

Academy of Nutrition and Dietetics

# Compensation & Benefits Survey

OF THE DIETETICS PROFESSION



2013

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# Preface

Over the years, the Academy of Nutrition and Dietetics (the Academy, formerly the American Dietetic Association) has received many requests from members for objective, reliable information about industry norms for pay and benefit levels for the dietetics profession. Database surveys have been periodically conducted, providing generalized salary information for the major dietetics practice areas. However, many wanted more specific information, and the concept of a salary survey by specific job title was suggested by members at the association's Food & Nutrition Conference & Expo in St. Louis, Missouri, in October 2001. A Salary Survey Work Group was formed shortly thereafter, with the Group's work culminating in the first Compensation & Benefits Survey, mailed in summer 2002. The ensuing report provided the most authoritative source ever for data on salaries, benefits, and work settings for core jobs in dietetics.

To continue to provide this valuable resource to the profession, the Academy has funded updates of that original extensive survey in 2005, 2007, 2009, 2011, and now in 2013. To make this valuable resource even more accessible to practitioners, this full edition is available for purchase and download at [www.eatright.org/salarysurvey](http://www.eatright.org/salarysurvey) (free to Academy members, for purchase to nonmembers). The package includes access to interactive salary calculation worksheets for both RDs and DTRs, offering users an estimation of what professionals with similar characteristics and similar situations earn, on average.

To facilitate trending, the 2013 survey questionnaire is essentially identical to 2011.

Current plans are for this survey to be conducted on a biennial basis. This authoritative source of data on salaries, benefits, and work settings will be an asset to professionals and their employers in all major dietetics practice settings, in addition to providing reference material for self-employed dietetics professionals.



# Acknowledgments

The Academy of Nutrition and Dietetics wishes to thank the 9,058 Academy members and dietetics practitioners who responded to the compensation and benefits survey. Additional thanks go to Betsy Hornick, MS, RD, who worked in a consultant capacity to help develop the job titles and descriptors that were fundamental to the compensation and benefits surveys since 2002, and to edit the final manuscript.



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# 1. Executive Summary

Continuing to serve the profession's needs, the Academy of Nutrition and Dietetics ("the Academy," formerly the American Dietetic Association) has completed the sixth administration of the landmark survey on compensation and benefits in the dietetics profession that was first executed in 2002.

## Methodology

The 2013 survey was conducted across a probability sample drawn from the population of all domestic active category Academy members (N = 53,113) plus all domestic nonmembers (N = 37,229) maintaining current registration as a Registered Dietitian (RD) or Dietetic Technician, Registered (DTR). To preserve confidentiality of response, an outside research firm was contracted to collect survey data via the mail and the Internet. Data was collected from June 6 through August 5, 2013.

The 2013 survey carries forward a key feature of prior efforts, presenting results not only at the level of registration (RD, DTR) or in the context of various practice areas, but also in terms of the specific jobs (including nontraditional jobs) dietetics professionals hold. Compensation data are thus now available for the specific jobs that account for an estimated 93% of dietetics employment.

From the sample of 30,000, 9,058 usable responses were received – a 30% response rate. The strong response rate, and the large number of overall responses, makes this continuing series the most exhaustive investigation available of compensation in the dietetics profession.

## Dietetics Employment

18% of respondents reported they are not currently employed or self-employed in a dietetics-related position. Most survey results reflect the 7,469 respondents who indicated they are currently working in the profession – "practitioners."

## Practitioner Profile

95% of practitioners are female. Median age is 46 years; 29% are 55 or older, and 26% are under 35. 4% indicated they are of Hispanic heritage; 9% indicated a race other than White (5% Asian, 3% Black/African American, and 1% other).

47% of practicing RDs hold master's degrees, and 4% doctoral degrees, as their highest level of attainment. Among practicing DTRs, 39% hold a bachelor's degree or higher.

67% of practicing RDs are members of the Academy, as are 40% of practicing DTRs. 44% of RDs and 5% of DTRs reported holding a state license/ certification (not required in all states). 21% of RDs and 11% of DTRs hold one or more of the specialty certifications asked about (e.g., CDE, CNSC, CSP, CDM, and CFFP).

