

EXHIBIT 13  
WITNESS \_\_\_\_\_

JUN 06 2018

VANESSA ADDISON, Reporter

**From:** Dave Taylor <dave.taylor@rock-services.co.uk>  
**Sent:** Sunday, October 15, 2017 6:08 AM  
**To:** Victoria Sena  
**Cc:** Liz Bilney; Matt Reid  
**Subject:** Mississippi Project.  
**Attachments:** RE: Phone call with Arron; Center for Artificial Intelligence is Approved; Re: Center for Artificial Intelligence is Approved; Phone call with Arron; RE: Mississippi White Paper.; Mississippi Works Technology; Job Descriptions; Mississippi Works Technology; Re: Mississippi Works Technology; RE: Mississippi Projects.; Mississippi Project.docx

Hi Victoria,

Hope you are well and picked up your phone and IT equipment up last week. Please let me know if there are any issues with the laptop and if you require any additional software added.

Are you in Bristol on Monday? Unfortunately I am not. I'm in South Africa until October 23<sup>rd</sup>, and Liz is also out in SA for the start of the week. Sorry I'm not around, there are plenty of spare desks on the first floor at Lysander House and if you speak to Shelley Harris, Shelley will be able to find a place for you to work.

#### Mississippi Project

As you are aware we are expecting you to focus on establishing the Eldon Artificial intelligence Team in Mississippi. I've only been able to move this along fairly slowly (with the help of Liz) and to be honest for the last couple of months we have been doing as much as we need to in order to step forward but waiting for you to arrive so the project can have the necessary level of focus required. I've attached a few relevant emails from our Mississippi contacts, as well as a contact list. The guys in Mississippi know you are arriving and it would be good to make contact to let them know you have arrived.

Arron's requirement for the Mississippi office is to establish a Marketing focused AI office, with Data Scientists, Marketing Execs and a Psychologist working on projects to disrupt the market, reduce our reliance on Price Comparison Sites and drive down cost of acquisition. Retailing through peer to peer groups and social media are areas where Arron sees opportunity and I would recommend you arrange some time to speak to Matt Reid (Eldon's Marketing Director) as Matt and his team will be providing input into the Mississippi team workflow. Please see projects detail below for other potential work for Mississippi.

#### *Insight Park Office Space*

Eldon have agreed to enter into a contractual agreement with the University rather than just fund specific research projects as we are doing in the UK with the University of Lancaster. The contractual side of the agreement still needs to be resolved unless Liz has been able to progress directly.

You will see from the attachments that I have submitted a White Paper to the University Insight Park for approval which was provided on August 21<sup>st</sup>. William Nicholas has subsequently sent over (on September 20<sup>th</sup>) a proposed floor plan for review. That is still an outstanding task so please could you review? The White Paper we submitted details our initial high level requirements with proposed staff numbers so you can see the background. They appear to have assigned space for you as well which is encouraging! Whilst I have mentioned the concept of a Mississippi office to our Eldon IT team you will need to bring them up to speed and involve at the appropriate time when you get a better understanding of when we will have scheduled to have a physical presence at the Insight Park.

### *Recruitment*

Liz, Matt and myself have held some teleconference calls with Dr Steven Grice, Dale Smith and Robin Stewart who are the key contacts regarding recruitment. Please could you review the emails from Robin. We need to register ourselves on Mississippi Works which is the recommended application for recruitment and review the salary bandings and job descriptions provided by Robin. Feedback from the Mississippi guys was that although our job descriptions were useful they needed to be adapted to an American audience and Robin Stewart is helping with that. I've attached emails which show the job descriptions we did provide which they did acknowledge were good so there should not be much to change.

### *Projects*

We have already identified some projects the Mississippi team could work on. There is an email attachment which covers this (Mississippi projects). Further to these projects the team eventually recruited in Mississippi will have to work with Matt and his UK based team to find more opportunities. Arron would also like the team to acquire more sources of data and has mentioned that our plans to use software we have purchased (Kapow) to scrape social media data (Facebook profiles of our customers for starters) would fit in well with what is expected from Mississippi. We are already building up a sizeable big data set but need to supplement with data from social media and analyse (hence the Psychologist) to build up psychometric profiles we can adapt or build marketing campaigns to/for.

### *Sundries*

Hope you don't mind all the reading material. I've requested for you to be set up with access to the "Big Data Project" drive so you can safely store folders etc. securely on our network there. You can also see (if you are interested) the type of Data Science projects our UK based team and the University of Lancaster student are working on. I would recommend you spend some time when you can with Dr Steve Perkins who is based at Lysander House and is our Actuarial & Data Science Manager. Steve is providing the technical lead from a Data Science perspective and we will need to utilise his expertise recruitment-wise in the US.

Rupert Handley (Head of Risk) is someone else you will need to speak to. Rupert is also responsible for our GDPR project and we will need to agree an approach and a solution which allows us to run the office in Mississippi whilst complying with the new regulation.

Rupert and Steve (and Matt Reid) know you are arriving, and what your role and responsibilities are and will be able to assist.

If you need to speak to me my mobile number is 07515 579183. I'm likely to be tied up most of Monday morning but should be free early afternoon if you need to talk. Now we have you on board it would be good to progress this initiative as quickly as possible.

Regards,

Dave.

**From:** Dave Taylor <dave.taylor@rock-services.co.uk>  
**Sent:** Wednesday, August 16, 2017 3:12 AM  
**To:** John Boykin; Liz Bilney  
**Cc:** Andy Wigmore; Marcus Dufour; William P Nicholas  
**Subject:** RE: Phone call with Arron  
**Attachments:** Senior Data Scientist.docx; Junior Data Scientist.docx; Eldon Insurance Services Limited White Paper 160817.docx

Hi John,

I have updated the White Paper to reflect the new numbers Arron mentioned, and the office space requirements as advised by Liz. I hope this is adequate. If there is any further information you feel I need to add to the White Paper please let me know.

I've also attached the job descriptions I think Liz sent through last month. They are for Junior and Senior Data Scientists. The salary range we would expect to pay in the UK for these positions are £25,000 to £28,000 (\$32,000 to \$36,000) for a Junior Data Scientist and £35,000 to £40,000 (\$45,000 to \$51,000) for a Senior Data Scientist. When I discussed the Mississippi opportunity with Arron last week he explained he would probably require Marketing expertise as part of the set-up as well. I will need to provide a job description and salary estimation which I expect to receive from my Marketing Director over the next few days.

As per Liz's response, utilising Dr. Parisi's MS Works Programme sounds great in principle. I would expect Liz, myself, Matt Reid (Eldon's Marketing Director) Victoria Sena and Dr. Steve Perkins from would be the core team who would travel to Mississippi to interview and get the operation up and running. If we can have gone through a sifting process of CVs provided by MS Works prior to our arrival that would seem sensible.

I note from the Sequence of Activities section of the White Paper that the Director of the Insight Park will submit the Paper for a Committee vote. Could you advise the timescales for this? Do we need this to be sanctioned prior to engaging MS Works?

I can make myself available for a call this afternoon (UK Time) if we need to discuss detail although I'm hoping the job descriptions and updated White Paper will provide the initial information you are looking for. The Marketing roles and estimated salaries will follow as soon as possible.

Regards,

Dave.

-----Original Message-----

From: John Boykin [mailto:John.Boykin@governor.ms.gov]

Sent: 15 August 2017 19:22

To: Liz Bilney <liz.bilney@rock-services.co.uk>

Cc: Dave Taylor <dave.taylor@rock-services.co.uk>; Andy Wigmore <andy@wigmoremedia.com>; Marcus Dufour <mdufour@mississippi.org>; William P Nicholas <williamn@olemiss.edu>

Subject: Phone call with Arron

Liz, I hope you and the team have been well since our last chat. Yesterday, I talked to Arron on the phone about several subjects, including the AI project. I briefed him on our progress thus far. As of now, our focus is on recruiting applicants for potential hire. We have a program in MS called MS Works, which consist of a database that allows us to narrow in on specific graduates and professionals across the state and country for specific fields. Essentially it's a employee recruitment service. The program is largely run by Dr. Mimmo Parisi. Dr. Parisi has an extensive career in this field, and he is highly regarded and respected. We believe that we have the resources to find the people you need, with your permission of course.

In mine and Arron's discussion, he mentioned that he thinks the number of initial employees for AI will need to be larger than expected. Arron estimated around 10 people, and that AI would, in time, grow from there. In order to move forward on compiling a package of potential candidates, we will need a detailed list of job positions and descriptions along with estimated salaries for each. Arron and I discussed the idea of having your core team sent to MS to get things up and running, and in that process we could provide a stack of candidates for your team to interview and choose from. That's just an idea and of course we will take our direction from you, but we wanted you to have that option.

Just let us know what you would like to do. We can set up a call to discuss in detail if you would like.

This Friday I'll be heading to Saudi Arabia and then the UAE for the next 10 days or so, but Marcus and William will be around. I'll also have my phone with me if need be.

Thanks Liz!

JB

Sent from my iPhone

-----

This email has been scanned for spam and viruses by Proofpoint Essentials. Visit the following link to report this email as spam:

[https://eu1.proofpointessentials.com/index01.php?mod\\_id=1&mod\\_option=gitem&mail\\_id=02821308-G4K%2BsH62YN9J&r\\_address?ve.taylor%40rock-services.co.uk&report=](https://eu1.proofpointessentials.com/index01.php?mod_id=1&mod_option=gitem&mail_id=02821308-G4K%2BsH62YN9J&r_address?ve.taylor%40rock-services.co.uk&report=)



## Senior / Lead Data Scientist Job Spec

**Role Description** – This role would be based within the Mississippi team concentrating on building in-house capability to use innovative data science techniques in marketing. For the role an applicant should have practical experience of data cleaning, visualisations as well as using a variety of data science techniques. A senior data scientist will be expected to:

- Identify new data sources suitable for analysis and implementation
- Carry out interrogations on unstructured datasets
- Scope, plan and manage data investigations and modelling
- Design methodical data science experiments to select and tune algorithms and quantify performance in a business relevant way
- Help build data science processes within the team
- Support the development of junior colleagues and lead investigations carried out by more junior members of the team
- Advise on structure and use of big data in the marketing environment
- Apply machine learning techniques to new problems

For this role you should have strong communication skills and to be able to engage with stakeholders to offer innovative data science solutions to problems. A successful candidate will have at least 3 years' experience working as a data scientist.

### Essential skills:

- Practical & demonstrable experience of a variety of machine learning techniques
- Experience managing data science projects
- Experience of practical implementation of data science
- Programming experience (R/Python/SQL/others)
- Numerical degree or higher (Post Graduate degree may be advantageous)

### Desirable skills:

- Experience validating statistical analysis, including A/B testing
- Experience communicating with stakeholders
- Experience in insurance

## Junior Data Scientist Job Spec

**Role Description** – This role would be based within the Mississippi team concentrating on building in-house capability to use innovative techniques in both marketing and pricing. The role will expand over time as the project develops. The successful candidate will have the drive and ability to build the capability to use innovative techniques in marketing.

The Data Scientist role will include some of the following:

- Identify new data sources suitable for analysis and implementation
- Manipulating datasets ready for analysis
- Data investigations – both internal and external data sources
- Interrogation of unstructured datasets
- Advise on structure and use of Big Data in the marketing environment
- Application of Machine Learning
- Analysis to enable targeted marketing

**Desirable skills/experience (not all required):**

- Insurance experience
- Statistical modelling experience
- Experience of interrogating 'Big Data'
- Experience of suggesting and investigating, problem solving
- Experience of Machine learning
- Programming experience (R/SAS/SQL/other)
- Proficient in Excel/Word/PowerPoint (essential)
- Numerical degree or higher (Post Graduate degree may be advantageous)

## **Eldon Insurance Services Limited Insight Park Tenancy Submission**

**Author: David Taylor.**

### **1. Introduction**

Eldon Insurance Services Limited is the parent company of a group of leading Insurance Brokers and Claims Handlers with over 500 staff across our offices in the north east, south and the south west of England. Eldon has a vision to be the leading provider of competitive insurance products to personal and business consumers within the United Kingdom. To fulfill this vision Eldon is partnering with academic institutions in the United Kingdom and the United States to utilize industry leading machine learning and Artificial Intelligence techniques. Collaboration with academic institutions who can provide such expertise, such as the University of Mississippi, will allow Eldon to produce Artificial Intelligence solutions to drive improvements across all business areas and fulfill our vision.

### **2. Company Background**

Eldon Insurance Services was founded in 2005 as a claims handling provider for Southern Rock Insurance Company. Eldon provide a full suite of claims handling functions from first notification of loss to claims settlement and this arm of the business has steadily grown in line with Southern Rock Insurance policy sales. Based in Newcastle-upon-Tyne, Eldon Claims currently employs 232 staff and is projected to handle 45,000 new claims in 2017.

Eldon's Insurance Broking arm was founded in October 2012 under the trading style of GoSkippy Insurance ([www.goskippy.com](http://www.goskippy.com)) retailing car insurance within the United Kingdom. Eldon acts as a broker placing insurance risks for customers across a panel of twenty insurers.

The GoSkippy brand has a proven record of success with rapid policy count growth driven by excellent new business sales numbers and supplemented by an effective renewal strategy ensuring customers are retained.

Following the successful launch of GoSkippy Car Insurance new products were added. GoSkippy Van Insurance (June 2013), GoSkippy Motorcycle Insurance (March 2014) and GoSkippy Home Insurance (April 2014) have all been launched and current policy count for GoSkippy trading is close to 290,000.

Eldon has developed other brands to target other market segments. The brand Business Choice Direct was created to offer commercial insurance solutions and was established in January 2014. Eldon also administers car and home insurance for Debenhams Retail plc having won the contract in 2014. These additional brands have enabled policy count growth to continue to expand and Eldon currently has 370,000 customers.

Intelligent use of data has been integral to Eldon's growth and profitability. Improved customer selection following the introduction of data enrichment based on credit scores and identification validation in August 2015 has enabled Eldon to provide insurers with

better quality risks translating into improved insurer performance and competitive rating for the brokerage.

A lean cost base and use of an outsourced call center solution in Durban, South Africa has led to improved profitability in a competitive marketplace.

Improved use of data and Artificial Intelligence led projects underpin plans for future growth. AI projects to optimize retail and risk pricing, identify fraud, identify new customers and drive down the cost of acquiring policies are strategic company aims to ensure sustainable growth. It is work on these projects we are looking to partner with the University of Mississippi to deliver, working alongside our UK based Data Scientists.

Eldon has a targeted policy count of 400,000 for year end 2017 with a budgeted profit of £24m.

In 2013 ICS Risk Solutions became the parent company of Eldon Insurance Services. The corporate structure of ICS Risk Solutions has been supplied for reference.

### **3. Proposed Collaborative Efforts**

Eldon Insurance will be collaborating with the University of Mississippi to identify opportunities in the following business areas using machine learning techniques to create Artificial Intelligence models which Eldon can use.

- Pricing Improvements. Optimise risk and retail pricing with a goal of developing real time personalised rating for Eldon customers.
- Improved claims handling efficiencies. Automate claims monitoring to reduce costly claims leakage to save time and costs. Utilisation of Artificial Intelligence to classify claim types and direct claims to the correct handlers to save costs and improve efficiency.
- Reduce costs of acquisition. Use machine learning to identify segments of business Eldon's marketing team can target on social media, or through traditional marketing methods to reduce reliance on existing marketing sources. Learnings would be reinforced with further analysis to dictate advert style and content.
- Improve operational efficiency. Produce targeted machine learning solutions to improve efficiencies across all areas.

Research and development being carried out at the Insight Park will initially concentrate on marketing projects in conjunction with Eldon's Marketing team in Bristol. The scope of these projects could vary greatly as fresh opportunities are identified.

Within the first year of establishing a presence expectations are that the concept of establishing a presence at the Insight Park will be proven by the delivery of four to five AI projects across at least two of the above business areas.

Eldon will require/create seven Data Scientist positions and two Marketing Executives to work with an Eldon appointed Office Manager on these research and development projects. It is expected that Eldon will work with Dr Ken Cyree and William Nicholas at the University to assist with recruitment of appropriately skilled graduates who will be tasked with producing the Artificial Intelligence models in the above Research and Development areas.

#### **4. Potential Conflicts and Concerns**

No areas of potential conflict and concern for members of the University research committee are known to Eldon Insurance Services.

#### **5. Space needs**

Eldon will require 2 x 300 square feet of office space for seven Data Scientists, two Marketing Executives and an Office Manager with appropriate network and telephony connectivity.

Eldon would look to move into the office space in October 2017 when our Office/Project Manager Victoria Sena commences employment with Eldon.

**From:** WILLIAM P NICHOLAS <williamn@olemiss.edu>  
**Sent:** Monday, August 21, 2017 2:40 PM  
**To:** Dave Taylor  
**Cc:** Liz Bilney; Andy Wigmore; John Boykin; Marcus Dufour  
**Subject:** Center for Artificial Intelligence is Approved

Hi Dave,

I wanted to let you and the team know that the review committee for Insight Park has approved Eldon for admission. This is a great opportunity for some of our talented students to participate in meaningful work and advance their education. I think you will be impressed with the caliber of students we have at our university. Thank you all for choosing Oxford and the University of Mississippi for your U.S. location. I'm certainly looking forward to working with you and others as you strive to get the Mississippi office staffed and running.

John is out of the country this week, but he and Marcus continue to work on staffing solutions to assist Eldon find the necessary talent. I'm sure John will reach out to the group as soon as he returns.

We are delighted to see this project moving forward.

Best,  
William

William Nicholas  
Director of Economic Development  
Insight Park - The University of Mississippi  
850 Insight Park Avenue  
University, MS 38677  
U.S.A.  
+1-662-915-2526  
[Williamn@olemiss.edu](mailto:Williamn@olemiss.edu) | [www.insightparkum.com](http://www.insightparkum.com)

This message is the property of The University of Mississippi and is intended only for the use of Addressee(s) and may contain information that is PRIVILEGED, CONFIDENTIAL and/or EXEMPT FROM DISCLOSURE under University policy or applicable law. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or use of the information contained herein is STRICTLY PROHIBITED. If you receive this communication in error, please destroy all copies of the message, whether in electronic or hardcopy format, as well as attachments and immediately contact the sender by replying to this e-mail.

On Aug 16, 2017, at 3:11 AM, Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)> wrote:

Hi John,

I have updated the White Paper to reflect the new numbers Arron mentioned, and the office space requirements as advised by Liz. I hope this is adequate. If there is any further information you feel I need to add to the White Paper please let me know.

I've also attached the job descriptions I think Liz sent through last month. They are for Junior and Senior Data Scientists. The salary range we would expect to pay in the UK for these positions are £25,000 to £28,000 (\$32,000 to \$36,000) for a Junior Data Scientist and £35,000 to £40,000 (\$45,000 to \$51,000) for a Senior Data Scientist. When I discussed the Mississippi opportunity with Arron last week he



explained he would probably require Marketing expertise as part of the set-up as well. I will need to provide a job description and salary estimation which I expect to receive from my Marketing Director over the next few days.

As per Liz's response, utilising Dr. Parisi's MS Works Programme sounds great in principle. I would expect Liz, myself, Matt Reid (Eldon's Marketing Director) Victoria Sena and Dr. Steve Perkins from would be the core team who would travel to Mississippi to interview and get the operation up and running. If we can have gone through a sifting process of CVs provided by MS Works prior to our arrival that would seem sensible.

I note from the Sequence of Activities section of the White Paper that the Director of the Insight Park will submit the Paper for a Committee vote. Could you advise the timescales for this? Do we need this to be sanctioned prior to engaging MS Works?

I can make myself available for a call this afternoon (UK Time) if we need to discuss detail although I'm hoping the job descriptions and updated White Paper will provide the initial information you are looking for. The Marketing roles and estimated salaries will follow as soon as possible.

Regards,

Dave.

-----Original Message-----

From: John Boykin [<mailto:John.Boykin@governor.ms.gov>]

Sent: 15 August 2017 19:22

To: Liz Bilney <[liz.bilney@rock-services.co.uk](mailto:liz.bilney@rock-services.co.uk)>

Cc: Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)>; Andy Wigmore <[andy@wigmoremedia.com](mailto:andy@wigmoremedia.com)>;

Marcus Dufour <[mdufour@mississippi.org](mailto:mdufour@mississippi.org)>; William P Nicholas <[williamn@olemiss.edu](mailto:williamn@olemiss.edu)>

Subject: Phone call with Arron

Liz, I hope you and the team have been well since our last chat. Yesterday, I talked to Arron on the phone about several subjects, including the AI project. I briefed him on our progress thus far. As of now, our focus is on recruiting applicants for potential hire. We have a program in MS called MS Works, which consist of a database that allows us to narrow in on specific graduates and professionals across the state and country for specific fields. Essentially it's a employee recruitment service. The program is largely run by Dr. Mimmo Parisi. Dr. Parisi has an extensive career in this field, and he is highly regarded and respected. We believe that we have the resources to find the people you need, with your permission of course.

