tasks performed by employees with these titles. PayScale leverages proprietary internal taxonomies as well as proprietary mappings to third party data sources to assure accurate mapping. The breadth and depth of the data assets used to standardize and match data is unparalleled in the industry.

PayScale applies a set of propriety algorithms to assure the consistency and accuracy of every data point used in our compensation models and reports. Our data team regularly compares PayScale compensation data with external sources of data, both publically and privately available. This research has shown that our market data is strongly correlated with other sources of compensation data, including employer submitted data. This research has also shown the breadth and depth of our data is wider than other sources due to our collection methods and software product, where users are able to more precisely describe and price positions, including both the type and size of the organization, and the skills and experience of the position.

Our software does not need to modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help our customers avoid the shortcomings of traditional salary surveys that dilute the market data using "averages of averages" or "surveys of surveys" approaches.

MarketMatch™. The MarketMatch algorithm uses a two-step process for producing compensation data in a PayScale report. The first step is to understand which of our more than 250 compensable factors are important when it comes to pricing a job and how that job's pay is affected by these compensable factors. This is done in order to define a pay distribution for this job. The mix of compensable factors and their effect on pay is highly dependent upon the job. For example, coding languages and locations are important compensable factors for a Software Developer, while average sales prices and annual sales are important for an Account Executive. The second step is to then find the recent profiles that best match the described position in order to tighten the overall distribution from representing the job overall to the specific position described in the PayScale report.