The typical (median) RD practitioner has 16 years of work experience in dietetics/nutrition (excluding time taken off to return to school, raise a family, or work in other areas); the typical DTR practitioner has 18 years experience.

## Employers

7% of practitioners are self-employed (primarily RDs); 30% work for a for-profit firm, 38% for a non-profit, and 19% for the government.

The most common work setting for RDs is an inpatient acute-care facility (24%). 12% report working in an ambulatory/outpatient care facility (e.g., clinic, physician's office, etc.), followed by long-term, extended care, or assisted living facility (e.g., nursing home), at 10%.

The majority of DTRs work in one of two settings: an inpatient acute-care facility (33%) or a long-term, extended care, or assisted living facility (27%). No other setting was indicated by more than 8%.

## Positions Held

Based on their selection of one most closely matching core position, dietetics practitioners are

employed or self-employed across a variety of primary practice areas:

Practice Area of Primary Position	RDs	DTRs
clinical nutrition – acute care/inpatient	32%	44%
clinical nutrition – ambulatory care	17%	1%
clinical nutrition – long term care	8%	13%
community	11%	11%
food and nutrition management	12%	19%
consultation and business	8%	2%
education and research	6%	2%

Among RDs, the positions most commonly held include Clinical Dietitian (16%), Clinical Dietitian, Long Term Care (8%), WIC Nutritionist (6%), and Director of Food and Nutrition Services (5%).

Among DTRs, the positions most commonly held include Dietetic Technician, Clinical (42%), Dietetic Technician, Long Term Care (12%), Dietetic Technician, Foodservice Management (10%), WIC Nutritionist (8%), and Director of Food and Nutrition Services (6%).

### Position Characteristics

5% of RDs and 2% of DTRs indicated they are owners or partners in their practice. 22% of all practitioners are executives, directors or managers, and another 19% are supervisors or coordinators (results are similar for RDs and DTRs).

42% of RDs and 44% of DTRs reported they directly or indirectly supervise employees. 25% of RDs and 23% of DTRs reported managing a budget. 26% of RDs and 15% of DTRs characterized the majority of patients/clients they see as high nutritional risk.

The typical (median) practitioner has been in the reported position for seven years, with 38% in the job for less than five years and 17% in the job for twenty years or more.

### RD Compensation

77% of practicing RDs reported working in their primary dietetics-related position full time

(defined as at least 35 hours per week for at least 48 weeks per year). Because the prevalence of part-time employment can make salary comparisons difficult, compensation is reported in two ways: in terms of *hourly wage*, and in terms of *total cash compensation* (which includes not only salary but also earnings from bonuses, commissions, profit sharing, etc.). Hourly wage is assessed for all answering respondents; total cash compensation is examined only for those working full time for at least one year in the position.

Among all RDs in all positions, the median hourly wage as of April 1, 2013, was \$28.85 per hour. If annualized ( $\times 40 \text{ hours/week} \times 52 \text{ weeks/year}$ ), this equates to a full-time salary of \$60,000 per year. Median total cash compensation for RDs employed in the position full time for at least one year was \$61,000.

As in prior surveys, these results are significantly higher than the most current Dietitian and Nutritionist wage estimates published by the Bureau of Labor Statistics (BLS). However, survey estimates are more current than that source, and BLS does not restrict its estimates to registered dietitians.

The 2013 median wage of \$28.85 per hour represents a gain of 3.5% over the median of \$27.88 per hour in 2011, which is essentially equal to the two-year inflation rate of 3.4%, as measured by the Consumer Price Index (CPI).



Of interest is the range of RD compensation:

	hourly wage	total cash
10th percentile (10% earn less)	\$20.43	\$43,000
25th percentile (25% earn less)	\$24.04	\$50,200
50th percentile (50% earn less)	\$28.85	\$61,000
75th percentile (75% earn less)	\$34.86	\$75,000
90th percentile (90% earn less)	\$43.27	\$92,700

Factors showing the strongest association with compensation levels for RDs include number of years of experience, level of supervisory responsibility, budget responsibility, and practice area: clinical and community positions tend to pay less, whereas business, management, education, and research positions pay more.