In mine and Arron's discussion, he mentioned that he thinks the number of initial employees for AI will need to be larger than expected. Arron estimated around 10 people, and that AI would, in time, grow from there. In order to move forward on compiling a package of potential candidates, we will need a detailed list of job positions and descriptions along with estimated salaries for each. Arron and I discussed the idea of having your core team sent to MS to get things up and running, and in that process we could provide a stack of candidates for your team to interview and choose from. That's just an idea and of course we will take our direction from you, but we wanted you to have that option.

Just let us know what you would like to do. We can set up a call to discuss in detail if you would like.

This Friday I'll be heading to Saudi Arabia and then the UAE for the next 10 days or so, but Marcus and William will be around. I'll also have my phone with me if need be.

Thanks Liz!

JB

Sent from my iPhone

-----

This email has been scanned for spam and viruses by Proofpoint Essentials. Visit the following link to report this email as spam:

[https://eu1.proofpointessentials.com/index01.php?mod\\_id=&mod\\_option=gitem&mail\\_id=02821308-G4K%2BsH62YN9J&r\\_address?ve.taylor%40rock-services.co.uk&report=](https://eu1.proofpointessentials.com/index01.php?mod_id=&mod_option=gitem&mail_id=02821308-G4K%2BsH62YN9J&r_address?ve.taylor%40rock-services.co.uk&report=)

This message, (and any associated files) is intended only for the use of the intended recipient(s) and may contain information that is confidential, subject to copyright or constitutes a trade secret. If you have received this message in error, please contact Rock Services Limited immediately by replying to the message and deleting it from your computer. Any content included in this mail does not necessarily reflect the views of Rock Services Limited. Whilst we have taken reasonable precautions to ensure that this e-mail and any attachment has been checked for viruses, we cannot guarantee that they are virus free and we cannot accept liability for any damage sustained as a result of software viruses. We would advise that you carry out your own virus checks, especially before opening an attachment.

Rock Services Limited is a limited company registered in England and Wales. Registered number: 05960676 Registered office: Lysander House, Catbrain Lane, Cribbs Causeway, Bristol, BS10 7TQ.  
<Senior Data Scientist.docx><Junior Data Scientist.docx><Eldon Insurance Services Limited White Paper 160817.docx>

---

This email has been scanned for spam and viruses by Proofpoint Essentials. Click [here](#) to report this email as spam.

**From:** WILLIAM P NICHOLAS <williamn@olemiss.edu>  
**Sent:** Wednesday, September 20, 2017 9:39 AM  
**To:** Dave Taylor  
**Cc:** Liz Bilney; Andy Wigmore; John Boykin; Marcus Dufour  
**Subject:** Re: Center for Artificial Intelligence is Approved  
**Attachments:** Insight Park 2nd Floor East Tenant Space 280 Build-Out\_OPTION 2.pdf

**This email originated from outside our organisation, either from an external partner or the internet.**

Hi Dave,

I'm happy to hear that things are progressing in terms of recruitment. Hopefully, Steven and his colleagues can help find the talent you need.

We have identified ~ 3,000 SF of space that I believe Eldon has decided to lease. So, the next step is to decide on a floor plan and sign a long-term lease. I've attached a sample floor plan to initiate a discussion, but it can be designed to suit your needs. Of course, an open floor space will be significantly less expensive than constructing multiple private offices and a conference room. It really depends on everyone's budget. In the meantime, I have saved an unfurnished 375 sf office for Victoria to work during construction. Eldon can use our internet connection, so you will be able to conduct business as soon as you arrive. Once here, we need to issue an ID to provide building access, and permanent people will need to register their vehicle with the university. These tasks can easily be completed the first day on campus.

I recommend you and Liz review the floor plan (green and yellow), and then let's schedule another conference call to talk through your needs and a timeline. I'm eager to see Eldon open an office at Insight Park!

Best,  
William

William Nicholas  
Director of Economic Development  
Insight Park - The University of Mississippi  
850 Insight Park Avenue  
University, MS 38677  
U.S.A.  
+1-662-915-2526  
[Williamn@olemiss.edu](mailto:Williamn@olemiss.edu) | [www.insightparkum.com](http://www.insightparkum.com)

This message is the property of The University of Mississippi and is intended only for the use of Addressee(s) and may contain information that is PRIVILEGED, CONFIDENTIAL and/or EXEMPT FROM DISCLOSURE under University policy or applicable law. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or use of the information contained herein is STRICTLY PROHIBITED. If you receive this communication in error, please destroy all copies of the message, whether in electronic or hardcopy format, as well as attachments and immediately contact the sender by replying to this e-mail.

On Sep 20, 2017, at 1:46 AM, Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)> wrote:

Hi William,

It's excellent news that the Review Committee has approved Eldon for admission to the Insight Park.

We have subsequently spoken to Dr Steven Grice and his team at NSPARC regarding assisting in recruitment and we have started the process to register with Mississippi Works Technology to advertise for suitable talent.

With regard to the next steps for establishing the Insight Park office, please could you advise what the next steps should be post the White Paper approval. Is there further registration and information we need to provide? Could you also advise how we establish the office specification, connectivity etc.

Apologies if these questions are not relevant to yourself. If they are not please let me know who I need to pick these points up with. We are very keen and committed to establishing a presence in Mississippi.

Regards,

Dave.

---

**From:** WILLIAM P NICHOLAS [<mailto:williamn@olemiss.edu>]

**Sent:** 21 August 2017 20:40

**To:** Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)>

**Cc:** Liz Bilney <[liz.bilney@rock-services.co.uk](mailto:liz.bilney@rock-services.co.uk)>; Andy Wigmore <[andy@wigmoredmedia.com](mailto:andy@wigmoredmedia.com)>; John Boykin <[John.Boykin@governor.ms.gov](mailto:John.Boykin@governor.ms.gov)>; Marcus Dufour <[mdufour@mississippi.org](mailto:mdufour@mississippi.org)>

**Subject:** Center for Artificial Intelligence is Approved

Hi Dave,

I wanted to let you and the team know that the review committee for Insight Park has approved Eldon for admission. This is a great opportunity for some of our talented students to participate in meaningful work and advance their education. I think you will be impressed with the caliber of students we have at our university. Thank you all for choosing Oxford and the University of Mississippi for your U.S. location. I'm certainly looking forward to working with you and others as you strive to get the Mississippi office staffed and running.

John is out of the country this week, but he and Marcus continue to work on staffing solutions to assist Eldon find the necessary talent. I'm sure John will reach out to the group as soon as he returns.

We are delighted to see this project moving forward.

Best,  
William

William Nicholas  
Director of Economic Development  
Insight Park - The University of Mississippi  
850 Insight Park Avenue  
University, MS 38677  
U.S.A.

This message is the property of The University of Mississippi and is intended only for the use of Addressee(s) and may contain information that is PRIVILEGED, CONFIDENTIAL and/or EXEMPT FROM DISCLOSURE under University policy or applicable law. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or use of the information contained herein is STRICTLY PROHIBITED. If you receive this communication in error, please destroy all copies of the message, whether in electronic or hardcopy format, as well as attachments and immediately contact the sender by replying to this e-mail.

On Aug 16, 2017, at 3:11 AM, Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)> wrote:

Hi John,

I have updated the White Paper to reflect the new numbers Arron mentioned, and the office space requirements as advised by Liz. I hope this is adequate. If there is any further information you feel I need to add to the White Paper please let me know.

I've also attached the job descriptions I think Liz sent through last month. They are for Junior and Senior Data Scientists. The salary range we would expect to pay in the UK for these positions are £25,000 to £28,000 (\$32,000 to \$36,000) for a Junior Data Scientist and £35,000 to £40,000 (\$45,000 to \$51,000) for a Senior Data Scientist. When I discussed the Mississippi opportunity with Arron last week he explained he would probably require Marketing expertise as part of the set-up as well. I will need to provide a job description and salary estimation which I expect to receive from my Marketing Director over the next few days.

As per Liz's response, utilising Dr. Parisi's MS Works Programme sounds great in principle. I would expect Liz, myself, Matt Reid (Eldon's Marketing Director) Victoria Sena and Dr. Steve Perkins from would be the core team who would travel to Mississippi to interview and get the operation up and running. If we can have gone through a sifting process of CVs provided by MS Works prior to our arrival that would seem sensible.

I note from the Sequence of Activities section of the White Paper that the Director of the Insight Park will submit the Paper for a Committee vote. Could you advise the timescales for this? Do we need this to be sanctioned prior to engaging MS Works?

I can make myself available for a call this afternoon (UK Time) if we need to discuss detail although I'm hoping the job descriptions and updated White Paper will provide the initial information you are looking for. The Marketing roles and estimated salaries will follow as soon as possible.

Regards,

Dave.

-----Original Message-----

From: John Boykin [<mailto:John.Boykin@governor.ms.gov>]

Sent: 15 August 2017 19:22

To: Liz Bilney <[liz.bilney@rock-services.co.uk](mailto:liz.bilney@rock-services.co.uk)>

Cc: Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)>; Andy Wigmore <[andy@wigmoremedia.com](mailto:andy@wigmoremedia.com)>; Marcus Dufour <[mdufour@mississippi.org](mailto:mdufour@mississippi.org)>; William P Nicholas <[williamn@olemiss.edu](mailto:williamn@olemiss.edu)>

Subject: Phone call with Arron

Liz, I hope you and the team have been well since our last chat. Yesterday, I talked to Arron on the phone about several subjects, including the AI project. I briefed him on our progress thus far. As of now, our focus is on recruiting applicants for potential hire. We have a program in MS called MS Works, which consist of a database that allows us to narrow in on specific graduates and professionals across the state and country for specific fields. Essentially it's a employee recruitment service. The program is largely run by Dr. Mimmo Parisi. Dr. Parisi has an extensive career in this field, and he is highly regarded and respected. We believe that we have the resources to find the people you need, with your permission of course.

In mine and Arron's discussion, he mentioned that he thinks the number of initial employees for AI will need to be larger than expected. Arron estimated around 10 people, and that AI would, in time, grow from there. In order to move forward on compiling a package of potential candidates, we will need a detailed list of job positions and descriptions along with estimated salaries for each. Arron and I discussed the idea of having your core team sent to MS to get things up and running, and in that process we could provide a stack of candidates for your team to interview and choose from. That's just an idea and of course we will take our direction from you, but we wanted you to have that option.

Just let us know what you would like to do. We can set up a call to discuss in detail if you would like.

This Friday I'll be heading to Saudi Arabia and then the UAE for the next 10 days or so, but Marcus and William will be around. I'll also have my phone with me if need be.

Thanks Liz!

JB

Sent from my iPhone

-----

This email has been scanned for spam and viruses by Proofpoint Essentials. Visit the following link to report this email as spam:

[https://eu1.proofpointessentials.com/index01.php?mod\\_id= &mod\\_option=gitem &mail\\_id=02821308-G4K%2BsH62YN9J&r\\_address?ve.taylor%40rock-services.co.uk&report=](https://eu1.proofpointessentials.com/index01.php?mod_id= &mod_option=gitem &mail_id=02821308-G4K%2BsH62YN9J&r_address?ve.taylor%40rock-services.co.uk&report=)

This message, (and any associated files) is intended only for the use of the intended recipient(s) and may contain information that is confidential, subject to copyright or constitutes a trade secret. If you have received this message in error,



please contact Rock Services Limited immediately by replying to the message and deleting it from your computer. Any content included in this mail does not necessarily reflect the views of Rock Services Limited. Whilst we have taken reasonable precautions to ensure that this e-mail and any attachment has been checked for viruses, we cannot guarantee that they are virus free and we cannot accept liability for any damage sustained as a result of software viruses. We would advise that you carry out your own virus checks, especially before opening an attachment.

Rock Services Limited is a limited company registered in England and Wales.  
Registered number: 05960676 Registered office: Lysander House, Catbrain Lane,  
Cribbs Causeway, Bristol, BS10 7TQ.  
<Senior Data Scientist.docx><Junior Data Scientist.docx><Eldon Insurance  
Services Limited White Paper 160817.docx>

---

This email has been scanned for spam and viruses by Proofpoint Essentials. Click [here](#) to report this email as spam.

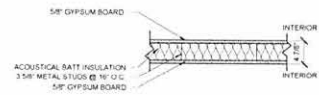
---

This email has been scanned for spam, viruses and malware, and may have been automatically archived by **Mimecast Ltd.**

---

This email has been scanned for spam, viruses and malware, and may have been automatically archived by **Mimecast Ltd.**

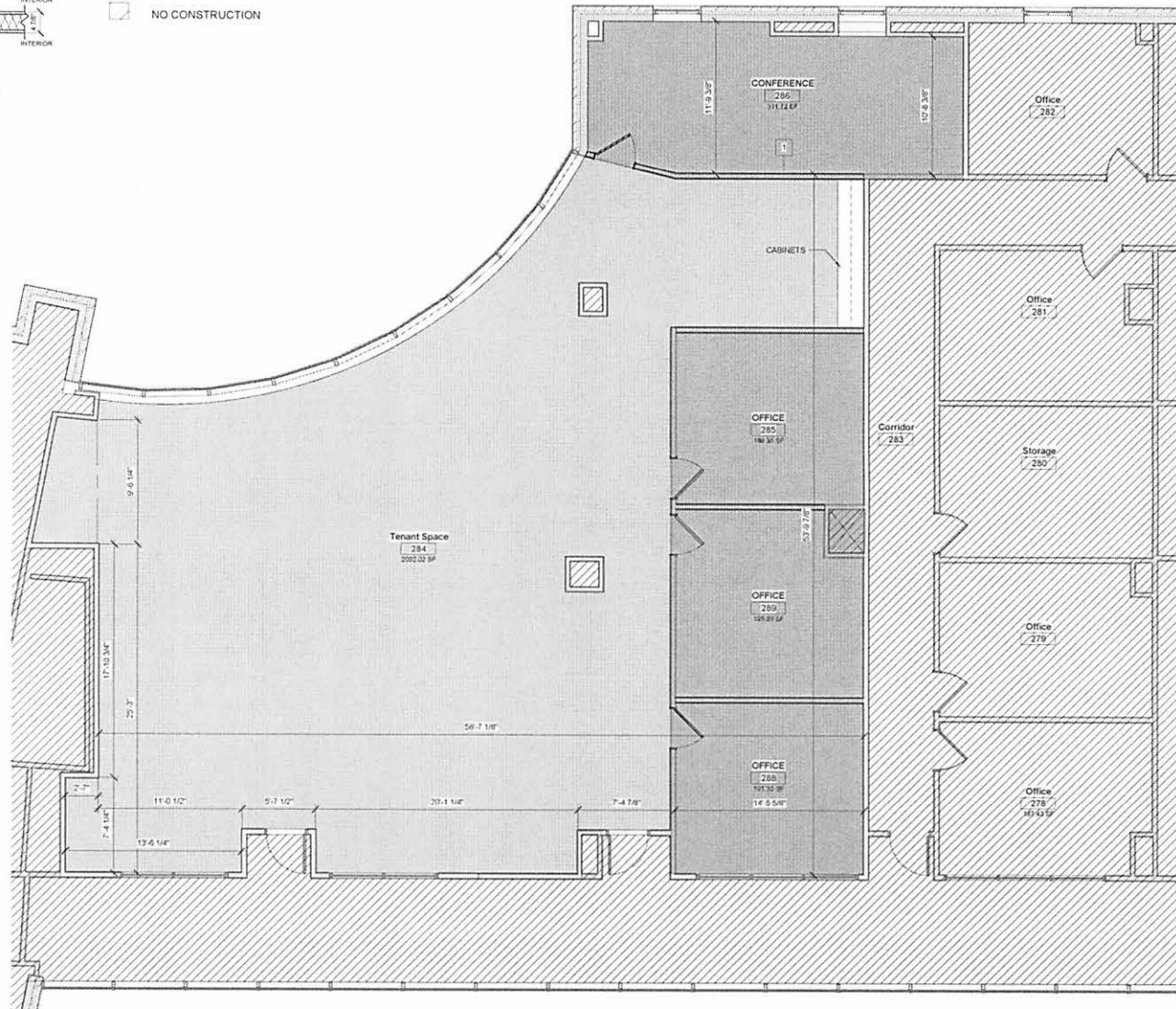
# WALL TYPES



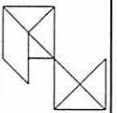
1

## Legend

- EXISTING OPEN SPACE
- PROPOSED OFFICE/ CONFERENCE
- NO CONSTRUCTION



1 PROPOSED FLOOR PLAN  
A1.5 1/4" = 1'-0"



PryorMorrow PC

## The Innovation Hub- Tenant Space 280 Build-Out

University, Mississippi

Mark	Date	Description
PD	8/08/17	PRELIMINARY DESIGN

PROJECT NO.  
DRAWN BY: SPD  
CHECKED BY: RBB  
Copyright © 2017  
PryorMorrow PC  
PROPOSED FLOOR PLAN

A1.5

SCALE As indicated

**From:** John Boykin <John.Boykin@governor.ms.gov>  
**Sent:** Tuesday, August 15, 2017 1:22 PM  
**To:** Liz Bilney  
**Cc:** Dave Taylor; Andy Wigmore; Marcus Dufour; William P Nicholas  
**Subject:** Phone call with Arron

Liz, I hope you and the team have been well since our last chat. Yesterday, I talked to Arron on the phone about several subjects, including the AI project. I briefed him on our progress thus far. As of now, our focus is on recruiting applicants for potential hire. We have a program in MS called MS Works, which consist of a database that allows us to narrow in on specific graduates and professionals across the state and country for specific fields. Essentially it's a employee recruitment service. The program is largely run by Dr. Mimmo Parisi. Dr. Parisi has an extensive career in this field, and he is highly regarded and respected. We believe that we have the resources to find the people you need, with your permission of course.

In mine and Arron's discussion, he mentioned that he thinks the number of initial employees for AI will need to be larger than expected. Arron estimated around 10 people, and that AI would, in time, grow from there. In order to move forward on compiling a package of potential candidates, we will need a detailed list of job positions and descriptions along with estimated salaries for each. Arron and I discussed the idea of having your core team sent to MS to get things up and running, and in that process we could provide a stack of candidates for your team to interview and choose from. That's just an idea and of course we will take our direction from you, but we wanted you to have that option.

Just let us know what you would like to do. We can set up a call to discuss in detail if you would like.

This Friday I'll be heading to Saudi Arabia and then the UAE for the next 10 days or so, but Marcus and William will be around. I'll also have my phone with me if need be.

Thanks Liz!

JB

Sent from my iPhone

-----  
This email has been scanned for spam and viruses by Proofpoint Essentials. Visit the following link to report this email as spam:

[https://eu1.proofpointessentials.com/index01.php?mod\\_id=&mod\\_option=gitem&mail\\_id=02821308-G4K%2BsH62YN9J&r\\_address?ve.taylor%40rock-services.co.uk&report=](https://eu1.proofpointessentials.com/index01.php?mod_id=&mod_option=gitem&mail_id=02821308-G4K%2BsH62YN9J&r_address?ve.taylor%40rock-services.co.uk&report=)

**From:** Matt Reid <matt.reid@rock-services.co.uk>  
**Sent:** Tuesday, August 29, 2017 1:56 AM  
**To:** Dave Taylor  
**Cc:** Steven Perkins  
**Subject:** RE: Mississippi White Paper.  
**Attachments:** Marketing Research Exec.docx; Marketing Insight Exec.docx

I have the two job specs. Do you want me to circulate to the group below, or would you like to handle this?

Salaries are £22k to £30k, so \$29k to \$38k.

Let me know. Any comments welcome too.

Thx

-----Original Message-----

**From:** Dave Taylor  
**Sent:** 22 August 2017 08:45  
**To:** Matt Reid <matt.reid@rock-services.co.uk>  
**Cc:** Steven Perkins <Steven.Perkins@rock-services.co.uk>  
**Subject:** Mississippi White Paper.

Hi Matt,

Please see White Paper proposal to Mississippi.

Cheers,

Dave.

-----Original Message-----

**From:** Dave Taylor  
**Sent:** 16 August 2017 09:12  
**To:** 'John Boykin' <John.Boykin@governor.ms.gov>; Liz Bilney <liz.bilney@rock-services.co.uk>  
**Cc:** Andy Wigmore <andy@wigmoremedia.com>; Marcus Dufour <mdufour@mississippi.org>; William P Nicholas <williamn@olemiss.edu>  
**Subject:** RE: Phone call with Arron

Hi John,

I have updated the White Paper to reflect the new numbers Arron mentioned, and the office space requirements as advised by Liz. I hope this is adequate. If there is any further information you feel I need to add to the White Paper please let me know.

I've also attached the job descriptions I think Liz sent through last month. They are for Junior and Senior Data Scientists. The salary range we would expect to pay in the UK for these positions are £25,000 to £28,000 (\$32,000 to \$36,000) for a Junior Data Scientist and £35,000 to £40,000 (\$45,000 to \$51,000) for a Senior Data Scientist. When I discussed the Mississippi opportunity with Arron last week he explained he would probably require Marketing expertise as part of the

set-up as well. I will need to provide a job description and salary estimation which I expect to receive from my Marketing Director over the next few days.