The highest-paying non-academic positions held by substantial numbers of RDs include:

	median hourly wage	median total cash
Executive-level Professional	\$44.23	\$97,500
Director of Food and Nutrition Services	\$36.06	\$75,000
Director of Clinical Nutrition	\$36.06	\$75,000
Sales Representative	\$36.06	\$93,500
Clinical Nutrition Manager	\$33.65	\$72,000
Director of Nutrition	\$33.53	\$69,800
School Foodservice Director	\$31.87	\$69,000
Corporate Dietitian	\$31.25	\$65,500
Home Care Dietitian	\$31.09	\$65,100
Assistant Foodservice Director	\$30.29	\$66,000

## DTR Compensation

85% of DTRs reported working in their primary dietetics-related position full time (at least 35 hours per week, at least 48 weeks per year).

Among all DTRs in all positions, the median hourly wage as of April 1, 2013, was \$19.23 per hour; if annualized, this equates to a salary of \$40,000 per year.

Median total cash compensation for DTRs employed in the position full time for at least one year was \$40,000.

The 2013 median wage of \$19.23 per hour represents no change from 2011, trailing the 3.4% inflation rate (CPI).

DTR compensation also spans a considerable range:

	hourly wage	total cash
10th percentile (10% earn less)	\$13.67	\$29,500
25th percentile (25% earn less)	\$16.30	\$34,600
50th percentile (50% earn less)	\$19.23	\$40,000
75th percentile (75% earn less)	\$23.08	\$50,000
90th percentile (90% earn less)	\$28.65	\$60,000

Factors showing the strongest association with compensation levels for DTRs include number of years of experience, supervisory and budget responsibility, and practice area (on average, community positions receive lower compensation than others).

A wide range of compensation exists for the five positions held by substantial numbers of DTRs:

	median hourly wage	median total cash
Director of Food and Nutrition Services	\$36.06	\$75,000
WIC Nutritionist	\$24.04	\$49,500
Dietetic Technician, Foodservice Management	\$19.23	\$44,800
Dietetic Technician, Long Term Care	\$19.23	\$40,600
Dietetic Technician, Clinical	\$19.23	\$40,000

## Compensation By Position

Positions showing the greatest percentage gains in median wage since 2011, each outpacing the rate of inflation, were Research Dietitian; Outpatient Dietitian; Specialist - Weight Management; WIC Nutritionist; Clinical Dietitian; Outpatient Dietitian, Specialist - Renal; Director of Food and Nutrition Services; Private Practice Dietitian - Patient/Client Nutrition Care; Outpatient Dietitian, General;

Dietetic Technician, Clinical; Outpatient Dietitian, Specialist - Diabetes; and Pediatric/Neonatal Dietitian.

## Benefits

Dietetics practitioners as a whole are offered a variety of benefits through their work:

	% offered
NET: any retirement benefit	83%
defined benefit retirement plan (pension)	25%
defined contribution plan	72%
life insurance	78%
disability insurance (long- and/or short-term)	74%
accidental death & dismemberment AD&D)	63%
long-term care insurance	44%
business travel insurance	17%
high deductible medical insurance - for employees	54%
high deductible medical insurance - for dependents	52%
lower deductible medical insurance or managed care plan - for employees	66%
lower deductible medical insurance or managed care plan - for dependents	64%
dental insurance or group plan - for employees	81%
dental insurance or group plan - for dependents	77%
prescription drug benefit	73%
vision insurance or group plan	75%
healthcare reimbursement or flexible spending account	69%
retiree medical coverage	29%
NET: paid time off	85%
NET: benefits related to professional/career development	73%
NET: other benefits related to quality of work life	88%

NET indicates selection of one or more items in category

## Future Surveys

Current plans are for this survey to be conducted on a biennial basis. This authoritative source of data on salaries, benefits and work settings should prove to be an asset to professionals and their employers in all major dietetics practice settings, as well as providing reference material for self-employed dietetics practitioners.

## 2. Overview of Survey Results

Responding to member requests for objective, reliable, and current information on compensation levels and benefits provided to those in the dietetics profession, the Academy of Nutrition and Dietetics (formerly the American Dietetic Association) began commissioning a semi-annual Compensation and Benefits Survey in 2002<sup>1</sup>. Building on the success of that initial effort, which created the most comprehensive compensation survey of the profession yet conducted, subsequent administrations of the survey occurred in 2005, 2007, 2009, 2011.<sup>2-5</sup>

This document reports the results of the current (2013) survey, including comparisons with prior results where appropriate. This section provides an overview of survey results: describing the research methodology, profiling survey respondents, and discussing compensation and benefits from a variety of perspectives. Detailed tables follow, showing how compensation for Registered Dietitians (RDs, page 37) and Dietetic Technicians, Registered (DTRs, page 61) is influenced by a variety of factors. Similar tables show compensation for the 49 distinct dietetics-related jobs (from a set of 59 core positions listed) for which sufficient responses were received for meaningful statistics (page 81).

The report concludes with tables detailing benefits offered in dietetics-related employment (page 131), and further tables describing practitioners and their employment situations (page 173).

### Methodology

The survey was conducted across a probability sample drawn from the population of all domestic active category Academy members (N = 53,113) plus all domestic nonmembers maintaining current registration as an RD or DTR (N = 37,229). To preserve confidentiality of response, an outside research firm was contracted to collect survey data via the mail and the Internet. Data was collected from June 6 through August 5, 2013.

To facilitate trending, the survey questionnaire was essentially identical to the 2011 instrument. Facsimiles of the 2013 survey and position description forms may be found in the *Appendix*.

From the sample of 30,000, 9,058 usable responses were received – a 30% response rate. Most survey results reflect the 7,469 sample members who indicated they are currently working in the profession – "practitioners." The margin of error for the 7,469 practitioners is  $\pm 1.1\%$ . The margin of error for the 6,523 practicing RDs is  $\pm 1.2\%$ ; for the 866 practicing DTRs,  $\pm 2.9\%$ ; and for the 80 practitioners not currently registered,  $\pm 10.7\%$ .

The 30% response rate is identical to what was achieved in 2011.

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<sup>1</sup> Rogers D. Salary Survey Working Group. Report on the ADA 2002 Dietetics Compensation and Benefits Survey. *J Am Diet Assoc.* 2003; 103:243-255.

<sup>2</sup> Rogers D. Dietetics Salaries on the Rise. *J Am Diet Assoc.* 2006; 106:296-305.

<sup>3</sup> Rogers D. Compensation & Benefits Survey 2007: Above-Average Pay Gains Seen for Registered Dietitians. *J Am Diet Assoc.* 2008; 108:416-427.

<sup>4</sup> Ward B. Compensation & Benefits Survey 2009: Despite Overall Downturn in Economy, RD and DTR Salaries Rise. *J Am Diet Assoc.* 2010; 110:25-36.

<sup>5</sup> Ward B. Compensation & Benefits Survey 2011: Moderate Growth in Registered Dietitian and Dietetic Technician, Registered, Compensation in the Past 2 Years. *J Acad Nutr Diet.* 2012; 112:29-40.

## Dietetics Employment

The survey sought to measure compensation for dietetics-related employment, which was purposely conceived broadly:

A dietetics-related position is considered to be any position that requires or makes use of your education, training, and/or experience in nutrition or dietetics, including situations outside of “traditional” dietetics practice.

By way of example, respondents were referred to an enclosure naming and briefly describing 59 core dietetics positions (see “Position Descriptions,” page 219 in the *Appendix*). These positions included not only “traditional” dietetics jobs such as Clinical Dietitian, Outpatient Dietitian, or WIC Nutritionist, but also jobs in such areas as consulting, sales, and communications.

Based on this definition of dietetics-related employment, 18% of respondents reported they are not currently employed or self-employed in a dietetics-related position. Among the small group of professionals not currently registered as RDs or DTRs, this figure jumps to 40%. Both figures are up somewhat from the 2011 survey.

Exhibit 2.1  
Incidence of Dietetics-Related Employment

	# responding	% in dietetics
RDs	7,783	84%
DTRs	1,142	76%
non-registered professionals	133	60%
TOTAL	9,058	82%

See Exhibit 7.1 for supporting data

Of the 18% not currently working in dietetics, 10% would like to/expect to work in dietetics in the future, and 7% do not expect to seek such work in the future (percentages do not add up to 18% due to rounding).