As per Liz's response, utilising Dr. Parisi's MS Works Programme sounds great in principle. I would expect Liz, myself, Matt Reid (Eldon's Marketing Director) Victoria Sena and Dr. Steve Perkins from would be the core team who would travel to Mississippi to interview and get the operation up and running. If we can have gone through a sifting process of CVs provided by MS Works prior to our arrival that would seem sensible.

I note from the Sequence of Activities section of the White Paper that the Director of the Insight Park will submit the Paper for a Committee vote. Could you advise the timescales for this? Do we need this to be sanctioned prior to engaging MS Works?

I can make myself available for a call this afternoon (UK Time) if we need to discuss detail although I'm hoping the job descriptions and updated White Paper will provide the initial information you are looking for. The Marketing roles and estimated salaries will follow as soon as possible.

Regards,

Dave.

-----Original Message-----

From: John Boykin [mailto:John.Boykin@governor.ms.gov]

Sent: 15 August 2017 19:22

To: Liz Bilney <liz.bilney@rock-services.co.uk>

Cc: Dave Taylor <dave.taylor@rock-services.co.uk>; Andy Wigmore <andy@wigmoremedia.com>; Marcus Dufour <mdufour@mississippi.org>; William P Nicholas <williamn@olemiss.edu>

Subject: Phone call with Arron

Liz, I hope you and the team have been well since our last chat. Yesterday, I talked to Arron on the phone about several subjects, including the AI project. I briefed him on our progress thus far. As of now, our focus is on recruiting applicants for potential hire. We have a program in MS called MS Works, which consist of a database that allows us to narrow in on specific graduates and professionals across the state and country for specific fields. Essentially it's a employee recruitment service. The program is largely run by Dr. Mimmo Parisi. Dr. Parisi has an extensive career in this field, and he is highly regarded and respected. We believe that we have the resources to find the people you need, with your permission of course.

In mine and Arron's discussion, he mentioned that he thinks the number of initial employees for AI will need to be larger than expected. Arron estimated around 10 people, and that AI would, in time, grow from there. In order to move forward on compiling a package of potential candidates, we will need a detailed list of job positions and descriptions along with estimated salaries for each. Arron and I discussed the idea of having your core team sent to MS to get things up and running, and in that process we could provide a stack of candidates for your team to interview and choose from. That's just an idea and of course we will take our direction from you, but we wanted you to have that option.

Just let us know what you would like to do. We can set up a call to discuss in detail if you would like.

This Friday I'll be heading to Saudi Arabia and then the UAE for the next 10 days or so, but Marcus and William will be around. I'll also have my phone with me if need be.

Thanks Liz!

JB

Sent from my iPhone  
-----

This email has been scanned for spam and viruses by Proofpoint Essentials. Visit the following link to report this email as spam:

[https://eu1.proofpointessentials.com/index01.php?mod\\_id=02821308-G4K%2BsH62YN9J&r\\_address?ve.taylor%40rock-services.co.uk&report=](https://eu1.proofpointessentials.com/index01.php?mod_id=02821308-G4K%2BsH62YN9J&r_address?ve.taylor%40rock-services.co.uk&report=)



## Market Research Executive Job Spec

**Role Description** – This role would be based within the Mississippi team concentrating on building in-house capability to work with the innovative data science teams to provide customer research for marketing. For the role, an applicant should have practical experience of pulling working with data and marketing teams to define, run and report back on customer insight, to support the output of recommendations to improve our sales and marketing:

- Conduct both qualitative and quant research (heavy weighting to Quant)
- Be experienced and well versed in pulling together insights for the Market Researcher through skills in gaining customer research
- Support the data team to ensure meaningful, actionable market insight is sought and used by the team
- Set up the questionnaires, test them, and run them
- Process data received back and provide meaningful insights
- To be aware of, and abide by the standards set by Market Research bodies
- Understand audience groups, and how to segment findings by these
- Help bring market research to the AI team to shape and refine work by the team

For this role you should have strong communication skills and to be able to engage with stakeholders to offer innovative research, capturing and presentation of insight and recommendations. A successful candidate will have at least 2 years' experience working in Insight.

### **Essential skills:**

- Experience in Market Research
- Data analytical
- Exceptional presentation skills
- Marketing / Business Studies degree or higher (Post Graduate degree may be advantageous)

### **Desirable skills:**

- Strategic planning
- Commercial experience
- Experience communicating with stakeholders
- Experience in insurance

## Market Insight Executive Job Spec

**Role Description** – This role would be based within the Mississippi team concentrating on building in-house capability to work with the innovative data science teams to provide customer and market insight for marketing. For the role, an applicant should have practical experience of pulling multiple sources of data, reports, market trends and other resources, to pull together meaningful insights:

- Research and collate useful insight, internally and in market
- Be experienced and well versed in pulling together requirements for the Market Researcher to compliment sourced insight with customer insight (both qualitative and quantitative)
- Support the data team to ensure meaningful, actionable market insight is sought and used by the team
- Scope, plan and manage long term initiatives and briefs to planned delivery times and outputs
- Extrapolate meaningful insight from various sources into clear, coherent reports back to the business
- Help bring market insight to the AI team to shape and refine work by the team

For this role you should have strong communication skills and to be able to engage with stakeholders to offer innovative insight capturing and presentation of insight and recommendations. A successful candidate will have at least 2 years' experience working in Insight.

### Essential skills:

- Experience in Market Insight
- Data analytical
- Strategic thinker
- Exceptional presentation skills
- Marketing / Business Studies degree or higher (Post Graduate degree may be advantageous)

### Desirable skills:

- Strategic planning
- Commercial experience
- Experience communicating with stakeholders
- Experience in insurance

**From:** Grice, Steven <SGrice@nsparc.msstate.edu>  
**Sent:** Tuesday, August 29, 2017 8:59 AM  
**To:** Dave Taylor  
**Cc:** Bryant, Libbi  
**Subject:** Mississippi Works Technology

Good day, Mr. Taylor,

I work with Dr. Mimmo Parisi at NSPARC and I am going to be assisting you and your firm as you begin to use the Mississippi Works technology for recruiting personnel for your Mississippi-based operation. To help this process move smoothly, I would propose a call. If your schedule allows, a call on Tuesday, September 5 (one week from today), would be ideal. This would allow me the opportunity to line up another resource from NSPARC and a resource from the Mississippi Department of Employment Security (the state agency responsible for employment services). The goal for the call will be to ascertain the relevant information needed to create the Mississippi Works account and post the positions.

I believe we have a 6-hour time difference so afternoon for you and morning for us would seem to work best. Please let me know if this will work for your schedule. I have copied Libbi, NSPARC's executive assistant, and she will help coordinate the call.

I look forward to speaking with you.

Warm regards,

Steven

Steven M. Grice, Ph.D.

Deputy Executive Director

NSPARC

Mississippi State University

(662) 325-9242

CONFIDENTIALITY NOTICE: This e-mail transmission (and/or the attachments accompanying it) may contain confidential information constituting the protected intellectual property of the sender. If you are not the intended recipient, you are hereby notified that any disclosure, copying, or distribution of the contents of this information is strictly prohibited. If you have received this transmission in error, please promptly notify the sender by reply e-mail, and then destroy all copies of the transmission.

---

This email has been scanned for spam and viruses by Proofpoint Essentials. Click here  
<[https://eu1.proofpointessentials.com/index01.php?mod\\_id=11&mod\\_option=logitem&mail\\_id=1504015160-3azeg48zcZwg&r\\_address=dave.taylor%40rock-services.co.uk&report=1](https://eu1.proofpointessentials.com/index01.php?mod_id=11&mod_option=logitem&mail_id=1504015160-3azeg48zcZwg&r_address=dave.taylor%40rock-services.co.uk&report=1)> to report this email as spam.

**From:** Robin Stewart <RStewart@mdes.ms.gov>  
**Sent:** Monday, October 9, 2017 11:55 AM  
**To:** Dave Taylor  
**Cc:** Liz Bilney  
**Subject:** Job Descriptions  
**Attachments:** junior\_position.docx; senior\_position.docx

This email originated from outside our organisation, either from an external partner or the internet.

Dave,

We have adapted your job descriptions for the data scientist positions. Your team did a great job on the descriptions so our changes were minor. Please let me know if you have any questions.

Thanks,  
Robin

Robin Stewart  
Director, Office of Job Connections  
Mississippi Department of Employment Security

(601) 321-6049

<<http://www.mdes.ms.gov>> <http://www.mdes.ms.gov>

---

This email has been scanned for spam, viruses and malware, and may have been automatically archived by Mimecast Ltd.

## Junior Data Analyst Job Spec

**Position Description** – This position would be based within the Mississippi team concentrating on building in-house capability to use data science techniques in both marketing and pricing. The role will expand over time as the project develops. The successful candidate will have the drive and ability to develop the capacity to learn and employ innovative data science techniques in marketing and pricing. The junior data analyst will include some of the following activities:

- Identify new data sources suitable for analysis and implementation
- Manipulate datasets ready for analysis
- Investigate / explore data – both internal and external data sources
- Query and explore unstructured datasets
- Offer advice on structure and use of Big Data in the marketing environment
- Apply machine learning techniques
- Perform analysis necessary for targeted marketing

### **Minimum Qualifications:**

- Proficient in Excel/Word/PowerPoint
- Bachelor's degree completed or in-progress

### **Desired Qualifications:**

- Insurance experience
- Statistical modelling experience
- Experience performing analysis of 'Big Data'
- Experience in problem solving using data
- Experience using machine learning techniques
- Programming and database experience (R/SAS/SQL/other)
- Postgraduate degree



## Senior / Lead Data Analyst Job Spec

**Position Description** – This position would be based within the Mississippi team concentrating on building in-house capability to use innovative data science techniques in marketing. The applicant should have practical experience with data cleaning and visualizations as well as the ability to use a variety of data science techniques. A senior data analyst will be expected to:

- Identify new data sources suitable for analysis and implementation
- Explore and analyze unstructured datasets
- Scope, plan, and manage data investigations and modelling
- Design methodical data science experiments to select and tune algorithms and quantify performance in a business-relevant way
- Help build data science processes within the team
- Support the development of junior colleagues and lead investigations carried out by more junior members of the team
- Advise on structure and use of big data in the marketing environment
- Apply machine learning techniques to new problems

For this position candidates should have strong communication skills and to be able to engage with stakeholders to offer innovative data science solutions to problems.

### Minimum Qualifications:

- Practical & demonstrable experience of ability to use a variety of machine learning techniques
- Experience managing data science projects
- Experience of practical implementation of data science
- Programming and database experience (R/Python/SQL/others)
- Bachelor's degree

### Desired Qualifications:

- Experience validating statistical analysis, including A/B testing
- Experience communicating with stakeholders
- Experience in insurance industry
- Three years of data science experience
- Post-graduate degree

**From:** Robin Stewart <RStewart@mdes.ms.gov>  
**Sent:** Friday, September 22, 2017 1:34 PM  
**To:** Dave Taylor  
**Cc:** Liz Bilney  
**Subject:** Mississippi Works Technology  
**Attachments:** Occupational Wage Guide 2017.pdf

**This email originated from outside our organisation, either from an external partner or the internet.**

Hello Dave,

I have attached our 2017 Occupational Employment and Wage Estimates publication which will provide you with Mississippi salary data for many occupations. The occupations that best match your data scientist positions are found on pages 3 and 4 under Section 15-0000 Computer and Mathematical Occupations and the occupations that best match your marketing positions are found on pages 2 and 3 under Section 13-0000 Business and Financial Operations Occupations. Please let me know if you need additional information. We are working on the job descriptions and will have that information ready for your review next week. I hope you have a great weekend.

Thanks,  
Robin

---

**From:** Robin Stewart  
**Sent:** Wednesday, September 20, 2017 9:07 PM  
**To:** Dave Taylor  
**Cc:** Liz Bilney; Dale Smith; Grice, Steven; Duclos, Martin  
**Subject:** Re: Mississippi Works Technology

Hi Dave,

We are looking forward to working with you. To set up an account in MS Works, you can follow the link below:

<https://wings.mdes.ms.gov/wings/register.jsp>

Select **Employer: Register Now**

You will have access to post your jobs immediately after completing the employer registration information. We are working on the salary benchmarking and should have it for you later this week. We will begin adapting your job descriptions and should have something for your review next week. I currently have your job descriptions for the following positions: Marketing Research Executive, Marketing Insight Executive, Senior Data Scientist, Junior Data Scientist. If you have others that need adapting, please let me know and we will be happy to help. I will be available all week if you need assistance with setting up your account in MS Works.

Thanks,

Robin Stewart  
Director, Office of Job Connections  
Mississippi Department of Employment Security  
(601) 321-6049  
<http://www.mdes.ms.gov>

---

**From:** Dave Taylor <dave.taylor@rock-services.co.uk>  
**Date:** Wednesday, September 20, 2017 at 1:40 AM  
**To:** Robin Stewart <rstewart@mdes.ms.gov>  
**Cc:** Liz Bilney <liz.bilney@rock-services.co.uk>, Dale Smith <DSmith@mdes.ms.gov>, Steven Grice <SGrice@nsparc.msstate.edu>, 'Martin Duclos' <MDuclos@nsparc.msstate.edu>  
**Subject:** FW: Mississippi Works Technology

Hi Robin,

It was good talking to you earlier this month and I hope you are well.

Please could you let me know the process we need to follow to set up an account and profile with Mississippi Works Technology so we can complete the necessary tasks to register and then look to post the relevant positions.

We talked on the call that you could assist in salary benchmarking (as there was a consideration the salary ranges we had initially specified were too low) by providing examples of job adverts with details of salaries. You also kindly offered to assist with adapting our job descriptions so they would be more amenable to an American audience.

Have you been able to progress these tasks? It would be useful to understand the salary differences for the Data Scientist positions.

Look forward to hearing from you and thank you in advance for your assistance.

Regards,

Dave.

---

**From:** Dave Taylor  
**Sent:** 08 September 2017 16:01  
**To:** 'Dale Smith' <DSmith@mdes.ms.gov>; Grice, Steven <SGrice@nsparc.msstate.edu>  
**Cc:** Robin Stewart <RStewart@mdes.ms.gov>; Duclos, Martin <MDuclos@nsparc.msstate.edu>  
**Subject:** RE: Mississippi Works Technology

Hi Dale,

Thanks for your email. Liz, myself and all at Eldon are excited at the opportunities this venture will deliver for our business. Thanks for the information you provided on the call this week and I will be in touch soon to discuss next steps.

Thanks,

Dave.

---

**From:** Dale Smith [mailto:DSmith@mdes.ms.gov]  
**Sent:** 06 September 2017 15:48  
**To:** Grice, Steven <SGrice@nsparc.msstate.edu>; Dave Taylor <dave.taylor@rock-services.co.uk>  
**Cc:** Robin Stewart <RStewart@mdes.ms.gov>; Duclos, Martin <MDuclos@nsparc.msstate.edu>; Dale Smith

<DSmith@mdes.ms.gov>

**Subject:** RE: Mississippi Works Technology

Thank you Steve.

Dave,

The Mississippi Department of Employment Security is excited about helping you on this project. While Robin is the contact for the facilitation of the project, you should know that I am available if you need my at any point. Please feel free to email.

---

**From:** Grice, Steven [<mailto:SGrice@nsparc.msstate.edu>]

**Sent:** Wednesday, September 6, 2017 9:41 AM

**To:** Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)>

**Cc:** Robin Stewart <[RStewart@mdes.ms.gov](mailto:RStewart@mdes.ms.gov)>; Dale Smith <[DSmith@mdes.ms.gov](mailto:DSmith@mdes.ms.gov)>; Duclos, Martin <[MDuclos@nsparc.msstate.edu](mailto:MDuclos@nsparc.msstate.edu)>

**Subject:** Mississippi Works Technology

Dear Dave,

Copied on this email is those on the call today. We are excited about the project.

Regards,  
Steve

---

This email has been scanned for spam and viruses by Proofpoint Essentials. Click [here](#) to report this email as spam.

This message, (and any associated files) is intended only for the use of the intended recipient(s) and may contain information that is confidential, subject to copyright or constitutes a trade secret. If you have received this message in error, please contact Rock Services Limited immediately by replying to the message and deleting it from your computer. Any content included in this mail does not necessarily reflect the views of Rock Services Limited. Whilst we have taken reasonable precautions to ensure that this e-mail and any attachment has been checked for viruses, we cannot guarantee that they are virus free and we cannot accept liability for any damage sustained as a result of software viruses. We would advise that you carry out your own virus checks, especially before opening an attachment.

Rock Services Limited is a limited company registered in England and Wales. Registered number: 05960676  
Registered office: Lysander House, Catbrain Lane, Cribbs Causeway, Bristol, BS10 7TQ.

---

This email has been scanned for spam, viruses and malware, and may have been automatically archived by Mimecast Ltd.

---

This email has been scanned for spam, viruses and malware, and may have been automatically archived by **Mimecast Ltd.**



MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY

*Helping Mississippians Get Jobs*

**2017**

**Mississippi**

# **Occupational Employment and Wage Estimates**

Created by the  
**Labor Market Information Department**

Equal Opportunity Employer/Program  
Auxiliary aids and services available upon request to individuals with disabilities: TTY 800-582-2233

# MISSISSIPPI

## *Occupational Employment and Wage Estimates*

### 2017

<< Click on an occupational group to go directly to that section in this document. >>

#### Table of Contents

SOC Code	Occupational Group	Page
00-0000	All Occupations	1
11-0000	Management Occupations	1
13-0000	Business and Financial Operations Occupations	2
15-0000	Computer and Mathematical Occupations	3
17-0000	Architecture and Engineering Occupations	4
19-0000	Life, Physical, and Social Science Occupations	5
21-0000	Community and Social Service Occupations	6
23-0000	Legal Occupations	7
25-0000	Education, Training, and Library Occupations	8
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	10
29-0000	Healthcare Practitioners and Technical Occupations	11
31-0000	Healthcare Support Occupations	14
33-0000	Protective Service Occupations	14
35-0000	Food Preparation and Serving Related Occupations	15
37-0000	Building and Grounds Cleaning and Maintenance Occupations	16
39-0000	Personal Care and Service Occupations	16
41-0000	Sales and Related Occupations	18
43-0000	Office and Administrative Support Occupations	18
45-0000	Farming, Fishing, and Forestry Occupations	21
47-0000	Construction and Extraction Occupations	21
49-0000	Installation, Maintenance, and Repair Occupations	23
51-0000	Production Occupations	25
53-0000	Transportation and Material Moving Occupations	29
<i>Technical Notes for OES Estimates</i>		<a href="#">BLS website</a>

Resources	Link
<i>Glossary</i>	<a href="#">BLS website</a>
<i>Occupation Definitions</i>	<a href="#">BLS website</a>

*Map on following pages show counties included in the MSAs and/or WIAs.*

This data is based on the survey panels collected  
over a 3-year period ending with the May 2016 panel.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	1,117,280	\$18.41	\$38,300	\$8.95	\$18,610	\$23.15	\$48,150
11-0000	Management Occupations	54,940	\$39.18	\$81,490	\$18.05	\$37,550	\$49.74	\$103,460
11-1011	Chief Executives	940	\$55.93	\$116,330	\$17.76	\$36,930	\$75.02	\$156,030
11-1021	General and Operations Managers	24,110	\$40.75	\$84,750	\$17.61	\$36,630	\$52.32	\$108,820
11-1031	Legislators	890	N/A	\$23,010	N/A	\$17,190	N/A	\$25,920
11-2011	Advertising and Promotions Managers	150	\$32.06	\$66,690	\$19.52	\$40,600	\$38.33	\$79,730
11-2021	Marketing Managers	470	\$45.57	\$94,790	\$24.16	\$50,250	\$56.28	\$117,060
11-2022	Sales Managers	1,460	\$48.16	\$100,170	\$23.75	\$49,390	\$60.37	\$125,560
11-2031	Public Relations and Fundraising Managers	270	\$35.80	\$74,450	\$20.09	\$41,790	\$43.65	\$90,790
11-3011	Administrative Services Managers	3,040	\$32.54	\$67,680	\$17.15	\$35,660	\$40.24	\$83,690
11-3021	Computer and Information Systems Managers	1,170	\$45.44	\$94,520	\$29.74	\$61,860	\$53.29	\$110,840
11-3031	Financial Managers	2,920	\$49.27	\$102,490	\$25.93	\$53,930	\$60.95	\$126,770
11-3051	Industrial Production Managers	1,650	\$44.67	\$92,900	\$25.68	\$53,410	\$54.16	\$112,650
11-3061	Purchasing Managers	570	\$42.29	\$87,960	\$24.51	\$50,980	\$51.18	\$106,440
11-3071	Transportation, Storage, and Distribution Managers	950	\$37.51	\$78,030	\$20.49	\$42,620	\$46.03	\$95,730
11-3111	Compensation and Benefits Managers	80	\$32.14	\$66,840	\$20.09	\$41,780	\$38.16	\$79,370
11-3121	Human Resources Managers	980	\$40.53	\$84,310	\$23.50	\$48,880	\$49.05	\$102,020
11-3131	Training and Development Managers	190	\$41.09	\$85,470	\$27.34	\$56,870	\$47.97	\$99,770
11-9013	Farmers, Ranchers, and Other Agricultural Managers	20	N/A	N/A	N/A	N/A	N/A	N/A
11-9021	Construction Managers	1,120	\$33.01	\$68,660	\$18.99	\$39,490	\$40.02	\$83,240
11-9031	Education Administrators, Preschool and Childcare Center/Program	350	\$19.06	\$39,640	\$11.07	\$23,020	\$23.05	\$47,940
11-9032	Education Administrators, Elementary and Secondary School	2,470	N/A	\$73,460	N/A	\$56,980	N/A	\$81,700
11-9033	Education Administrators, Postsecondary	1,620	\$43.16	\$89,780	\$23.91	\$49,730	\$52.79	\$109,810
11-9039	Education Administrators, All Other	110	\$37.54	\$78,090	\$28.34	\$58,950	\$42.14	\$87,660
11-9041	Architectural and Engineering Managers	840	\$56.90	\$118,360	\$38.34	\$79,750	\$66.18	\$137,660