4% of all respondents indicated they had been let go from a dietetics-related job due to economic conditions (staff reductions, facility closings, etc.) in the 12 months prior to the survey administration in summer 2013; that figure is identical to the 2011 measurement, but well below the 12% recorded in 2009 during the recession.

Among those not currently employed in a dietetics-related position, primary causes include being at home raising a family (27%), changing career/profession (17%), and finding a higher-paying job outside of dietetics (15%). About one in seven (14%) indicated they have not been able to find dietetics employment, down three points from 2011, while 17% are retired, up four points.

Other reasons cited for being out of the dietetics field were: promoted to a non-dietetics related position (6%), relocated or in the process of relocating (6%), currently a student (4%), and disability/health problems (4%).

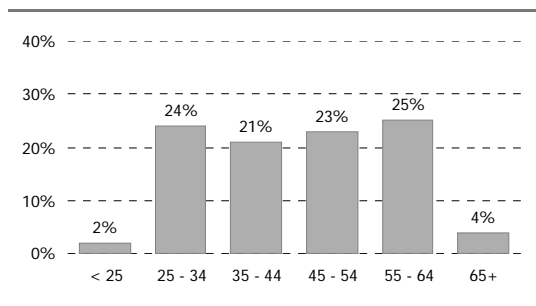
The balance of the results discussed here reflect the 7,469 respondents who indicated they are currently employed or self-employed in a dietetics-related position – “practitioners.” Those who were employed or self-employed in more than one such position were asked to respond only for what they considered to be their *primary* dietetics-related position.

## Practitioner Profile

95% of practitioners are female, one point less than in 2011.

The median age of practitioners is 46; 29% are 55 or older, while 26% are under 35. The age profile of practitioners is about the same as in 2011, but these figures represent the continued aging of the population since the 2005 survey, when the median age was 44, and only 15% were 55 or older.

Exhibit 2.2  
Age

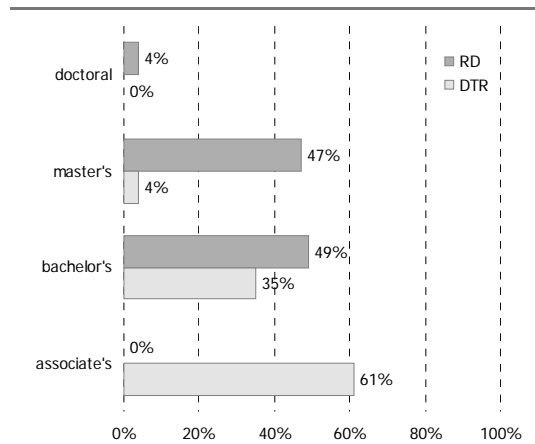


base: 7,469 practitioners  
See Exhibit 7.5 for supporting data

The demographic profile of practitioners is virtually unchanged since 2007. 4% indicated Hispanic heritage, and 9% indicated a race other than White (5% Asian, 3% Black/African American, and 1% other).

Over half of RDs hold a graduate degree (47% master's, 4% doctoral), up slightly from 2011. A majority of DTRs (61%) hold an associate's degree as their highest degree, though with the advent of the Pathway III route to registration the proportion with a bachelor's has climbed from 25% in 2009 to 35% in 2013.

Exhibit 2.3  
Education (Highest Degree Held, Any Major)



base: 6,523 practicing RDs, 866 practicing DTRs  
See Exhibit 7.7 for supporting data

29% of RDs indicated that they held a nutrition/dietetics-related master's degree at the time they were initially registered, up one point from 2011. The proportion of DTRs with a bachelor's on registration climbed five points, to 26%.

67% of practicing RDs are members of the Academy, as are 40% of practicing DTRs.