[-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
11-9051	Food Service Managers	1,430	\$22.78	\$47,380	\$14.39	\$29,930	\$26.97	\$56,100
11-9061	Funeral Service Managers	180	N/A	N/A	N/A	N/A	N/A	N/A
11-9071	Gaming Managers	230	\$34.85	\$72,480	\$25.39	\$52,810	\$39.57	\$82,310
11-9081	Lodging Managers	490	\$20.98	\$43,630	\$11.41	\$23,740	\$25.76	\$53,580
11-9111	Medical and Health Services Managers	2,580	\$40.97	\$85,220	\$24.38	\$50,700	\$49.27	\$102,470
11-9121	Natural Sciences Managers	160	\$49.26	\$102,450	\$33.36	\$69,390	\$57.20	\$118,980
11-9131	Postmasters and Mail Superintendents	190	\$37.04	\$77,050	\$30.96	\$64,390	\$40.09	\$83,380
11-9141	Property, Real Estate, and Community Association Managers	1,370	\$19.30	\$40,140	\$11.04	\$22,960	\$23.43	\$48,720
11-9151	Social and Community Service Managers	780	\$22.54	\$46,880	\$14.58	\$30,320	\$26.52	\$55,160
11-9161	Emergency Management Directors	170	\$28.43	\$59,130	\$15.77	\$32,800	\$34.75	\$72,290
11-9199	Managers, All Other	990	\$42.97	\$89,370	\$20.35	\$42,330	\$54.27	\$112,890
13-0000	Business and Financial Operations Occupations	30,630	\$28.44	\$59,150	\$15.61	\$32,460	\$34.85	\$72,490
13-1021	Buyers and Purchasing Agents, Farm Products	60	\$24.27	\$50,490	\$14.90	\$31,000	\$28.96	\$60,240
13-1022	Wholesale and Retail Buyers, Except Farm Products	530	\$23.33	\$48,530	\$13.14	\$27,330	\$28.43	\$59,130
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	1,570	\$29.74	\$61,860	\$17.99	\$37,420	\$35.62	\$74,090
13-1031	Claims Adjusters, Examiners, and Investigators	1,240	\$30.59	\$63,620	\$18.91	\$39,340	\$36.42	\$75,760
13-1032	Insurance Appraisers, Auto Damage	30	\$32.19	\$66,950	\$27.02	\$56,200	\$34.77	\$72,320
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	2,250	\$25.87	\$53,810	\$13.27	\$27,590	\$32.17	\$66,920
13-1051	Cost Estimators	950	\$26.70	\$55,530	\$15.45	\$32,140	\$32.32	\$67,220
13-1071	Human Resources Specialists	2,540	\$24.53	\$51,020	\$14.58	\$30,320	\$29.50	\$61,360
13-1075	Labor Relations Specialists	210	\$30.89	\$64,260	\$21.03	\$43,740	\$35.83	\$74,520
13-1081	Logisticians	660	\$34.52	\$71,790	\$23.89	\$49,690	\$39.83	\$82,840
13-1111	Management Analysts	1,480	\$36.59	\$76,110	\$20.09	\$41,780	\$44.84	\$93,270
13-1121	Meeting, Convention, and Event Planners	270	\$18.53	\$38,550	\$12.42	\$25,820	\$21.59	\$44,920
13-1131	Fundraisers	130	\$24.00	\$49,910	\$16.12	\$33,530	\$27.93	\$58,100

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
13-1141	Compensation, Benefits, and Job Analysis Specialists	310	\$24.98	\$51,960	\$16.75	\$34,840	\$29.09	\$60,520
13-1151	Training and Development Specialists	1,330	\$25.68	\$53,410	\$15.49	\$32,220	\$30.77	\$64,000
13-1161	Market Research Analysts and Marketing Specialists	1,510	\$27.59	\$57,380	\$13.35	\$27,780	\$34.71	\$72,190
13-1199	Business Operations Specialists, All Other	3,220	\$29.10	\$60,530	\$17.65	\$36,700	\$34.83	\$72,450
13-2011	Accountants and Auditors	5,480	\$27.10	\$56,380	\$16.52	\$34,360	\$32.40	\$67,380
13-2021	Appraisers and Assessors of Real Estate	380	\$21.78	\$45,310	\$12.41	\$25,810	\$26.47	\$55,060
13-2031	Budget Analysts	410	\$28.96	\$60,240	\$20.99	\$43,670	\$32.95	\$68,530
13-2041	Credit Analysts	380	\$33.27	\$69,200	\$18.21	\$37,880	\$40.80	\$84,860
13-2051	Financial Analysts	530	\$37.05	\$77,070	\$21.84	\$45,440	\$44.66	\$92,890
13-2052	Personal Financial Advisors	770	\$45.96	\$95,590	\$16.58	\$34,480	\$60.65	\$126,150
13-2053	Insurance Underwriters	280	\$32.46	\$67,510	\$19.67	\$40,920	\$38.85	\$80,810
13-2061	Financial Examiners	150	\$40.98	\$85,230	\$23.83	\$49,560	\$49.55	\$103,070
13-2071	Credit Counselors	280	\$19.53	\$40,620	\$14.46	\$30,080	\$22.07	\$45,900
13-2072	Loan Officers	2,250	\$31.53	\$65,590	\$17.43	\$36,240	\$38.59	\$80,260
13-2081	Tax Examiners and Collectors, and Revenue Agents	390	\$21.36	\$44,420	\$12.13	\$25,240	\$25.97	\$54,010
13-2082	Tax Preparers	540	\$11.93	\$24,820	\$8.33	\$17,320	\$13.73	\$28,560
13-2099	Financial Specialists, All Other	500	\$28.43	\$59,140	\$16.59	\$34,500	\$34.35	\$71,460
15-0000	<b>Computer and Mathematical Occupations</b>	<b>11,300</b>	<b>\$31.94</b>	<b>\$66,430</b>	<b>\$17.98</b>	<b>\$37,400</b>	<b>\$38.91</b>	<b>\$80,940</b>
15-1111	Computer and Information Research Scientists	230	\$45.16	\$93,940	\$32.39	\$67,360	\$51.55	\$107,230
15-1121	Computer Systems Analysts	1,750	\$32.09	\$66,740	\$20.95	\$43,570	\$37.65	\$78,320
15-1122	Information Security Analysts	310	\$33.56	\$69,800	\$20.22	\$42,050	\$40.23	\$83,670
15-1131	Computer Programmers	700	\$34.71	\$72,210	\$22.70	\$47,220	\$40.72	\$84,700
15-1132	Software Developers, Applications	860	\$44.03	\$91,580	\$27.24	\$56,650	\$52.42	\$109,040
15-1133	Software Developers, Systems Software	850	\$41.05	\$85,390	\$24.37	\$50,680	\$49.39	\$102,740
15-1134	Web Developers	380	\$28.49	\$59,270	\$17.95	\$37,330	\$33.77	\$70,240

[<-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
15-1141	Database Administrators	360	\$32.99	\$68,630	\$23.29	\$48,440	\$37.85	\$78,720
15-1142	Network and Computer Systems Administrators	1,140	\$31.60	\$65,730	\$20.46	\$42,560	\$37.17	\$77,320
15-1143	Computer Network Architects	670	\$35.22	\$73,260	\$22.59	\$46,980	\$41.54	\$86,400
15-1151	Computer User Support Specialists	2,320	\$21.40	\$44,510	\$12.94	\$26,920	\$25.63	\$53,300
15-1152	Computer Network Support Specialists	730	\$24.17	\$50,270	\$14.94	\$31,070	\$28.78	\$59,870
15-1199	Computer Occupations, All Other	640	\$37.05	\$77,070	\$26.42	\$54,950	\$42.37	\$88,120
15-2011	Actuaries	50	\$48.35	\$100,560	\$26.38	\$54,870	\$59.33	\$123,400
15-2031	Operations Research Analysts	220	\$36.97	\$76,890	\$19.89	\$41,370	\$45.50	\$94,650
15-2041	Statisticians	60	\$30.87	\$64,210	\$17.71	\$36,840	\$37.45	\$77,900
17-0000	<b>Architecture and Engineering Occupations</b>	<b>14,970</b>	<b>\$34.60</b>	<b>\$71,960</b>	<b>\$18.85</b>	<b>\$39,200</b>	<b>\$42.47</b>	<b>\$88,340</b>
17-1011	Architects, Except Landscape and Naval	270	\$35.13	\$73,070	\$22.46	\$46,710	\$41.46	\$86,240
17-1012	Landscape Architects	N/A	\$37.49	\$77,990	\$33.46	\$69,590	\$39.51	\$82,180
17-1021	Cartographers and Photogrammetrists	40	\$27.18	\$56,540	\$19.75	\$41,080	\$30.90	\$64,270
17-1022	Surveyors	520	\$24.06	\$50,040	\$12.57	\$26,140	\$29.80	\$61,990
17-2011	Aerospace Engineers	110	\$49.32	\$102,590	\$39.15	\$81,420	\$54.41	\$113,180
17-2041	Chemical Engineers	150	\$48.30	\$100,470	\$33.52	\$69,720	\$55.69	\$115,840
17-2051	Civil Engineers	1,630	\$40.73	\$84,730	\$27.50	\$57,200	\$47.35	\$98,490
17-2061	Computer Hardware Engineers	290	\$45.32	\$94,260	\$26.56	\$55,250	\$54.70	\$113,770
17-2071	Electrical Engineers	950	\$46.00	\$95,690	\$31.86	\$66,270	\$53.07	\$110,390
17-2072	Electronics Engineers, Except Computer	520	\$41.71	\$86,750	\$28.18	\$58,610	\$48.47	\$100,820
17-2081	Environmental Engineers	400	\$34.39	\$71,520	\$23.54	\$48,960	\$39.81	\$82,810
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	150	\$30.66	\$63,770	\$16.65	\$34,630	\$37.66	\$78,340
17-2112	Industrial Engineers	1,630	\$39.48	\$82,110	\$27.75	\$57,720	\$45.34	\$94,310
17-2121	Marine Engineers and Naval Architects	390	\$42.74	\$88,890	\$32.48	\$67,560	\$47.86	\$99,560
17-2131	Materials Engineers	90	\$45.56	\$94,760	\$33.49	\$69,660	\$51.59	\$107,300

[<-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
17-2141	Mechanical Engineers	1,170	\$42.82	\$89,060	\$29.52	\$61,400	\$49.46	\$102,880
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	N/A	\$59.82	\$124,430	\$41.33	\$85,960	\$69.07	\$143,670
17-2199	Engineers, All Other	380	\$44.79	\$93,160	\$24.11	\$50,140	\$55.13	\$114,660
17-3011	Architectural and Civil Drafters	540	\$22.87	\$47,580	\$15.57	\$32,390	\$26.53	\$55,180
17-3012	Electrical and Electronics Drafters	120	\$26.36	\$54,820	\$15.50	\$32,240	\$31.79	\$66,120
17-3013	Mechanical Drafters	400	\$26.85	\$55,850	\$17.56	\$36,520	\$31.50	\$65,520
17-3019	Drafters, All Other	30	\$32.05	\$66,660	\$16.29	\$33,890	\$39.92	\$83,040
17-3022	Civil Engineering Technicians	960	\$17.59	\$36,580	\$12.57	\$26,140	\$20.09	\$41,800
17-3023	Electrical and Electronics Engineering Technicians	1,150	\$27.33	\$56,850	\$18.09	\$37,630	\$31.95	\$66,460
17-3024	Electro-Mechanical Technicians	20	\$26.98	\$56,120	\$21.52	\$44,770	\$29.71	\$61,800
17-3025	Environmental Engineering Technicians	180	\$17.82	\$37,070	\$13.02	\$27,080	\$20.22	\$42,070
17-3026	Industrial Engineering Technicians	410	\$25.16	\$52,330	\$16.76	\$34,860	\$29.36	\$61,070
17-3027	Mechanical Engineering Technicians	730	\$21.74	\$45,230	\$16.56	\$34,450	\$24.34	\$50,620
17-3029	Engineering Technicians, Except Drafters, All Other	480	\$28.71	\$59,720	\$20.26	\$42,140	\$32.94	\$68,500
17-3031	Surveying and Mapping Technicians	560	\$19.43	\$40,420	\$10.71	\$22,290	\$23.79	\$49,480
19-0000	Life, Physical, and Social Science Occupations	6,220	\$28.54	\$59,360	\$15.68	\$32,610	\$34.97	\$72,730
19-1012	Food Scientists and Technologists	20	\$26.13	\$54,360	\$14.14	\$29,410	\$32.13	\$66,840
19-1013	Soil and Plant Scientists	100	\$40.75	\$84,750	\$27.16	\$56,490	\$47.54	\$98,880
19-1022	Microbiologists	40	\$35.52	\$73,880	\$19.32	\$40,190	\$43.61	\$90,720
19-1023	Zoologists and Wildlife Biologists	190	\$31.72	\$65,990	\$17.98	\$37,390	\$38.60	\$80,280
19-1029	Biological Scientists, All Other	290	\$37.25	\$77,470	\$22.76	\$47,350	\$44.49	\$92,530
19-1031	Conservation Scientists	590	\$25.73	\$53,530	\$18.68	\$38,860	\$29.26	\$60,860
19-1032	Foresters	180	\$26.47	\$55,050	\$18.27	\$38,000	\$30.57	\$63,580
19-1041	Epidemiologists	80	N/A	N/A	N/A	N/A	N/A	N/A
19-1042	Medical Scientists, Except Epidemiologists	300	\$23.44	\$48,760	\$13.98	\$29,080	\$28.17	\$58,600

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
19-2012	Physicists	90	\$46.76	\$97,260	\$26.06	\$54,200	\$57.11	\$118,800
19-2021	Atmospheric and Space Scientists	60	\$35.24	\$73,290	\$25.37	\$52,770	\$40.17	\$83,550
19-2031	Chemists	N/A	\$32.71	\$68,030	\$20.02	\$41,630	\$39.05	\$81,230
19-2041	Environmental Scientists and Specialists, Including Health	450	N/A	N/A	N/A	N/A	N/A	N/A
19-2042	Geoscientists, Except Hydrologists and Geographers	360	\$44.30	\$92,140	\$28.30	\$58,870	\$52.29	\$108,770
19-2043	Hydrologists	20	\$43.56	\$90,610	\$32.91	\$68,460	\$48.89	\$101,690
19-2099	Physical Scientists, All Other	300	\$42.67	\$88,740	\$30.07	\$62,550	\$48.96	\$101,840
19-3011	Economists	20	\$32.82	\$68,260	\$16.28	\$33,870	\$41.08	\$85,450
19-3022	Survey Researchers	N/A	\$19.93	\$41,450	\$14.89	\$30,970	\$22.45	\$46,690
19-3031	Clinical, Counseling, and School Psychologists	370	\$33.23	\$69,120	\$17.94	\$37,320	\$40.88	\$85,020
19-3039	Psychologists, All Other	70	\$35.16	\$73,130	\$17.01	\$35,370	\$44.24	\$92,010
19-3051	Urban and Regional Planners	180	\$29.06	\$60,450	\$18.35	\$38,170	\$34.42	\$71,590
19-3091	Anthropologists and Archeologists	20	\$31.09	\$64,670	\$26.83	\$55,810	\$33.22	\$69,110
19-3093	Historians	120	\$20.26	\$42,140	\$15.53	\$32,300	\$22.62	\$47,060
19-3099	Social Scientists and Related Workers, All Other	200	\$31.29	\$65,080	\$19.51	\$40,580	\$37.17	\$77,320
19-4011	Agricultural and Food Science Technicians	220	\$17.13	\$35,620	\$11.65	\$24,230	\$19.86	\$41,310
19-4021	Biological Technicians	390	\$17.93	\$37,300	\$10.73	\$22,320	\$21.53	\$44,790
19-4031	Chemical Technicians	340	\$21.74	\$45,220	\$15.17	\$31,560	\$25.02	\$52,050
19-4041	Geological and Petroleum Technicians	210	\$28.36	\$58,990	\$14.10	\$29,320	\$35.49	\$73,830
19-4061	Social Science Research Assistants	20	\$23.75	\$49,390	\$16.64	\$34,610	\$27.30	\$56,790
19-4091	Environmental Science and Protection Technicians, Including Health	230	\$17.76	\$36,930	\$11.39	\$23,700	\$20.94	\$43,550
19-4092	Forensic Science Technicians	100	\$25.06	\$52,130	\$18.20	\$37,860	\$28.49	\$59,260
19-4093	Forest and Conservation Technicians	230	\$20.59	\$42,830	\$13.76	\$28,620	\$24.01	\$49,940
19-4099	Life, Physical, and Social Science Technicians, All Other	190	\$24.58	\$51,130	\$16.75	\$34,850	\$28.49	\$59,260
21-0000	Community and Social Services Occupations	13,890	\$18.54	\$38,570	\$11.42	\$23,760	\$22.11	\$45,980

[-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
21-1011	Substance Abuse and Behavioral Disorder Counselors	630	\$15.86	\$32,990	\$11.39	\$23,700	\$18.09	\$37,640
21-1012	Educational, Guidance, School, and Vocational Counselors	1,990	\$23.38	\$48,640	\$16.02	\$33,310	\$27.07	\$56,300
21-1013	Marriage and Family Therapists	100	\$20.13	\$41,870	\$15.95	\$33,190	\$22.22	\$46,220
21-1014	Mental Health Counselors	940	\$21.00	\$43,680	\$14.46	\$30,080	\$24.27	\$50,480
21-1015	Rehabilitation Counselors	510	\$17.75	\$36,930	\$12.29	\$25,560	\$20.48	\$42,610
21-1019	Counselors, All Other	N/A	\$17.91	\$37,250	\$11.45	\$23,820	\$21.14	\$43,960
21-1021	Child, Family, and School Social Workers	2,560	\$16.58	\$34,480	\$12.64	\$26,280	\$18.55	\$38,590
21-1022	Healthcare Social Workers	1,530	\$22.40	\$46,590	\$15.19	\$31,590	\$26.00	\$54,080
21-1023	Mental Health and Substance Abuse Social Workers	820	\$16.77	\$34,880	\$9.67	\$20,110	\$20.32	\$42,260
21-1029	Social Workers, All Other	710	\$22.75	\$47,320	\$16.07	\$33,430	\$26.09	\$54,270
21-1091	Health Educators	510	\$19.22	\$39,980	\$12.57	\$26,140	\$22.55	\$46,900
21-1092	Probation Officers and Correctional Treatment Specialists	520	\$16.22	\$33,740	\$13.15	\$27,360	\$17.75	\$36,930
21-1093	Social and Human Service Assistants	1,970	\$13.08	\$27,210	\$8.29	\$17,250	\$15.47	\$32,180
21-1094	Community Health Workers	500	\$15.08	\$31,360	\$9.82	\$20,430	\$17.70	\$36,820
21-1099	Community and Social Service Specialists, All Other	290	\$19.49	\$40,530	\$9.21	\$19,160	\$24.62	\$51,220
21-1092	Probation Officers and Correctional Treatment Specialists	520	\$16.22	\$33,740	\$13.15	\$27,360	\$17.75	\$36,930
21-1093	Social and Human Service Assistants	1,970	\$13.08	\$27,210	\$8.29	\$17,250	\$15.47	\$32,180
21-1094	Community Health Workers	500	\$15.08	\$31,360	\$9.82	\$20,430	\$17.70	\$36,820
23-0000	<b>Legal Occupations</b>	<b>5,750</b>	<b>\$40.34</b>	<b>\$83,910</b>	<b>\$15.26</b>	<b>\$31,750</b>	<b>\$52.88</b>	<b>\$109,990</b>
23-1011	Lawyers	3,070	\$55.15	\$114,710	\$21.55	\$44,820	\$71.95	\$149,650
23-1012	Judicial Law Clerks	70	\$17.77	\$36,950	\$9.88	\$20,560	\$21.71	\$45,150
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	90	\$42.05	\$87,460	\$14.82	\$30,820	\$55.66	\$115,780
23-1023	Judges, Magistrate Judges, and Magistrates	310	\$25.28	\$52,580	\$8.79	\$18,280	\$33.52	\$69,730
23-2011	Paralegals and Legal Assistants	1,780	\$22.40	\$46,590	\$13.62	\$28,340	\$26.79	\$55,720
23-2091	Court Reporters	70	\$18.53	\$38,540	\$11.94	\$24,830	\$21.82	\$45,390

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
23-2093	Title Examiners, Abstractors, and Searchers	240	\$22.73	\$47,280	\$13.67	\$28,430	\$27.26	\$56,700
23-2099	Legal Support Workers, All Other	110	\$24.59	\$51,140	\$20.88	\$43,430	\$26.44	\$54,990
<b>25-0000</b>	<b>Education, Training, and Library Occupations</b>	<b>75,450</b>	<b>\$20.57</b>	<b>\$42,790</b>	<b>\$10.30</b>	<b>\$21,420</b>	<b>\$25.71</b>	<b>\$53,470</b>
25-1011	Business Teachers, Postsecondary	570	N/A	\$91,580	N/A	\$45,020	N/A	\$114,860
25-1021	Computer Science Teachers, Postsecondary	160	N/A	\$78,910	N/A	\$46,030	N/A	\$95,350
25-1022	Mathematical Science Teachers, Postsecondary	310	N/A	\$66,580	N/A	\$37,530	N/A	\$81,100
25-1032	Engineering Teachers, Postsecondary	160	N/A	\$102,920	N/A	\$64,500	N/A	\$122,130
25-1041	Agricultural Sciences Teachers, Postsecondary	150	N/A	\$92,040	N/A	\$60,870	N/A	\$107,620
25-1042	Biological Science Teachers, Postsecondary	290	N/A	\$72,470	N/A	\$43,210	N/A	\$87,100
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	40	N/A	\$69,690	N/A	\$45,290	N/A	\$81,890
25-1052	Chemistry Teachers, Postsecondary	120	N/A	\$70,670	N/A	\$45,750	N/A	\$83,130
25-1053	Environmental Science Teachers, Postsecondary	30	N/A	\$87,150	N/A	\$49,300	N/A	\$106,080
25-1054	Physics Teachers, Postsecondary	70	N/A	\$78,610	N/A	\$48,420	N/A	\$93,710
25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	30	N/A	\$71,910	N/A	\$50,790	N/A	\$82,470
25-1063	Economics Teachers, Postsecondary	40	N/A	\$86,840	N/A	\$53,110	N/A	\$103,700
25-1064	Geography Teachers, Postsecondary	20	N/A	\$73,170	N/A	\$45,730	N/A	\$86,890
25-1065	Political Science Teachers, Postsecondary	70	N/A	\$71,200	N/A	\$47,590	N/A	\$83,000
25-1066	Psychology Teachers, Postsecondary	260	N/A	\$67,120	N/A	\$37,330	N/A	\$82,020
25-1067	Sociology Teachers, Postsecondary	100	N/A	\$71,660	N/A	\$43,020	N/A	\$85,970
25-1069	Social Sciences Teachers, Postsecondary, All Other	50	N/A	\$63,700	N/A	\$38,210	N/A	\$76,450
25-1071	Health Specialties Teachers, Postsecondary	1,480	N/A	\$161,040	N/A	\$66,870	N/A	\$208,130
25-1072	Nursing Instructors and Teachers, Postsecondary	620	N/A	\$72,390	N/A	\$48,030	N/A	\$84,570
25-1081	Education Teachers, Postsecondary	450	N/A	\$64,260	N/A	\$38,380	N/A	\$77,200
25-1082	Library Science Teachers, Postsecondary	60	N/A	\$58,850	N/A	\$43,350	N/A	\$66,600
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	50	N/A	\$72,980	N/A	\$45,370	N/A	\$86,780

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
25-1112	Law Teachers, Postsecondary	110	N/A	\$135,430	N/A	\$51,810	N/A	\$177,240
25-1113	Social Work Teachers, Postsecondary	60	N/A	\$68,750	N/A	\$39,210	N/A	\$83,510
25-1121	Art, Drama, and Music Teachers, Postsecondary	600	N/A	\$58,160	N/A	\$36,640	N/A	\$68,920
25-1122	Communications Teachers, Postsecondary	150	N/A	\$52,820	N/A	\$33,940	N/A	\$62,260
25-1123	English Language and Literature Teachers, Postsecondary	460	N/A	\$62,900	N/A	\$38,190	N/A	\$75,250
25-1124	Foreign Language and Literature Teachers, Postsecondary	120	N/A	\$58,810	N/A	\$35,390	N/A	\$70,530
25-1125	History Teachers, Postsecondary	200	N/A	\$73,760	N/A	\$41,940	N/A	\$89,670
25-1126	Philosophy and Religion Teachers, Postsecondary	70	N/A	\$65,900	N/A	\$39,690	N/A	\$79,000
25-1191	Graduate Teaching Assistants	480	N/A	\$42,980	N/A	\$22,630	N/A	\$53,150
25-1192	Home Economics Teachers, Postsecondary	60	N/A	\$63,880	N/A	\$41,730	N/A	\$74,960
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	150	N/A	\$67,740	N/A	\$42,540	N/A	\$80,330
25-1194	Vocational Education Teachers, Postsecondary	1,370	\$25.57	\$53,190	\$14.96	\$31,110	\$30.88	\$64,240
25-1199	Postsecondary Teachers, All Other	N/A	N/A	\$59,040	N/A	\$29,280	N/A	\$73,920
25-2011	Preschool Teachers, Except Special Education	2,350	\$13.92	\$28,950	\$9.14	\$19,000	\$16.31	\$33,930
25-2012	Kindergarten Teachers, Except Special Education	1,130	N/A	\$40,560	N/A	\$31,270	N/A	\$45,200
25-2021	Elementary School Teachers, Except Special Education	15,390	N/A	\$42,370	N/A	\$34,240	N/A	\$46,440
25-2022	Middle School Teachers, Except Special and Career/Technical Educa	5,780	N/A	\$42,650	N/A	\$34,870	N/A	\$46,530
25-2023	Career/Technical Education Teachers, Middle School	370	N/A	\$49,420	N/A	\$38,010	N/A	\$55,130
25-2031	Secondary School Teachers, Except Special and Career/Technical Ed	9,040	N/A	\$43,950	N/A	\$33,700	N/A	\$49,080
25-2032	Career/Technical Education Teachers, Secondary School	1,400	N/A	\$45,750	N/A	\$35,860	N/A	\$50,690
25-2051	Special Education Teachers, Preschool	70	N/A	\$37,060	N/A	\$30,410	N/A	\$40,380
25-2052	Special Education Teachers, Kindergarten and Elementary School	1,950	N/A	\$44,460	N/A	\$35,280	N/A	\$49,040
25-2053	Special Education Teachers, Middle School	870	N/A	\$44,660	N/A	\$35,610	N/A	\$49,190
25-2054	Special Education Teachers, Secondary School	1,160	N/A	\$47,150	N/A	\$36,240	N/A	\$52,610
25-2059	Special Education Teachers, All Other	N/A	N/A	\$54,290	N/A	\$42,520	N/A	\$60,180

[<-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Ins	660	\$20.00	\$41,590	\$11.55	\$24,020	\$24.22	\$50,370
25-3021	Self-Enrichment Education Teachers	1,300	\$18.27	\$37,990	\$11.15	\$23,190	\$21.82	\$45,390
25-3097	Teachers and Instructors, All Other, Except Substitute Teachers	1,520	N/A	\$47,590	N/A	\$26,730	N/A	\$58,020
25-3098	Substitute Teachers	5,880	\$9.77	\$20,320	\$8.28	\$17,220	\$10.51	\$21,870
25-4011	Archivists	20	\$22.36	\$46,510	\$14.24	\$29,620	\$26.42	\$54,950
25-4012	Curators	40	\$18.06	\$37,570	\$10.52	\$21,880	\$21.84	\$45,420
25-4013	Museum Technicians and Conservators	20	\$16.51	\$34,340	\$10.73	\$22,330	\$19.40	\$40,340
25-4021	Librarians	1,450	\$21.71	\$45,150	\$13.77	\$28,650	\$25.68	\$53,410
25-4031	Library Technicians	800	\$12.79	\$26,600	\$8.31	\$17,280	\$15.03	\$31,260
25-9011	Audio-Visual and Multimedia Collections Specialists	130	\$17.61	\$36,620	\$8.31	\$17,290	\$22.25	\$46,290
25-9021	Farm and Home Management Advisors	360	\$23.15	\$48,160	\$14.66	\$30,500	\$27.40	\$56,990
25-9031	Instructional Coordinators	1,120	\$27.38	\$56,960	\$18.32	\$38,100	\$31.92	\$66,390
25-9041	Teacher Assistants	11,100	N/A	\$19,470	N/A	\$17,140	N/A	\$20,630
25-9099	Education, Training, and Library Workers, All Other	140	\$19.72	\$41,020	\$14.07	\$29,260	\$22.55	\$46,910
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	7,760	\$20.15	\$41,920	\$9.86	\$20,500	\$25.30	\$52,620
27-1011	Art Directors	110	N/A	N/A	N/A	N/A	N/A	N/A
27-1012	Craft Artists	70	\$12.88	\$26,790	\$10.55	\$21,930	\$14.05	\$29,220
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	30	\$11.86	\$24,680	\$8.11	\$16,880	\$13.74	\$28,580
27-1014	Multimedia Artists and Animators	20	\$27.75	\$57,710	\$19.86	\$41,320	\$31.69	\$65,910
27-1021	Commercial and Industrial Designers	70	\$33.07	\$68,790	\$24.10	\$50,140	\$37.56	\$78,120
27-1023	Floral Designers	330	\$11.09	\$23,070	\$8.26	\$17,180	\$12.51	\$26,010
27-1024	Graphic Designers	870	\$18.08	\$37,610	\$11.85	\$24,660	\$21.20	\$44,090
27-1025	Interior Designers	230	\$19.87	\$41,330	\$9.95	\$20,700	\$24.83	\$51,640
27-1026	Merchandise Displayers and Window Trimmers	680	\$12.44	\$25,870	\$9.32	\$19,380	\$13.99	\$29,110
27-1029	Designers, All Other	40	\$13.41	\$27,880	\$8.29	\$17,230	\$15.96	\$33,210

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
27-2011	Actors	N/A	\$28.88	N/A	\$18.80	N/A	\$33.91	N/A
27-2012	Producers and Directors	270	\$25.84	\$53,740	\$12.63	\$26,270	\$32.44	\$67,470
27-2021	Athletes and Sports Competitors	60	N/A	\$43,060	N/A	\$25,200	N/A	\$51,990
27-2022	Coaches and Scouts	1,290	N/A	\$50,230	N/A	\$18,650	N/A	\$66,010
27-2041	Music Directors and Composers	190	\$23.72	\$49,340	\$15.31	\$31,850	\$27.93	\$58,090
27-3011	Radio and Television Announcers	240	\$12.91	\$26,850	\$8.36	\$17,380	\$15.18	\$31,580
27-3021	Broadcast News Analysts	60	N/A	N/A	N/A	N/A	N/A	N/A
27-3022	Reporters and Correspondents	230	\$16.02	\$33,320	\$9.75	\$20,280	\$19.15	\$39,840
27-3031	Public Relations Specialists	1,370	\$24.59	\$51,150	\$14.11	\$29,350	\$29.83	\$62,050
27-3041	Editors	380	\$18.59	\$38,660	\$10.15	\$21,120	\$22.80	\$47,430
27-3042	Technical Writers	90	\$28.01	\$58,250	\$19.96	\$41,510	\$32.03	\$66,620
27-3043	Writers and Authors	140	\$19.61	\$40,800	\$8.72	\$18,140	\$25.06	\$52,130
27-3091	Interpreters and Translators	130	\$19.03	\$39,590	\$10.38	\$21,580	\$23.36	\$48,590
27-3099	Media and Communication Workers, All Other	30	\$18.94	\$39,390	\$15.17	\$31,560	\$20.82	\$43,310
27-4011	Audio and Video Equipment Technicians	170	\$14.68	\$30,540	\$8.50	\$17,690	\$17.77	\$36,960
27-4012	Broadcast Technicians	130	\$17.34	\$36,080	\$9.03	\$18,780	\$21.50	\$44,720
27-4021	Photographers	200	\$15.22	\$31,660	\$8.29	\$17,240	\$18.69	\$38,870
27-4031	Camera Operators, Television, Video, and Motion Picture	40	\$23.84	\$49,590	\$16.05	\$33,380	\$27.74	\$57,690
27-4099	Media and Communication Equipment Workers, All Other	40	\$27.41	\$57,010	\$17.89	\$37,200	\$32.17	\$66,910
29-0000	<b>Healthcare Practitioners and Technical Occupations</b>	<b>77,970</b>	<b>\$30.87</b>	<b>\$64,210</b>	<b>\$15.25</b>	<b>\$31,710</b>	<b>\$38.68</b>	<b>\$80,460</b>
29-1011	Chiropractors	110	\$40.36	\$83,940	\$22.47	\$46,750	\$49.30	\$102,540
29-1021	Dentists, General	770	\$82.98	\$172,600	\$42.89	\$89,210	\$103.03	\$214,290
29-1023	Orthodontists	70	N/A	N/A	N/A	N/A	N/A	N/A
29-1029	Dentists, All Other Specialists	N/A	\$85.25	\$177,310	\$69.97	\$145,530	\$92.89	\$193,210
29-1031	Dietitians and Nutritionists	510	\$23.23	\$48,310	\$15.22	\$31,660	\$27.23	\$56,640

[-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
29-1041	Optometrists	200	\$63.45	\$131,980	\$30.80	\$64,070	\$79.78	\$165,940
29-1051	Pharmacists	2,740	\$58.39	\$121,450	\$46.77	\$97,280	\$64.20	\$133,540
29-1061	Anesthesiologists	90	N/A	N/A	N/A	N/A	N/A	N/A
29-1062	Family and General Practitioners	800	\$108.96	\$226,640	\$62.35	\$129,690	\$132.27	\$275,110
29-1063	Internists, General	170	\$110.83	\$230,540	\$73.68	\$153,250	\$129.41	\$269,180
29-1064	Obstetricians and Gynecologists	90	\$117.55	\$244,500	\$63.16	\$131,380	\$144.74	\$301,060
29-1065	Pediatricians, General	140	\$130.02	\$270,430	N/A	N/A	N/A	N/A
29-1066	Psychiatrists	90	\$107.53	\$223,670	\$48.89	\$101,690	\$136.86	\$284,660
29-1067	Surgeons	520	\$129.37	\$269,100	N/A	N/A	N/A	N/A
29-1069	Physicians and Surgeons, All Other	1,920	\$88.12	\$183,280	\$23.54	\$48,970	\$120.40	\$250,440
29-1071	Physician Assistants	190	\$29.34	\$61,030	\$13.90	\$28,910	\$37.06	\$77,090
29-1081	Podiatrists	N/A	\$46.10	\$95,900	\$21.37	\$44,460	\$58.47	\$121,610
29-1122	Occupational Therapists	910	\$38.93	\$80,980	\$27.94	\$58,110	\$44.43	\$92,420
29-1123	Physical Therapists	1,700	\$42.92	\$89,270	\$31.56	\$65,650	\$48.60	\$101,080
29-1124	Radiation Therapists	160	\$36.43	\$75,780	\$23.75	\$49,410	\$42.77	\$88,960
29-1125	Recreational Therapists	230	\$17.16	\$35,700	\$12.27	\$25,530	\$19.61	\$40,790
29-1126	Respiratory Therapists	1,540	\$23.26	\$48,390	\$18.67	\$38,830	\$25.56	\$53,170
29-1127	Speech-Language Pathologists	1,410	\$30.33	\$63,090	\$19.99	\$41,580	\$35.50	\$73,840
29-1128	Exercise Physiologists	90	\$19.70	\$40,990	\$14.48	\$30,110	\$22.32	\$46,420
29-1129	Therapists, All Other	30	\$23.51	\$48,900	\$17.89	\$37,220	\$26.31	\$54,730
29-1131	Veterinarians	450	\$38.79	\$80,690	\$24.20	\$50,340	\$46.09	\$95,860
29-1141	Registered Nurses	28,590	\$27.41	\$57,010	\$19.93	\$41,450	\$31.15	\$64,780
29-1151	Nurse Anesthetists	320	\$74.74	\$155,470	\$54.97	\$114,330	\$84.63	\$176,040
29-1161	Nurse Midwives	20	\$41.11	\$85,520	\$31.94	\$66,430	\$45.70	\$95,060
29-1171	Nurse Practitioners	2,350	\$48.02	\$99,880	\$37.65	\$78,310	\$53.21	\$110,670

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
29-1181	Audiologists	110	\$34.20	\$71,140	\$24.55	\$51,070	\$39.02	\$81,170
29-1199	Health Diagnosing and Treating Practitioners, All Other	110	\$31.04	\$64,560	\$24.05	\$50,030	\$34.54	\$71,830
29-2011	Medical and Clinical Laboratory Technologists	1,490	\$27.19	\$56,560	\$18.97	\$39,450	\$31.30	\$65,110
29-2012	Medical and Clinical Laboratory Technicians	1,670	\$17.03	\$35,420	\$11.84	\$24,630	\$19.63	\$40,820
29-2021	Dental Hygienists	1,250	\$27.86	\$57,960	\$22.26	\$46,310	\$30.66	\$63,780
29-2031	Cardiovascular Technologists and Technicians	510	\$20.36	\$42,340	\$11.44	\$23,790	\$24.81	\$51,610
29-2032	Diagnostic Medical Sonographers	690	\$31.03	\$64,540	\$23.87	\$49,650	\$34.61	\$71,990
29-2033	Nuclear Medicine Technologists	230	\$31.20	\$64,910	\$23.85	\$49,600	\$34.88	\$72,560
29-2034	Radiologic Technologists and Technicians	2,040	\$22.80	\$47,430	\$17.37	\$36,130	\$25.52	\$53,080
29-2035	Magnetic Resonance Imaging Technologists	380	\$27.57	\$57,340	\$21.12	\$43,920	\$30.79	\$64,050
29-2041	Emergency Medical Technicians and Paramedics	2,210	\$16.99	\$35,330	\$9.92	\$20,630	\$20.52	\$42,690
29-2051	Dietetic Technicians	240	\$10.90	\$22,680	\$8.26	\$17,180	\$12.23	\$25,430
29-2052	Pharmacy Technicians	3,760	\$14.29	\$29,710	\$10.69	\$22,230	\$16.08	\$33,450
29-2053	Psychiatric Technicians	440	\$14.27	\$29,680	\$10.33	\$21,480	\$16.24	\$33,790
29-2054	Respiratory Therapy Technicians	360	\$23.30	\$48,450	\$17.64	\$36,700	\$26.12	\$54,330
29-2055	Surgical Technologists	1,330	\$18.18	\$37,810	\$12.76	\$26,540	\$20.89	\$43,440
29-2056	Veterinary Technologists and Technicians	630	\$15.40	\$32,030	\$10.15	\$21,110	\$18.03	\$37,500
29-2057	Ophthalmic Medical Technicians	480	\$17.04	\$35,440	\$11.95	\$24,860	\$19.58	\$40,720
29-2061	Licensed Practical and Licensed Vocational Nurses	8,990	\$17.71	\$36,840	\$14.77	\$30,720	\$19.18	\$39,900
29-2071	Medical Records and Health Information Technicians	2,490	\$15.07	\$31,350	\$9.87	\$20,530	\$17.67	\$36,760
29-2081	Opticians, Dispensing	370	\$14.74	\$30,650	\$10.15	\$21,110	\$17.03	\$35,420
29-2091	Orthotists and Prosthetists	90	N/A	N/A	N/A	N/A	N/A	N/A
29-2099	Health Technologists and Technicians, All Other	660	\$19.94	\$41,470	\$11.31	\$23,530	\$24.25	\$50,440
29-9011	Occupational Health and Safety Specialists	490	\$33.96	\$70,630	\$21.84	\$45,430	\$40.01	\$83,230
29-9012	Occupational Health and Safety Technicians	200	\$20.20	\$42,020	\$11.54	\$23,990	\$24.54	\$51,030