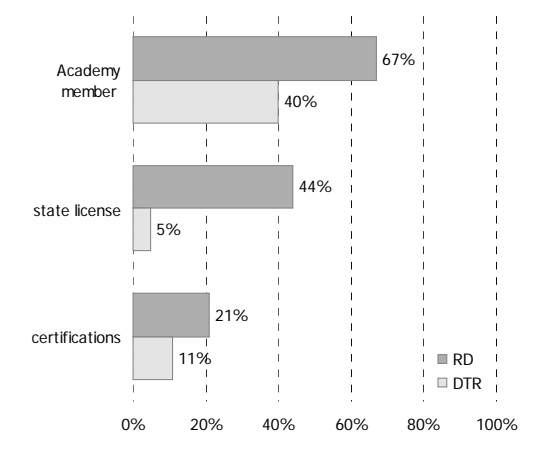
44% of RDs reported holding a state license or certification. 5% of DTRs said they are state licensed/certified.

21% of RDs and 11% of DTRs indicated holding one or more of the 13 specialty certifications asked about, rates virtually unchanged since 2011.

Certifications selected by more than 1% of RDs include CDE (Certified Diabetes Educator, 10%), CNSC (Certified Nutrition Support Clinician, 6%), and CSP (Certified Specialist in Pediatric Nutrition, 2%).

Named by more than 1% of DTRs were CDM (Certified Dietary Manager, 9%) and CFPP (Certified Food Protection Professional, 5%).

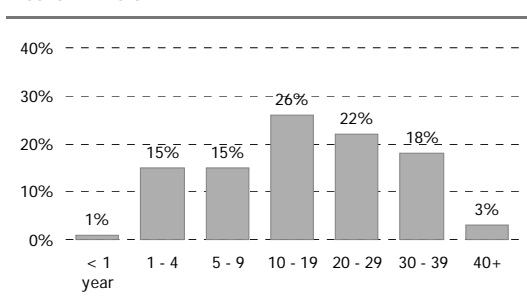
Exhibit 2.4  
Credentials



base: 6,523 practicing RDs, 866 practicing DTRs  
See Exhibits 7.14 and 7.15 for supporting data

The typical (median) RD reports 16 years of work experience in dietetics/nutrition (excluding time taken off to return to school, raise a family, or work in other areas); the median for DTRs is slightly higher, at 18 years. As with age, both values have remained about the same since 2011.

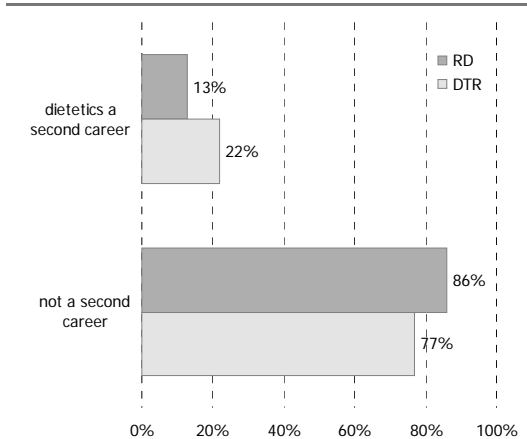
Exhibit 2.5  
Years in Field



base: 7,469 practitioners  
See Exhibit 7.11 for supporting data

Dietetics/nutrition is a second career of 13% of practicing RDs, and for more than one in five (22%) practicing DTRs.

Exhibit 2.6  
Second Career



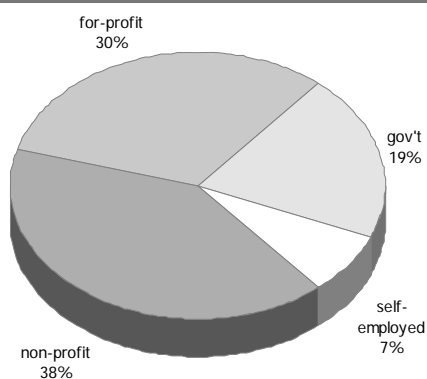
base: 6,523 practicing RDs, 866 practicing DTRs  
See Exhibit 7.12 for supporting data

## Employers

7% of practitioners are self-employed, 30% work at a for-profit firm, 38% at a non-profit, and 19% for government.