[<-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
29-9091	Athletic Trainers	280	N/A	\$44,080	N/A	\$31,580	N/A	\$50,340
29-9099	Healthcare Practitioners and Technical Workers, All Other	190	\$18.57	\$38,630	\$10.77	\$22,390	\$22.47	\$46,750
31-0000	Healthcare Support Occupations	31,930	\$11.66	\$24,260	\$8.36	\$17,400	\$13.31	\$27,680
31-1011	Home Health Aides	4,470	\$10.19	\$21,200	\$8.29	\$17,230	\$11.15	\$23,180
31-1013	Psychiatric Aides	3,570	\$9.06	\$18,840	\$8.24	\$17,140	\$9.47	\$19,690
31-1014	Nursing Assistants	13,880	\$10.40	\$21,640	\$8.33	\$17,320	\$11.44	\$23,800
31-1015	Orderlies	480	\$10.36	\$21,560	\$8.32	\$17,310	\$11.39	\$23,680
31-2011	Occupational Therapy Assistants	280	\$26.41	\$54,940	\$18.13	\$37,720	\$30.55	\$63,540
31-2012	Occupational Therapy Aides	N/A	\$16.89	\$35,140	\$10.66	\$22,160	\$20.01	\$41,620
31-2021	Physical Therapist Assistants	920	\$22.91	\$47,650	\$13.81	\$28,720	\$27.46	\$57,110
31-2022	Physical Therapist Aides	380	\$10.59	\$22,030	\$8.83	\$18,370	\$11.47	\$23,860
31-9011	Massage Therapists	160	\$13.39	\$27,860	\$8.22	\$17,110	\$15.98	\$33,240
31-9091	Dental Assistants	2,240	\$15.74	\$32,740	\$11.97	\$24,890	\$17.63	\$36,660
31-9092	Medical Assistants	2,650	\$13.98	\$29,080	\$10.59	\$22,020	\$15.68	\$32,600
31-9093	Medical Equipment Preparers	290	\$13.81	\$28,720	\$10.35	\$21,520	\$15.54	\$32,320
31-9094	Medical Transcriptionists	440	\$14.58	\$30,330	\$10.47	\$21,790	\$16.64	\$34,600
31-9095	Pharmacy Aides	190	\$11.10	\$23,080	\$8.41	\$17,490	\$12.44	\$25,870
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	800	\$10.94	\$22,760	\$8.96	\$18,650	\$11.93	\$24,810
31-9097	Phlebotomists	980	\$13.44	\$27,960	\$10.27	\$21,360	\$15.03	\$31,250
31-9099	Healthcare Support Workers, All Other	180	\$18.56	\$38,600	\$11.07	\$23,030	\$22.30	\$46,380
33-0000	Protective Service Occupations	33,320	\$15.02	\$31,230	\$9.49	\$19,730	\$17.78	\$36,980
33-1011	First-Line Supervisors of Correctional Officers	390	\$21.60	\$44,930	\$16.27	\$33,840	\$24.26	\$50,470
33-1012	First-Line Supervisors of Police and Detectives	850	\$25.78	\$53,630	\$17.54	\$36,480	\$29.91	\$62,210
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	770	\$22.07	\$45,910	\$16.24	\$33,770	\$24.99	\$51,980
33-1099	First-Line Supervisors of Protective Service Workers, All Other	590	\$19.57	\$40,700	\$11.74	\$24,420	\$23.48	\$48,840

[-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
33-2011	Firefighters	2,700	\$15.11	\$31,430	\$10.22	\$21,260	\$17.56	\$36,520
33-2021	Fire Inspectors and Investigators	270	\$22.12	\$46,010	\$13.10	\$27,240	\$26.63	\$55,400
33-2022	Forest Fire Inspectors and Prevention Specialists	240	\$13.76	\$28,620	\$9.80	\$20,390	\$15.74	\$32,740
33-3011	Bailiffs	150	\$17.23	\$35,850	\$8.70	\$18,100	\$21.50	\$44,720
33-3012	Correctional Officers and Jailers	6,550	\$13.11	\$27,260	\$10.31	\$21,440	\$14.51	\$30,170
33-3021	Detectives and Criminal Investigators	880	\$28.68	\$59,660	\$16.92	\$35,200	\$34.56	\$71,890
33-3031	Fish and Game Wardens	40	\$18.57	\$38,620	\$15.22	\$31,660	\$20.24	\$42,100
33-3041	Parking Enforcement Workers	40	\$13.56	\$28,210	\$10.73	\$22,330	\$14.98	\$31,150
33-3051	Police and Sheriff's Patrol Officers	7,450	\$16.61	\$34,550	\$11.58	\$24,090	\$19.13	\$39,780
33-9011	Animal Control Workers	190	\$11.65	\$24,230	\$8.82	\$18,340	\$13.07	\$27,180
33-9021	Private Detectives and Investigators	N/A	\$19.77	\$41,120	\$12.00	\$24,970	\$23.66	\$49,200
33-9031	Gaming Surveillance Officers and Gaming Investigators	360	\$16.66	\$34,660	\$12.74	\$26,490	\$18.62	\$38,740
33-9032	Security Guards	10,400	\$11.87	\$24,700	\$8.28	\$17,220	\$13.67	\$28,440
33-9091	Crossing Guards	320	\$11.94	\$24,830	\$8.49	\$17,650	\$13.66	\$28,420
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	290	\$8.87	\$18,460	\$8.24	\$17,140	\$9.19	\$19,120
33-9093	Transportation Security Screeners	150	\$18.58	\$38,640	\$17.03	\$35,430	\$19.35	\$40,250
33-9099	Protective Service Workers, All Other	470	\$15.77	\$32,800	\$9.55	\$19,850	\$18.88	\$39,270
35-0000	Food Preparation and Serving-Related Occupations	104,700	\$9.75	\$20,280	\$8.29	\$17,240	\$10.48	\$21,800
35-1011	Chefs and Head Cooks	960	\$20.71	\$43,070	\$12.45	\$25,900	\$24.83	\$51,650
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	9,120	\$13.61	\$28,310	\$8.95	\$18,620	\$15.94	\$33,160
35-2011	Cooks, Fast Food	10,920	\$8.63	\$17,960	\$8.29	\$17,240	\$8.81	\$18,310
35-2012	Cooks, Institution and Cafeteria	7,370	\$9.44	\$19,630	\$8.31	\$17,290	\$10.00	\$20,790
35-2014	Cooks, Restaurant	9,530	\$10.40	\$21,630	\$8.29	\$17,250	\$11.45	\$23,820
35-2015	Cooks, Short Order	2,280	\$9.73	\$20,240	\$8.31	\$17,290	\$10.44	\$21,720
35-2019	Cooks, All Other	230	\$12.42	\$25,840	\$9.54	\$19,840	\$13.87	\$28,850

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
35-2021	Food Preparation Workers	9,110	\$9.10	\$18,920	\$8.31	\$17,290	\$9.49	\$19,730
35-3011	Bartenders	2,430	\$9.41	\$19,570	\$8.28	\$17,220	\$9.97	\$20,750
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	19,750	\$9.05	\$18,810	\$8.26	\$17,180	\$9.44	\$19,630
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	3,010	\$9.15	\$19,030	\$8.32	\$17,310	\$9.56	\$19,880
35-3031	Waiters and Waitresses	19,390	\$9.30	\$19,340	\$8.29	\$17,240	\$9.81	\$20,400
35-3041	Food Servers, Nonrestaurant	2,240	\$9.08	\$18,890	\$8.29	\$17,250	\$9.47	\$19,700
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,920	\$9.12	\$18,970	\$8.21	\$17,080	\$9.57	\$19,910
35-9021	Dishwashers	2,540	\$8.88	\$18,480	\$8.30	\$17,260	\$9.17	\$19,080
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2,810	\$9.31	\$19,370	\$8.28	\$17,220	\$9.83	\$20,450
35-9099	Food Preparation and Serving Related Workers, All Other	1,090	\$9.22	\$19,190	\$8.31	\$17,280	\$9.68	\$20,140
37-0000	<b>Building and Grounds Cleaning and Maintenance Occupations</b>	<b>37,180</b>	<b>\$10.61</b>	<b>\$22,080</b>	<b>\$8.29</b>	<b>\$17,250</b>	<b>\$11.77</b>	<b>\$24,490</b>
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1,440	\$14.14	\$29,400	\$9.55	\$19,870	\$16.43	\$34,170
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundsk	780	\$17.81	\$37,050	\$10.55	\$21,930	\$21.44	\$44,600
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16,990	\$10.29	\$21,400	\$8.31	\$17,290	\$11.28	\$23,460
37-2012	Maids and Housekeeping Cleaners	10,740	\$8.96	\$18,640	\$8.26	\$17,170	\$9.31	\$19,370
37-2021	Pest Control Workers	890	\$15.65	\$32,560	\$11.32	\$23,540	\$17.82	\$37,070
37-3011	Landscaping and Groundskeeping Workers	5,860	\$11.54	\$24,000	\$8.45	\$17,580	\$13.08	\$27,210
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	70	\$11.73	\$24,410	\$8.41	\$17,490	\$13.40	\$27,870
37-3013	Tree Trimmers and Pruners	N/A	\$16.48	\$34,270	\$12.24	\$25,460	\$18.59	\$38,670
37-3019	Grounds Maintenance Workers, All Other	150	\$17.21	\$35,810	\$10.09	\$20,990	\$20.77	\$43,210
39-0000	<b>Personal Care and Service Occupations</b>	<b>32,700</b>	<b>\$10.88</b>	<b>\$22,640</b>	<b>\$8.29</b>	<b>\$17,240</b>	<b>\$12.18</b>	<b>\$25,340</b>
39-1011	Gaming Supervisors	980	\$21.45	\$44,620	\$14.15	\$29,440	\$25.10	\$52,210
39-1012	Slot Supervisors	410	\$18.24	\$37,940	\$12.94	\$26,910	\$20.89	\$43,460
39-1021	First-Line Supervisors of Personal Service Workers	1,000	\$16.62	\$34,560	\$10.17	\$21,160	\$19.84	\$41,260
39-2011	Animal Trainers	20	\$12.43	\$25,840	\$9.68	\$20,140	\$13.80	\$28,690

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
39-2021	Nonfarm Animal Caretakers	840	\$10.62	\$22,100	\$8.26	\$17,180	\$11.81	\$24,560
39-3011	Gaming Dealers	3,870	\$9.54	\$19,850	\$8.27	\$17,200	\$10.18	\$21,180
39-3012	Gaming and Sports Book Writers and Runners	90	\$9.29	\$19,320	\$8.24	\$17,130	\$9.81	\$20,410
39-3019	Gaming Service Workers, All Other	80	\$12.02	\$25,000	\$9.79	\$20,370	\$13.13	\$27,310
39-3021	Motion Picture Projectionists	30	\$11.50	\$23,910	\$9.53	\$19,830	\$12.48	\$25,950
39-3031	Ushers, Lobby Attendants, and Ticket Takers	470	\$9.21	\$19,150	\$8.20	\$17,050	\$9.71	\$20,200
39-3091	Amusement and Recreation Attendants	1,090	\$10.39	\$21,610	\$8.23	\$17,130	\$11.47	\$23,860
39-3092	Costume Attendants	20	\$17.23	\$35,840	\$10.40	\$21,630	\$20.64	\$42,940
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	100	\$8.76	\$18,210	\$8.31	\$17,280	\$8.98	\$18,680
39-4011	Embalmers	N/A	\$14.46	\$30,080	\$10.64	\$22,140	\$16.37	\$34,050
39-4021	Funeral Attendants	190	\$12.37	\$25,740	\$8.76	\$18,230	\$14.18	\$29,490
39-4031	Morticians, Undertakers, and Funeral Directors	360	\$19.46	\$40,480	\$9.32	\$19,380	\$24.53	\$51,030
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,420	\$11.72	\$24,380	\$8.34	\$17,350	\$13.41	\$27,890
39-5092	Manicurists and Pedicurists	N/A	\$10.62	\$22,090	\$8.37	\$17,400	\$11.75	\$24,440
39-5094	Skincare Specialists	210	\$12.48	\$25,960	\$9.41	\$19,580	\$14.02	\$29,150
39-6011	Baggage Porters and Bellhops	220	\$9.66	\$20,100	\$8.21	\$17,080	\$10.39	\$21,600
39-6012	Concierges	N/A	\$11.19	\$23,270	\$8.53	\$17,740	\$12.51	\$26,030
39-7011	Tour Guides and Escorts	140	\$12.08	\$25,120	\$9.97	\$20,730	\$13.13	\$27,310
39-7012	Travel Guides	40	\$10.30	\$21,410	\$9.03	\$18,780	\$10.93	\$22,730
39-9011	Childcare Workers	6,410	\$9.09	\$18,900	\$8.29	\$17,250	\$9.49	\$19,730
39-9021	Personal Care Aides	10,630	\$9.56	\$19,880	\$8.30	\$17,260	\$10.19	\$21,190
39-9031	Fitness Trainers and Aerobics Instructors	960	\$16.38	\$34,080	\$9.00	\$18,720	\$20.08	\$41,760
39-9032	Recreation Workers	1,660	\$12.31	\$25,600	\$8.28	\$17,230	\$14.32	\$29,780
39-9041	Residential Advisors	770	\$11.71	\$24,370	\$8.33	\$17,330	\$13.41	\$27,880
39-9099	Personal Care and Service Workers, All Other	90	\$11.20	\$23,300	\$8.38	\$17,420	\$12.62	\$26,250

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
41-0000	Sales and Related Occupations	115,190	\$14.52	\$30,190	\$8.32	\$17,310	\$17.61	\$36,630
41-1011	First-Line Supervisors of Retail Sales Workers	11,860	\$18.02	\$37,480	\$10.52	\$21,870	\$21.77	\$45,280
41-1012	First-Line Supervisors of Non-Retail Sales Workers	1,480	\$35.11	\$73,040	\$17.42	\$36,240	\$43.96	\$91,430
41-2011	Cashiers	38,690	\$9.29	\$19,320	\$8.30	\$17,260	\$9.79	\$20,360
41-2012	Gaming Change Persons and Booth Cashiers	720	\$12.20	\$25,370	\$9.23	\$19,200	\$13.68	\$28,450
41-2021	Counter and Rental Clerks	2,580	\$12.18	\$25,340	\$8.31	\$17,280	\$14.12	\$29,370
41-2022	Parts Salespersons	2,530	\$14.69	\$30,560	\$8.69	\$18,070	\$17.69	\$36,800
41-2031	Retail Salespersons	39,600	\$12.64	\$26,290	\$8.33	\$17,330	\$14.79	\$30,770
41-3011	Advertising Sales Agents	860	\$18.21	\$37,870	\$9.34	\$19,430	\$22.64	\$47,080
41-3021	Insurance Sales Agents	2,700	\$27.06	\$56,280	\$10.95	\$22,780	\$35.11	\$73,030
41-3031	Securities, Commodities, and Financial Services Sales Agents	610	\$53.70	\$111,690	\$18.52	\$38,520	\$71.28	\$148,270
41-3041	Travel Agents	70	\$15.72	\$32,690	\$10.96	\$22,800	\$18.10	\$37,640
41-3099	Sales Representatives, Services, All Other	3,530	\$23.96	\$49,830	\$12.04	\$25,030	\$29.92	\$62,220
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	820	\$30.81	\$64,090	\$13.92	\$28,950	\$39.26	\$81,650
41-4012	Manufacturing, Except Technical and Scientific Products	7,180	\$26.83	\$55,810	\$13.06	\$27,170	\$33.72	\$70,130
41-9011	Demonstrators and Product Promoters	100	\$13.64	\$28,380	\$8.63	\$17,960	\$16.15	\$33,590
41-9021	Real Estate Brokers	240	\$28.43	\$59,140	\$11.75	\$24,440	\$36.78	\$76,500
41-9022	Real Estate Sales Agents	850	\$21.16	\$44,020	\$10.26	\$21,340	\$26.62	\$55,360
41-9031	Sales Engineers	120	\$47.61	\$99,040	\$30.69	\$63,840	\$56.07	\$116,640
41-9041	Telemarketers	N/A	\$12.68	\$26,370	\$8.66	\$18,000	\$14.69	\$30,550
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	20	\$16.30	\$33,910	\$14.55	\$30,270	\$17.18	\$35,720
41-9099	Sales and Related Workers, All Other	410	\$21.84	\$45,430	\$11.90	\$24,740	\$26.81	\$55,770
43-0000	Office and Administrative Support Occupations	161,410	\$15.10	\$31,410	\$9.50	\$19,760	\$17.90	\$37,240
43-1011	First-Line Supervisors of Office and Administrative Support Workers	10,670	\$22.34	\$46,460	\$13.89	\$28,890	\$26.56	\$55,250
43-2011	Switchboard Operators, Including Answering Service	1,100	\$11.57	\$24,070	\$8.98	\$18,670	\$12.87	\$26,760

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
43-2021	Telephone Operators	40	\$13.08	\$27,200	\$10.94	\$22,750	\$14.15	\$29,430
43-3011	Bill and Account Collectors	2,290	\$15.30	\$31,820	\$10.54	\$21,920	\$17.68	\$36,760
43-3021	Billing and Posting Clerks and Machine Operators	3,670	\$15.11	\$31,420	\$10.89	\$22,650	\$17.22	\$35,810
43-3031	Bookkeeping, Accounting, and Auditing Clerks	11,940	\$17.42	\$36,240	\$11.31	\$23,530	\$20.48	\$42,590
43-3041	Gaming Cage Workers	570	\$12.24	\$25,470	\$9.34	\$19,440	\$13.69	\$28,480
43-3051	Payroll and Timekeeping Clerks	1,320	\$17.87	\$37,160	\$12.92	\$26,860	\$20.34	\$42,310
43-3061	Procurement Clerks	860	\$20.09	\$41,790	\$13.98	\$29,070	\$23.15	\$48,160
43-3071	Tellers	4,770	\$12.60	\$26,200	\$10.32	\$21,470	\$13.73	\$28,570
43-3099	Financial Clerks, All Other	80	\$17.30	\$35,990	\$12.04	\$25,040	\$19.94	\$41,470
43-4011	Brokerage Clerks	200	\$22.02	\$45,800	\$17.01	\$35,380	\$24.52	\$51,010
43-4021	Correspondence Clerks	20	\$17.03	\$35,410	\$10.03	\$20,860	\$20.53	\$42,690
43-4031	Court, Municipal, and License Clerks	1,910	\$14.41	\$29,960	\$10.28	\$21,380	\$16.47	\$34,250
43-4041	Credit Authorizers, Checkers, and Clerks	840	\$14.24	\$29,620	\$9.58	\$19,930	\$16.57	\$34,460
43-4051	Customer Service Representatives	16,370	\$13.91	\$28,930	\$9.30	\$19,350	\$16.21	\$33,720
43-4061	Eligibility Interviewers, Government Programs	1,280	\$15.30	\$31,820	\$11.66	\$24,260	\$17.12	\$35,610
43-4071	File Clerks	930	\$11.85	\$24,650	\$8.40	\$17,470	\$13.58	\$28,240
43-4081	Hotel, Motel, and Resort Desk Clerks	3,160	\$9.50	\$19,750	\$8.31	\$17,280	\$10.09	\$20,990
43-4111	Interviewers, Except Eligibility and Loan	1,620	\$13.81	\$28,730	\$9.73	\$20,240	\$15.86	\$32,980
43-4121	Library Assistants, Clerical	690	\$10.48	\$21,790	\$8.33	\$17,320	\$11.55	\$24,030
43-4131	Loan Interviewers and Clerks	1,700	\$16.56	\$34,450	\$12.14	\$25,260	\$18.77	\$39,040
43-4141	New Accounts Clerks	470	\$15.08	\$31,360	\$12.31	\$25,600	\$16.46	\$34,230
43-4151	Order Clerks	770	\$15.01	\$31,210	\$9.94	\$20,670	\$17.54	\$36,480
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	920	\$17.89	\$37,220	\$13.06	\$27,170	\$20.31	\$42,240
43-4171	Receptionists and Information Clerks	6,070	\$12.30	\$25,580	\$9.63	\$20,030	\$13.63	\$28,350
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	90	\$15.00	\$31,200	\$8.76	\$18,210	\$18.12	\$37,700