Self-employment is more common among RDs than DTRs (8% versus 3%, respectively), while a greater proportion of DTRs are found in non-profit settings (38% of RDs, 45% of DTRs). These figures have not appreciably changed since the first study in 2002.

Exhibit 2.7  
Employment Sector

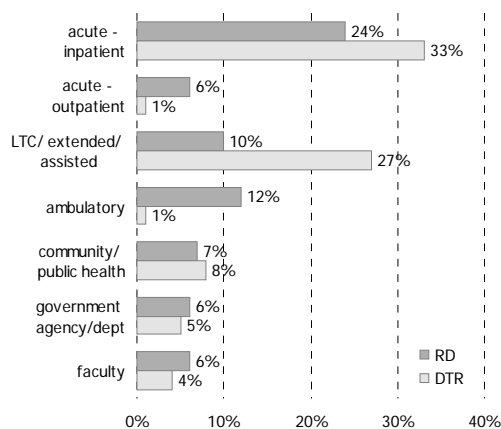


base: 7,469 practitioners  
See Exhibit 7.16 for supporting data

For RDs, the most common work setting, indicated by about one in four (24%), is an inpatient acute-care facility. 12% reported working in an ambulatory/outpatient care facility (e.g., clinic, physician's office, etc.), followed by long-term, extended care, or assisted living facility (e.g., nursing home), at 10%. These top three settings employ almost half of all practicing RDs. The other half work across numerous other settings, none indicated by more than 7%.

The majority of DTRs work in two settings: inpatient acute-care facilities (33%) or long-term, extended care, or assisted living facilities (27%). 8% work in a community or public health program. No other setting was indicated by more than 5%.

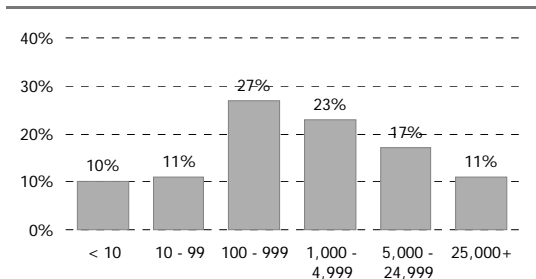
Exhibit 2.8  
Work Setting - Top Mentions



base: 6,523 practicing RDs, 866 practicing DTRs  
See Exhibit 7.17 for supporting data

The typical (median) practitioner works in a large organization, employing 1,219 people at all locations. RDs tend to work in larger organizations than DTRs (medians 1,403 and 631, respectively). These numbers have risen steadily for the last several surveys.

**Exhibit 2.9**  
**Organization Size**  
Number of Employees, All Locations



base: 7,469 practitioners  
See Exhibit 7.19 for supporting data

## Positions Held

Respondents were asked to review a list of 59 core position titles and brief descriptions, and identify the one description that most closely matched their primary position, even if the job title differed from their own (see page 219 in *Appendix* for the full set of position descriptions).

93% of responding practitioners found a match; thus the compensation data reported here represents the vast majority of dietetics employment situations.

The 59 positions are grouped into seven distinct practice areas, with acute care/inpatient the most prevalent, and consultation/business and education/research the least.

**Exhibit 2.10**  
**Practice Area of Primary Position**

	RDs	DTRs
clinical nutrition – acute care/inpatient	32%	44%
clinical nutrition – ambulatory care	17%	1%
clinical nutrition – long term care	8%	13%
community	11%	11%
food and nutrition management	12%	19%
consultation and business	8%	2%
education and research	6%	2%

base: 6,523 practicing RDs, 866 practicing DTRs  
See Exhibit 7.20 for supporting data

In results very similar to those seen in previous surveys, positions most commonly held by RDs include:

**Exhibit 2.11**  
**Highest Incidence Positions – RDs**

Clinical Dietitian	16%
Clinical Dietitian, Specialist – Renal	3%
Pediatric/Neonatal Dietitian	3%
Nutrition Support Dietitian	3%
Outpatient Dietitian, General	4%
Outpatient Dietitian, Specialist – Diabetes	4%
Outpatient Dietitian, Specialist – Renal	3%
Clinical Dietitian, Long Term Care	8%
WIC Nutritionist	6%
Public Health Nutritionist	3%
Director of Food and Nutrition Services	5%
Clinical Nutrition Manager	3%

base: 6,523 practicing RDs  
See Exhibit 7.21 for supporting data

The fact that no position exceeds 16% is due to the wide distribution of RDs over the 59 core position titles listed.