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
43-4199	Information and Record Clerks, All Other	980	\$19.03	\$39,580	\$13.65	\$28,400	\$21.72	\$45,170
43-5011	Cargo and Freight Agents	350	\$21.93	\$45,610	\$15.69	\$32,640	\$25.04	\$52,090
43-5021	Couriers and Messengers	620	\$10.69	\$22,230	\$8.41	\$17,500	\$11.83	\$24,600
43-5031	Police, Fire, and Ambulance Dispatchers	1,400	\$12.28	\$25,550	\$9.36	\$19,470	\$13.74	\$28,590
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1,280	\$17.99	\$37,410	\$10.94	\$22,760	\$21.51	\$44,730
43-5041	Meter Readers, Utilities	N/A	\$13.70	\$28,510	\$9.14	\$19,000	\$15.99	\$33,260
43-5051	Postal Service Clerks	840	\$22.08	\$45,930	\$15.58	\$32,400	\$25.33	\$52,690
43-5052	Postal Service Mail Carriers	3,080	\$24.10	\$50,120	\$17.34	\$36,060	\$27.48	\$57,150
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	350	\$23.68	\$49,260	\$16.83	\$35,010	\$27.11	\$56,390
43-5061	Production, Planning, and Expediting Clerks	2,370	\$21.47	\$44,660	\$13.76	\$28,620	\$25.32	\$52,670
43-5071	Shipping, Receiving, and Traffic Clerks	5,620	\$14.27	\$29,670	\$10.01	\$20,810	\$16.40	\$34,110
43-5081	Stock Clerks and Order Fillers	17,330	\$11.85	\$24,650	\$8.30	\$17,250	\$13.63	\$28,350
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	860	\$14.10	\$29,320	\$9.14	\$19,020	\$16.57	\$34,470
43-6011	Executive Secretaries and Executive Administrative Assistants	3,310	\$19.54	\$40,630	\$12.27	\$25,530	\$23.17	\$48,190
43-6012	Legal Secretaries	960	\$18.88	\$39,270	\$13.19	\$27,430	\$21.73	\$45,190
43-6013	Medical Secretaries	2,530	\$14.85	\$30,880	\$11.18	\$23,250	\$16.68	\$34,690
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical,	23,100	\$14.81	\$30,800	\$9.67	\$20,110	\$17.38	\$36,150
43-9011	Computer Operators	470	\$17.66	\$36,740	\$11.65	\$24,230	\$20.67	\$42,990
43-9021	Data Entry Keyers	880	\$12.90	\$26,820	\$9.16	\$19,050	\$14.76	\$30,710
43-9022	Word Processors and Typists	300	\$12.62	\$26,240	\$8.78	\$18,260	\$14.53	\$30,230
43-9031	Desktop Publishers	50	\$16.94	\$35,230	\$13.23	\$27,510	\$18.79	\$39,090
43-9041	Insurance Claims and Policy Processing Clerks	890	\$15.44	\$32,110	\$10.90	\$22,660	\$17.71	\$36,830
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	390	\$11.84	\$24,640	\$8.54	\$17,770	\$13.49	\$28,070
43-9061	Office Clerks, General	17,210	\$12.87	\$26,770	\$8.73	\$18,160	\$14.94	\$31,080
43-9071	Office Machine Operators, Except Computer	280	\$13.07	\$27,190	\$9.84	\$20,470	\$14.69	\$30,550

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
43-9081	Proofreaders and Copy Markers	N/A	\$13.54	\$28,160	\$11.08	\$23,060	\$14.76	\$30,710
43-9111	Statistical Assistants	50	\$13.63	\$28,360	\$9.94	\$20,680	\$15.48	\$32,200
43-9199	Office and Administrative Support Workers, All Other	680	\$16.09	\$33,460	\$12.25	\$25,470	\$18.01	\$37,460
<b>45-0000</b>	<b>Farming, Fishing, and Forestry Occupations</b>	<b>4,850</b>	<b>\$15.75</b>	<b>\$32,760</b>	<b>\$9.57</b>	<b>\$19,900</b>	<b>\$18.84</b>	<b>\$39,190</b>
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	370	\$20.71	\$43,070	\$13.46	\$28,000	\$24.33	\$50,610
45-2011	Agricultural Inspectors	250	\$19.44	\$40,430	\$14.04	\$29,190	\$22.14	\$46,050
45-2041	Graders and Sorters, Agricultural Products	480	\$10.68	\$22,220	\$8.93	\$18,570	\$11.56	\$24,040
45-2091	Agricultural Equipment Operators	160	N/A	N/A	N/A	N/A	N/A	N/A
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	490	\$10.57	\$21,990	\$8.34	\$17,340	\$11.69	\$24,310
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	560	\$11.49	\$23,900	\$8.30	\$17,270	\$13.08	\$27,220
45-2099	Agricultural Workers, All Other	N/A	\$14.54	\$30,250	\$8.47	\$17,620	\$17.58	\$36,560
45-3011	Fishers and Related Fishing Workers	30	\$18.12	\$37,700	\$12.32	\$25,620	\$21.03	\$43,740
45-4021	Fallers	510	N/A	N/A	N/A	N/A	N/A	N/A
45-4022	Logging Equipment Operators	1,820	\$16.25	\$33,800	\$11.39	\$23,680	\$18.68	\$38,860
45-4023	Log Graders and Scalers	90	\$18.00	\$37,440	\$12.57	\$26,150	\$20.71	\$43,080
<b>47-0000</b>	<b>Construction and Extraction Occupations</b>	<b>42,020</b>	<b>\$18.84</b>	<b>\$39,190</b>	<b>\$11.64</b>	<b>\$24,210</b>	<b>\$22.44</b>	<b>\$46,670</b>
47-1011	First-Line Supervisors of Construction Trades and Extraction Work	4,190	\$26.43	\$54,980	\$16.97	\$35,290	\$31.17	\$64,830
47-2011	Boilermakers	330	\$28.25	\$58,760	\$20.57	\$42,770	\$32.09	\$66,750
47-2021	Brickmasons and Blockmasons	200	\$16.94	\$35,240	\$12.08	\$25,120	\$19.37	\$40,300
47-2022	Stonemasons	N/A	\$16.27	\$33,830	\$12.52	\$26,050	\$18.14	\$37,720
47-2031	Carpenters	3,490	\$17.45	\$36,290	\$12.32	\$25,630	\$20.01	\$41,630
47-2041	Carpet Installers	N/A	\$10.54	\$21,930	\$8.36	\$17,390	\$11.63	\$24,190
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	30	\$15.93	\$33,130	\$9.12	\$18,970	\$19.33	\$40,210
47-2044	Tile and Marble Setters	160	\$16.51	\$34,350	\$8.45	\$17,580	\$20.55	\$42,740
47-2051	Cement Masons and Concrete Finishers	640	\$14.07	\$29,280	\$9.96	\$20,730	\$16.13	\$33,550

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
47-2061	Construction Laborers	6,380	\$13.92	\$28,960	\$10.15	\$21,110	\$15.81	\$32,890
47-2071	Paving, Surfacing, and Tamping Equipment Operators	910	\$15.73	\$32,730	\$11.75	\$24,430	\$17.73	\$36,870
47-2072	Pile-Driver Operators	40	\$18.63	\$38,750	\$13.38	\$27,830	\$21.26	\$44,210
47-2073	Operating Engineers and Other Construction Equipment Operators	2,360	\$18.66	\$38,810	\$12.82	\$26,660	\$21.58	\$44,890
47-2081	Drywall and Ceiling Tile Installers	130	\$16.92	\$35,190	\$10.11	\$21,020	\$20.32	\$42,270
47-2111	Electricians	5,860	\$23.20	\$48,250	\$17.06	\$35,490	\$26.27	\$54,630
47-2121	Glaziers	340	\$16.05	\$33,380	\$13.11	\$27,260	\$17.52	\$36,450
47-2131	Insulation Workers, Floor, Ceiling, and Wall	N/A	\$14.11	\$29,350	\$10.65	\$22,160	\$15.84	\$32,950
47-2132	Insulation Workers, Mechanical	380	\$22.92	\$47,670	\$14.32	\$29,780	\$27.22	\$56,620
47-2141	Painters, Construction and Maintenance	1,330	\$16.00	\$33,270	\$10.90	\$22,670	\$18.55	\$38,570
47-2151	Pipelayers	460	\$15.18	\$31,580	\$10.58	\$22,000	\$17.48	\$36,360
47-2152	Plumbers, Pipefitters, and Steamfitters	3,980	\$21.47	\$44,650	\$14.19	\$29,510	\$25.11	\$52,220
47-2161	Plasterers and Stucco Masons	N/A	\$16.85	\$35,050	\$15.02	\$31,250	\$17.76	\$36,950
47-2171	Reinforcing Iron and Rebar Workers	170	\$20.54	\$42,730	\$13.72	\$28,540	\$23.95	\$49,820
47-2181	Roofers	500	\$14.95	\$31,090	\$10.01	\$20,820	\$17.42	\$36,230
47-2211	Sheet Metal Workers	1,810	\$18.03	\$37,510	\$11.85	\$24,650	\$21.12	\$43,930
47-2221	Structural Iron and Steel Workers	600	\$21.22	\$44,140	\$16.26	\$33,820	\$23.70	\$49,300
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	140	\$13.59	\$28,260	\$10.40	\$21,630	\$15.18	\$31,580
47-3012	Helpers--Carpenters	270	\$14.00	\$29,120	\$10.25	\$21,320	\$15.88	\$33,020
47-3013	Helpers--Electricians	930	\$12.87	\$26,760	\$10.36	\$21,540	\$14.12	\$29,370
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	110	\$14.66	\$30,490	\$10.76	\$22,390	\$16.60	\$34,540
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	690	\$11.74	\$24,420	\$8.51	\$17,700	\$13.35	\$27,770
47-3016	Helpers--Roofers	60	\$11.97	\$24,910	\$9.56	\$19,890	\$13.18	\$27,410
47-3019	Helpers, Construction Trades, All Other	100	\$15.21	\$31,630	\$9.58	\$19,920	\$18.02	\$37,490
47-4011	Construction and Building Inspectors	390	\$23.28	\$48,430	\$15.92	\$33,110	\$26.97	\$56,090

[-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
47-4031	Fence Erectors	N/A	\$14.50	\$30,160	\$11.68	\$24,300	\$15.91	\$33,090
47-4041	Hazardous Materials Removal Workers	80	\$16.13	\$33,540	\$11.37	\$23,650	\$18.51	\$38,490
47-4051	Highway Maintenance Workers	2,360	\$13.41	\$27,900	\$9.88	\$20,550	\$15.18	\$31,570
47-4061	Rail-Track Laying and Maintenance Equipment Operators	150	\$23.39	\$48,650	\$13.52	\$28,120	\$28.32	\$58,910
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	110	\$16.40	\$34,110	\$11.00	\$22,890	\$19.09	\$39,720
47-4099	Construction and Related Workers, All Other	N/A	\$19.44	\$40,430	\$13.08	\$27,210	\$22.61	\$47,040
47-5011	Derrick Operators, Oil and Gas	N/A	\$24.82	\$51,620	\$18.31	\$38,090	\$28.07	\$58,390
47-5012	Rotary Drill Operators, Oil and Gas	320	\$38.84	\$80,780	\$19.04	\$39,610	\$48.73	\$101,360
47-5013	Service Unit Operators, Oil, Gas, and Mining	340	\$22.15	\$46,080	\$15.12	\$31,440	\$25.67	\$53,400
47-5021	Earth Drillers, Except Oil and Gas	160	\$17.08	\$35,530	\$13.30	\$27,660	\$18.97	\$39,460
47-5071	Roustabouts, Oil and Gas	320	\$18.70	\$38,900	\$13.08	\$27,200	\$21.51	\$44,750
47-5081	Helpers--Extraction Workers	260	\$14.51	\$30,180	\$8.93	\$18,570	\$17.30	\$35,990
49-0000	<b>Installation, Maintenance, and Repair Occupations</b>	<b>51,460</b>	<b>\$19.63</b>	<b>\$40,840</b>	<b>\$11.35</b>	<b>\$23,610</b>	<b>\$23.78</b>	<b>\$49,450</b>
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,530	\$27.98	\$58,190	\$17.46	\$36,320	\$33.23	\$69,130
49-2011	Computer, Automated Teller, and Office Machine Repairers	590	\$15.86	\$32,990	\$11.10	\$23,080	\$18.24	\$37,950
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	70	N/A	N/A	N/A	N/A	N/A	N/A
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	2,040	\$26.00	\$54,080	\$15.54	\$32,310	\$31.23	\$64,960
49-2091	Avionics Technicians	110	\$26.48	\$55,070	\$20.40	\$42,430	\$29.51	\$61,390
49-2092	Electric Motor, Power Tool, and Related Repairers	190	\$15.78	\$32,830	\$9.83	\$20,440	\$18.76	\$39,020
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	120	\$22.59	\$47,000	\$17.65	\$36,710	\$25.07	\$52,140
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	470	\$25.00	\$52,010	\$18.21	\$37,870	\$28.40	\$59,080
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	310	\$30.73	\$63,920	\$21.50	\$44,710	\$35.34	\$73,520
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	220	\$21.76	\$45,270	\$12.52	\$26,040	\$26.38	\$54,880
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	N/A	\$11.87	\$24,690	\$8.29	\$17,240	\$13.66	\$28,420
49-2098	Security and Fire Alarm Systems Installers	280	\$15.79	\$32,840	\$12.05	\$25,070	\$17.66	\$36,720

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
49-3011	Aircraft Mechanics and Service Technicians	1,020	N/A	N/A	N/A	N/A	N/A	N/A
49-3021	Automotive Body and Related Repairers	1,160	\$17.99	\$37,410	\$10.65	\$22,150	\$21.66	\$45,050
49-3022	Automotive Glass Installers and Repairers	180	\$24.33	\$50,610	\$12.03	\$25,020	\$30.48	\$63,400
49-3023	Automotive Service Technicians and Mechanics	5,700	\$17.06	\$35,480	\$9.71	\$20,200	\$20.73	\$43,130
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2,370	\$17.92	\$37,280	\$12.14	\$25,260	\$20.81	\$43,290
49-3041	Farm Equipment Mechanics and Service Technicians	610	\$16.82	\$34,990	\$10.76	\$22,380	\$19.85	\$41,290
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,310	\$21.44	\$44,590	\$15.38	\$32,000	\$24.47	\$50,890
49-3043	Rail Car Repairers	190	\$23.45	\$48,770	\$18.72	\$38,940	\$25.81	\$53,690
49-3051	Motorboat Mechanics and Service Technicians	150	\$15.77	\$32,800	\$12.55	\$26,110	\$17.38	\$36,140
49-3052	Motorcycle Mechanics	80	\$18.09	\$37,620	\$12.14	\$25,250	\$21.06	\$43,800
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	230	\$15.30	\$31,820	\$11.74	\$24,410	\$17.08	\$35,530
49-3092	Recreational Vehicle Service Technicians	120	\$11.55	\$24,030	\$8.20	\$17,050	\$13.23	\$27,520
49-3093	Tire Repairers and Changers	1,300	\$12.46	\$25,910	\$9.58	\$19,930	\$13.90	\$28,910
49-9011	Mechanical Door Repairers	30	\$15.75	\$32,750	\$11.57	\$24,070	\$17.83	\$37,090
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	390	\$16.84	\$35,030	\$10.90	\$22,680	\$19.81	\$41,210
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,870	\$18.20	\$37,850	\$12.19	\$25,340	\$21.20	\$44,100
49-9031	Home Appliance Repairers	190	\$17.24	\$35,860	\$12.61	\$26,230	\$19.55	\$40,670
49-9041	Industrial Machinery Mechanics	4,320	\$22.98	\$47,800	\$15.54	\$32,320	\$26.70	\$55,540
49-9043	Maintenance Workers, Machinery	1,270	\$19.84	\$41,260	\$13.39	\$27,850	\$23.06	\$47,970
49-9044	Millwrights	1,050	\$22.99	\$47,810	\$16.24	\$33,790	\$26.36	\$54,820
49-9051	Electrical Power-Line Installers and Repairers	2,090	\$27.09	\$56,340	\$19.35	\$40,250	\$30.96	\$64,390
49-9052	Telecommunications Line Installers and Repairers	720	\$19.46	\$40,470	\$14.79	\$30,760	\$21.79	\$45,320
49-9061	Camera and Photographic Equipment Repairers	N/A	\$18.30	\$38,070	\$13.64	\$28,370	\$20.63	\$42,920
49-9062	Medical Equipment Repairers	220	\$23.73	\$49,360	\$17.84	\$37,100	\$26.68	\$55,490
49-9069	Precision Instrument and Equipment Repairers, All Other	80	\$21.89	\$45,540	\$14.89	\$30,960	\$25.40	\$52,820

[<-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
49-9071	Maintenance and Repair Workers, General	12,300	\$15.68	\$32,620	\$10.05	\$20,910	\$18.50	\$38,480
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	510	\$16.04	\$33,350	\$11.39	\$23,680	\$18.36	\$38,190
49-9094	Locksmiths and Safe Repairers	160	\$11.83	\$24,610	\$8.33	\$17,340	\$13.58	\$28,240
49-9095	Manufactured Building and Mobile Home Installers	160	\$14.24	\$29,630	\$10.02	\$20,840	\$16.36	\$34,020
49-9096	Riggers	130	\$20.84	\$43,340	\$13.91	\$28,930	\$24.30	\$50,550
49-9098	Helpers--Installation, Maintenance, and Repair Workers	1,820	\$13.68	\$28,460	\$8.71	\$18,110	\$16.17	\$33,640
49-9099	Installation, Maintenance, and Repair Workers, All Other	590	\$22.18	\$46,130	\$15.21	\$31,640	\$25.66	\$53,370
<b>51-0000</b>	<b>Production Occupations</b>	<b>109,330</b>	<b>\$16.45</b>	<b>\$34,210</b>	<b>\$9.88</b>	<b>\$20,550</b>	<b>\$19.73</b>	<b>\$41,040</b>
51-1011	First-Line Supervisors of Production and Operating Workers	7,320	\$26.82	\$55,790	\$16.28	\$33,850	\$32.10	\$66,760
51-2021	Coil Winders, Tapers, and Finishers	300	\$18.03	\$37,510	\$13.27	\$27,590	\$20.42	\$42,470
51-2022	Electrical and Electronic Equipment Assemblers	1,890	\$14.75	\$30,670	\$8.87	\$18,450	\$17.69	\$36,790
51-2031	Engine and Other Machine Assemblers	380	\$18.28	\$38,010	\$14.34	\$29,840	\$20.24	\$42,100
51-2041	Structural Metal Fabricators and Fitters	1,350	\$18.20	\$37,850	\$11.84	\$24,630	\$21.37	\$44,460
51-2091	Fiberglass Laminators and Fabricators	N/A	\$15.07	\$31,350	\$11.63	\$24,190	\$16.80	\$34,930
51-2092	Team Assemblers	19,710	\$15.16	\$31,530	\$10.06	\$20,930	\$17.70	\$36,830
51-2099	Assemblers and Fabricators, All Other	1,400	\$14.95	\$31,100	\$9.87	\$20,530	\$17.49	\$36,380
51-3011	Bakers	840	\$11.16	\$23,220	\$8.29	\$17,240	\$12.60	\$26,200
51-3021	Butchers and Meat Cutters	1,240	\$12.68	\$26,370	\$8.61	\$17,900	\$14.71	\$30,600
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	7,610	\$10.98	\$22,840	\$8.63	\$17,950	\$12.16	\$25,280
51-3023	Slaughterers and Meat Packers	2,520	\$11.51	\$23,940	\$9.43	\$19,610	\$12.55	\$26,100
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	N/A	\$12.96	\$26,950	\$10.65	\$22,150	\$14.11	\$29,350
51-3092	Food Batchmakers	N/A	\$12.45	\$25,900	\$8.98	\$18,680	\$14.19	\$29,510
51-3093	Food Cooking Machine Operators and Tenders	30	\$14.31	\$29,770	\$10.28	\$21,380	\$16.33	\$33,970
51-3099	Food Processing Workers, All Other	800	\$10.76	\$22,390	\$8.73	\$18,150	\$11.78	\$24,510
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	700	\$21.01	\$43,710	\$15.44	\$32,110	\$23.80	\$49,500

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal a	110	\$21.44	\$44,600	\$16.19	\$33,680	\$24.07	\$50,060
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	330	\$15.13	\$31,480	\$10.62	\$22,090	\$17.39	\$36,170
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	90	\$16.33	\$33,960	\$11.53	\$23,970	\$18.73	\$38,950
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	380	\$15.85	\$32,960	\$9.42	\$19,600	\$19.06	\$39,640
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,680	\$15.16	\$31,540	\$11.43	\$23,760	\$17.03	\$35,430
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	70	\$16.51	\$34,350	\$13.36	\$27,790	\$18.09	\$37,620
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and	840	\$18.00	\$37,450	\$8.98	\$18,680	\$22.52	\$46,830
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	80	\$15.11	\$31,420	\$10.09	\$21,000	\$17.61	\$36,630
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	90	\$15.78	\$32,810	\$10.82	\$22,510	\$18.25	\$37,960
51-4041	Machinists	1,940	\$20.02	\$41,650	\$13.56	\$28,200	\$23.26	\$48,380
51-4051	Metal-Refining Furnace Operators and Tenders	80	N/A	N/A	N/A	N/A	N/A	N/A
51-4052	Pourers and Casters, Metal	20	\$18.05	\$37,540	\$13.89	\$28,890	\$20.13	\$41,870
51-4061	Model Makers, Metal and Plastic	40	\$15.29	\$31,790	\$11.74	\$24,420	\$17.06	\$35,480
51-4071	Foundry Mold and Coremakers	230	N/A	N/A	N/A	N/A	N/A	N/A
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	620	\$13.71	\$28,520	\$9.62	\$20,020	\$15.76	\$32,770
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	430	\$15.23	\$31,680	\$10.81	\$22,470	\$17.44	\$36,280
51-4111	Tool and Die Makers	350	\$22.29	\$46,350	\$15.35	\$31,930	\$25.75	\$53,560
51-4121	Welders, Cutters, Solderers, and Brazers	6,280	\$20.96	\$43,600	\$14.47	\$30,090	\$24.21	\$50,360
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1,040	\$18.10	\$37,640	\$11.12	\$23,140	\$21.58	\$44,890
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	170	\$17.88	\$37,190	\$11.31	\$23,530	\$21.16	\$44,020
51-4194	Tool Grinders, Filers, and Sharpeners	80	\$18.92	\$39,350	\$13.79	\$28,690	\$21.48	\$44,690
51-5111	Prepress Technicians and Workers	130	\$17.06	\$35,490	\$11.89	\$24,720	\$19.65	\$40,880
51-5112	Printing Press Operators	770	\$15.38	\$31,990	\$10.59	\$22,030	\$17.77	\$36,970
51-5113	Print Binding and Finishing Workers	130	\$16.78	\$34,890	\$10.31	\$21,440	\$20.01	\$41,620
51-6011	Laundry and Dry-Cleaning Workers	1,630	\$9.68	\$20,130	\$8.25	\$17,150	\$10.40	\$21,620

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
51-6021	Pressers, Textile, Garment, and Related Materials	480	\$9.79	\$20,370	\$8.30	\$17,260	\$10.54	\$21,930
51-6031	Sewing Machine Operators	3,800	\$13.49	\$28,060	\$9.27	\$19,270	\$15.60	\$32,450
51-6041	Shoe and Leather Workers and Repairers	N/A	\$11.74	\$24,410	\$10.04	\$20,890	\$12.58	\$26,170
51-6051	Sewers, Hand	N/A	\$11.41	\$23,740	\$9.61	\$19,990	\$12.31	\$25,610
51-6052	Tailors, Dressmakers, and Custom Sewers	N/A	\$10.87	\$22,610	\$8.51	\$17,700	\$12.05	\$25,060
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	690	\$14.16	\$29,460	\$10.30	\$21,430	\$16.09	\$33,470
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	150	\$13.83	\$28,760	\$8.31	\$17,270	\$16.59	\$34,510
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	340	\$19.68	\$40,930	\$12.76	\$26,540	\$23.14	\$48,120
51-6092	Fabric and Apparel Patternmakers	N/A	\$16.41	\$34,140	\$14.92	\$31,020	\$17.16	\$35,700
51-6093	Upholsterers	3,520	\$16.28	\$33,860	\$11.56	\$24,040	\$18.64	\$38,770
51-6099	Textile, Apparel, and Furnishings Workers, All Other	260	\$13.04	\$27,120	\$10.18	\$21,170	\$14.47	\$30,100
51-7011	Cabinetmakers and Bench Carpenters	670	\$12.48	\$25,950	\$9.99	\$20,770	\$13.72	\$28,540
51-7021	Furniture Finishers	140	\$15.99	\$33,270	\$11.45	\$23,810	\$18.27	\$37,990
51-7032	Patternmakers, Wood	N/A	\$19.54	\$40,640	\$15.10	\$31,420	\$21.76	\$45,250
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	1,510	\$12.87	\$26,780	\$8.78	\$18,260	\$14.92	\$31,030
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	1,780	\$12.83	\$26,680	\$9.73	\$20,230	\$14.38	\$29,900
51-7099	Woodworkers, All Other	60	\$15.64	\$32,530	\$9.43	\$19,620	\$18.75	\$38,990
51-8012	Power Distributors and Dispatchers	190	\$33.37	\$69,410	\$22.09	\$45,940	\$39.01	\$81,140
51-8013	Power Plant Operators	510	\$33.68	\$70,050	\$24.02	\$49,970	\$38.51	\$80,090
51-8021	Stationary Engineers and Boiler Operators	290	\$22.02	\$45,810	\$15.98	\$33,230	\$25.05	\$52,090
51-8031	Water and Wastewater Treatment Plant and System Operators	960	\$17.38	\$36,150	\$10.57	\$21,990	\$20.79	\$43,240
51-8091	Chemical Plant and System Operators	730	\$29.82	\$62,030	\$24.98	\$51,960	\$32.24	\$67,060
51-8092	Gas Plant Operators	N/A	\$28.30	\$58,870	\$24.66	\$51,300	\$30.12	\$62,650
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	N/A	\$37.40	\$77,790	\$25.29	\$52,600	\$43.45	\$90,380
51-9011	Chemical Equipment Operators and Tenders	600	\$24.49	\$50,940	\$14.67	\$30,520	\$29.40	\$61,150

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	400	\$18.75	\$39,010	\$10.99	\$22,850	\$22.64	\$47,090
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	180	\$12.87	\$26,780	\$10.04	\$20,880	\$14.29	\$29,730
51-9022	Grinding and Polishing Workers, Hand	290	\$15.13	\$31,480	\$10.40	\$21,640	\$17.50	\$36,390
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	950	\$17.42	\$36,240	\$11.31	\$23,530	\$20.48	\$42,600
51-9031	Cutters and Trimmers, Hand	340	\$15.27	\$31,760	\$11.43	\$23,770	\$17.19	\$35,760
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	460	\$12.01	\$24,980	\$9.45	\$19,650	\$13.29	\$27,640
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	510	\$15.12	\$31,460	\$10.11	\$21,040	\$17.63	\$36,670
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	380	\$19.49	\$40,540	\$12.76	\$26,530	\$22.86	\$47,540
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	4,310	\$15.92	\$33,120	\$9.92	\$20,630	\$18.93	\$39,360
51-9071	Jewelers and Precious Stone and Metal Workers	60	N/A	N/A	N/A	N/A	N/A	N/A
51-9081	Dental Laboratory Technicians	210	\$15.11	\$31,430	\$10.17	\$21,160	\$17.58	\$36,560
51-9082	Medical Appliance Technicians	90	\$17.03	\$35,420	\$10.47	\$21,780	\$20.31	\$42,240
51-9083	Ophthalmic Laboratory Technicians	250	\$14.13	\$29,390	\$10.59	\$22,020	\$15.90	\$33,080
51-9111	Packaging and Filling Machine Operators and Tenders	3,060	\$13.47	\$28,020	\$10.10	\$21,010	\$15.16	\$31,530
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	660	\$16.10	\$33,490	\$11.80	\$24,550	\$18.25	\$37,960
51-9122	Painters, Transportation Equipment	430	\$21.37	\$44,460	\$13.03	\$27,110	\$25.55	\$53,130
51-9123	Painting, Coating, and Decorating Workers	280	\$14.80	\$30,780	\$10.47	\$21,770	\$16.96	\$35,280
51-9151	Photographic Process Workers and Processing Machine Operators	120	\$14.99	\$31,180	\$10.10	\$21,000	\$17.43	\$36,260
51-9191	Adhesive Bonding Machine Operators and Tenders	350	\$12.01	\$24,990	\$9.63	\$20,040	\$13.20	\$27,460
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	80	\$12.77	\$26,550	\$8.32	\$17,310	\$14.99	\$31,170
51-9193	Cooling and Freezing Equipment Operators and Tenders	480	\$13.15	\$27,350	\$10.79	\$22,450	\$14.33	\$29,800
51-9194	Etchers and Engravers	120	\$14.58	\$30,330	\$12.40	\$25,790	\$15.67	\$32,600
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	410	\$13.38	\$27,840	\$8.96	\$18,630	\$15.60	\$32,440
51-9196	Paper Goods Machine Setters, Operators, and Tenders	650	\$17.91	\$37,260	\$12.23	\$25,430	\$20.76	\$43,180
51-9198	Helpers--Production Workers	6,200	\$13.69	\$28,460	\$9.18	\$19,100	\$15.94	\$33,150

[<-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.



SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
51-9199	Production Workers, All Other	1,390	\$13.27	\$27,600	\$8.93	\$18,570	\$15.44	\$32,110
53-0000	Transportation and Material Moving Occupations	94,320	\$15.46	\$32,160	\$9.02	\$18,770	\$18.68	\$38,860
53-1011	Aircraft Cargo Handling Supervisors	N/A	\$26.66	\$55,440	\$21.00	\$43,690	\$29.48	\$61,320
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers,	1,700	\$22.57	\$46,950	\$14.03	\$29,180	\$26.84	\$55,830
53-1031	First-Line Supervisors of Transportation and Material-Moving Mach	1,890	\$24.72	\$51,410	\$15.46	\$32,160	\$29.34	\$61,030
53-2011	Airline Pilots, Copilots, and Flight Engineers	200	N/A	\$89,750	N/A	\$72,020	N/A	\$98,610
53-2012	Commercial Pilots	480	N/A	\$82,940	N/A	\$53,250	N/A	\$97,780
53-2021	Air Traffic Controllers	140	\$41.15	\$85,600	\$30.75	\$63,960	\$46.35	\$96,420
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	150	\$11.47	\$23,860	\$8.30	\$17,260	\$13.06	\$27,160
53-3021	Bus Drivers, Transit and Intercity	730	\$13.58	\$28,240	\$9.18	\$19,100	\$15.77	\$32,810
53-3022	Bus Drivers, School or Special Client	5,260	\$10.37	\$21,560	\$8.31	\$17,280	\$11.40	\$23,700
53-3031	Driver/Sales Workers	3,740	\$11.40	\$23,710	\$8.38	\$17,430	\$12.91	\$26,850
53-3032	Heavy and Tractor-Trailer Truck Drivers	22,460	\$19.44	\$40,440	\$12.57	\$26,140	\$22.88	\$47,590
53-3033	Light Truck or Delivery Services Drivers	7,130	\$15.33	\$31,890	\$8.75	\$18,190	\$18.62	\$38,730
53-3041	Taxi Drivers and Chauffeurs	890	\$10.83	\$22,520	\$8.32	\$17,310	\$12.08	\$25,130
53-3099	Motor Vehicle Operators, All Other	160	\$14.76	\$30,710	\$8.44	\$17,550	\$17.93	\$37,290
53-4011	Locomotive Engineers	N/A	\$33.46	\$69,590	\$24.21	\$50,360	\$38.08	\$79,210
53-4021	Railroad Brake, Signal, and Switch Operators	N/A	\$26.06	\$54,210	\$18.91	\$39,330	\$29.64	\$61,650
53-4031	Railroad Conductors and Yardmasters	470	\$31.53	\$65,570	\$23.11	\$48,060	\$35.73	\$74,330
53-5011	Sailors and Marine Oilers	190	\$17.25	\$35,880	\$13.57	\$28,230	\$19.09	\$39,710
53-5021	Captains, Mates, and Pilots of Water Vessels	850	\$49.49	\$102,930	\$24.91	\$51,820	\$61.77	\$128,480
53-5022	Motorboat Operators	N/A	\$27.81	\$57,840	\$26.68	\$55,500	\$28.37	\$59,010
53-5031	Ship Engineers	N/A	\$36.29	\$75,470	\$19.24	\$40,020	\$44.81	\$93,200
53-6011	Bridge and Lock Tenders	60	\$21.23	\$44,150	\$10.89	\$22,660	\$26.39	\$54,900
53-6021	Parking Lot Attendants	380	\$9.42	\$19,590	\$8.23	\$17,130	\$10.01	\$20,820

[<-- Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

SOC Code	SOC Title	Employment	Average Wage		Entry Level Wage		Experienced Wage	
			Hourly	Annual	Hourly	Annual	Hourly	Annual
53-6031	Automotive and Watercraft Service Attendants	900	\$11.48	\$23,880	\$8.30	\$17,260	\$13.07	\$27,200
53-6041	Traffic Technicians	30	\$14.30	\$29,750	\$10.61	\$22,060	\$16.15	\$33,590
53-6051	Transportation Inspectors	140	\$32.32	\$67,230	\$25.06	\$52,130	\$35.95	\$74,780
53-6099	Transportation Workers, All Other	N/A	\$17.31	\$36,000	\$12.36	\$25,710	\$19.78	\$41,150
53-7011	Conveyor Operators and Tenders	150	\$14.67	\$30,510	\$11.30	\$23,510	\$16.35	\$34,010
53-7021	Crane and Tower Operators	620	\$22.99	\$47,820	\$15.25	\$31,720	\$26.86	\$55,870
53-7031	Dredge Operators	20	\$18.87	\$39,250	\$17.30	\$35,980	\$19.66	\$40,890
53-7032	Excavating and Loading Machine and Dragline Operators	550	\$17.65	\$36,720	\$12.91	\$26,850	\$20.03	\$41,660
53-7041	Hoist and Winch Operators	N/A	\$28.17	\$58,590	\$17.20	\$35,780	\$33.65	\$69,990
53-7051	Industrial Truck and Tractor Operators	5,650	\$14.19	\$29,500	\$10.51	\$21,870	\$16.02	\$33,320
53-7061	Cleaners of Vehicles and Equipment	1,880	\$10.87	\$22,600	\$8.34	\$17,350	\$12.13	\$25,220
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	28,530	\$11.81	\$24,570	\$8.50	\$17,670	\$13.47	\$28,020
53-7063	Machine Feeders and Offbearers	1,910	\$13.59	\$28,270	\$8.59	\$17,870	\$16.09	\$33,460
53-7064	Packers and Packagers, Hand	4,400	\$10.78	\$22,430	\$8.33	\$17,320	\$12.01	\$24,990
53-7071	Gas Compressor and Gas Pumping Station Operators	N/A	\$29.33	\$61,020	\$22.89	\$47,620	\$32.56	\$67,720
53-7072	Pump Operators, Except Wellhead Pumpers	50	\$17.06	\$35,480	\$10.71	\$22,270	\$20.24	\$42,090
53-7073	Wellhead Pumpers	60	\$22.05	\$45,860	\$10.83	\$22,530	\$27.66	\$57,530
53-7081	Refuse and Recyclable Material Collectors	1,200	\$12.88	\$26,780	\$9.68	\$20,140	\$14.47	\$30,100
53-7121	Tank Car, Truck, and Ship Loaders	340	\$18.38	\$38,220	\$12.47	\$25,930	\$21.33	\$44,370
53-7199	Material Moving Workers, All Other	30	\$24.54	\$51,050	\$16.41	\$34,130	\$28.61	\$59,510

[← Back To Table of Contents](#)

NOTE: Wage estimates are produced in cooperation with the U.S. Bureau of Labor Statistics. Totals may not add due to rounding and confidentiality suppressions.

**From:** Robin Stewart <RStewart@mdes.ms.gov>  
**Sent:** Wednesday, September 20, 2017 9:07 PM  
**To:** Dave Taylor  
**Cc:** Liz Bilney; Dale Smith; Grice, Steven; Duclos, Martin  
**Subject:** Re: Mississippi Works Technology

**This email originated from outside our organisation, either from an external partner or the internet.**

Hi Dave,

We are looking forward to working with you. To set up an account in MS Works, you can follow the link below:

<https://wings.mdes.ms.gov/wings/register.jsp>

Select **Employer: Register Now**

You will have access to post your jobs immediately after completing the employer registration information. We are working on the salary benchmarking and should have it for you later this week. We will begin adapting your job descriptions and should have something for your review next week. I currently have your job descriptions for the following positions: Marketing Research Executive, Marketing Insight Executive, Senior Data Scientist, Junior Data Scientist. If you have others that need adapting, please let me know and we will be happy to help. I will be available all week if you need assistance with setting up your account in MS Works.

Thanks,

Robin Stewart  
Director, Office of Job Connections  
Mississippi Department of Employment Security  
(601) 321-6049  
<http://www.mdes.ms.gov>

---

**From:** Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)>  
**Date:** Wednesday, September 20, 2017 at 1:40 AM  
**To:** Robin Stewart <[rstewart@mdes.ms.gov](mailto:rstewart@mdes.ms.gov)>  
**Cc:** Liz Bilney <[liz.bilney@rock-services.co.uk](mailto:liz.bilney@rock-services.co.uk)>, Dale Smith <[DSmith@mdes.ms.gov](mailto:DSmith@mdes.ms.gov)>, Steven Grice <[SGrice@nsparc.msstate.edu](mailto:SGrice@nsparc.msstate.edu)>, 'Martin Duclos' <[MDuclos@nsparc.msstate.edu](mailto:MDuclos@nsparc.msstate.edu)>  
**Subject:** FW: Mississippi Works Technology

Hi Robin,

It was good talking to you earlier this month and I hope you are well.

Please could you let me know the process we need to follow to set up an account and profile with Mississippi Works Technology so we can complete the necessary tasks to register and then look to post the relevant positions.

We talked on the call that you could assist in salary benchmarking (as there was a consideration the salary ranges we had initially specified were too low) by providing examples of job adverts with details of salaries. You also kindly offered to assist with adapting our job descriptions so they would be more amenable to an American audience.

Have you been able to progress these tasks? It would be useful to understand the salary differences for the Data Scientist positions.

Look forward to hearing from you and thank you in advance for your assistance.

Regards,

Dave.

---

**From:** Dave Taylor

**Sent:** 08 September 2017 16:01

**To:** 'Dale Smith' <[DSmith@mdes.ms.gov](mailto:DSmith@mdes.ms.gov)>; Grice, Steven <[SGrice@nsparc.msstate.edu](mailto:SGrice@nsparc.msstate.edu)>

**Cc:** Robin Stewart <[RStewart@mdes.ms.gov](mailto:RStewart@mdes.ms.gov)>; Duclos, Martin <[MDuclos@nsparc.msstate.edu](mailto:MDuclos@nsparc.msstate.edu)>

**Subject:** RE: Mississippi Works Technology

Hi Dale,

Thanks for your email. Liz, myself and all at Eldon are excited at the opportunities this venture will deliver for our business. Thanks for the information you provided on the call this week and I will be in touch soon to discuss next steps.

Thanks,

Dave.

---

**From:** Dale Smith [<mailto:DSmith@mdes.ms.gov>]

**Sent:** 06 September 2017 15:48

**To:** Grice, Steven <[SGrice@nsparc.msstate.edu](mailto:SGrice@nsparc.msstate.edu)>; Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)>

**Cc:** Robin Stewart <[RStewart@mdes.ms.gov](mailto:RStewart@mdes.ms.gov)>; Duclos, Martin <[MDuclos@nsparc.msstate.edu](mailto:MDuclos@nsparc.msstate.edu)>; Dale Smith <[DSmith@mdes.ms.gov](mailto:DSmith@mdes.ms.gov)>

**Subject:** RE: Mississippi Works Technology

Thank you Steve.

Dave,

The Mississippi Department of Employment Security is excited about helping you on this project. While Robin is the contact for the facilitation of the project, you should know that I am available if you need my at any point. Please feel free to email.

---

**From:** Grice, Steven [<mailto:SGrice@nsparc.msstate.edu>]

**Sent:** Wednesday, September 6, 2017 9:41 AM

**To:** Dave Taylor <[dave.taylor@rock-services.co.uk](mailto:dave.taylor@rock-services.co.uk)>

**Cc:** Robin Stewart <[RStewart@mdes.ms.gov](mailto:RStewart@mdes.ms.gov)>; Dale Smith <[DSmith@mdes.ms.gov](mailto:DSmith@mdes.ms.gov)>; Duclos, Martin <[MDuclos@nsparc.msstate.edu](mailto:MDuclos@nsparc.msstate.edu)>

**Subject:** Mississippi Works Technology

Dear Dave,

Copied on this email is those on the call today. We are excited about the project.

Regards,  
Steve

---

This email has been scanned for spam and viruses by Proofpoint Essentials. Click [here](#) to report this email as spam.

This message, (and any associated files) is intended only for the use of the intended recipient(s) and may contain information that is confidential, subject to copyright or constitutes a trade secret. If you have received this message in error, please contact Rock Services Limited immediately by replying to the message and deleting it from your computer. Any content included in this mail does not necessarily reflect the views of Rock Services Limited. Whilst we have taken reasonable precautions to ensure that this e-mail and any attachment has been checked for viruses, we cannot guarantee that they are virus free and we cannot accept liability for any damage sustained as a result of software viruses. We would advise that you carry out your own virus checks, especially before opening an attachment.

Rock Services Limited is a limited company registered in England and Wales. Registered number: 05960676  
Registered office: Lysander House, Catbrain Lane, Cribbs Causeway, Bristol, BS10 7TQ.

---

This email has been scanned for spam, viruses and malware, and may have been automatically archived by **Mimecast Ltd.**

---

This email has been scanned for spam, viruses and malware, and may have been automatically archived by **Mimecast Ltd.**



Mississippi Project – Key Contacts.

Marcus Dufour – Project Manager, Mississippi Development Authority. Providing assistance in establishing presence at Insight Park.

William P Nicholas – Director of Economic Development, Insight Park, Mississippi State University. Key contact at University in establishing office space, facilities etc. at Insight Park.

Dr Ken Cyree – Mississippi State University, Business School.

Dr Steven Grice – Deputy Executive Director NSPARC, Mississippi State University.

Dale Smith – Mississippi Department Of Employment Security. Contact for Mississippi Work Program we are utilising for recruitment.

Robin Stewart – Mississippi Department Of Employment Security. Contact for Mississippi Work Program we are utilising for recruitment.

John Bartley Boykin – Contact at the Governor's Office.