Among DTRs, five positions account for most of the employment.

**Exhibit 2.12**  
Highest Incidence Positions – DTRs

Dietetic Technician, Clinical	42%
Dietetic Technician, Long Term Care	12%
WIC Nutritionist	8%
Director of Food and Nutrition Services	6%
Dietetic Technician, Foodservice Management	10%

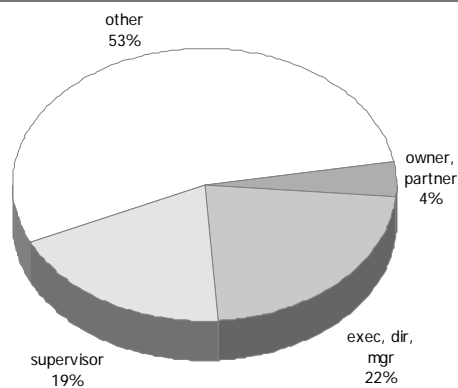
base: 866 practicing DTRs  
See Exhibit 7.21 for supporting data

## Position Characteristics

5% of RDs and 2% of DTRs indicated they are owners of or partners in their practices.

22% of practitioners overall are executives, directors, or managers, and another 19% are supervisors or coordinators. Responsibility levels have changed little since the 2002 survey.

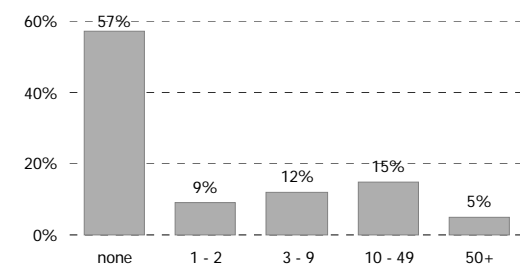
**Exhibit 2.13**  
Responsibility Level



base: 7,469 practitioners  
See Exhibit 7.22 for supporting data

42% of RDs and 44% of DTRs reported they directly or indirectly supervise employees, percentages similar to 2011. For those supervising, the median number supervised is eight for RDs, and 15 for DTRs.

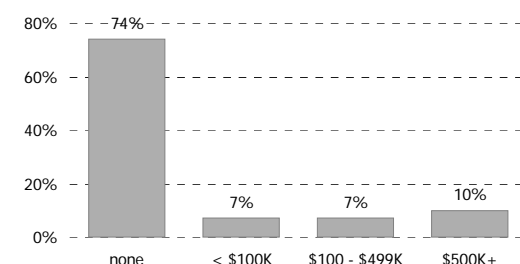
**Exhibit 2.14**  
Number Supervised



base: 7,469 practitioners  
See Exhibit 7.23 for supporting data

25% of RDs and 23% of DTRs reported managing a budget, identical to results from two years ago. Median budget size is \$374,000 for RDs and \$293,000 for DTRs, with 11% of RDs and 8% of DTRs managing budgets of \$500,000 or more.

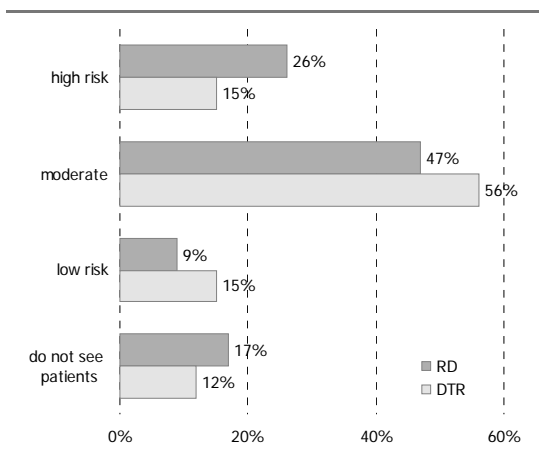
**Exhibit 2.15**  
Budget Responsibility



base: 7,469 practitioners  
See Exhibit 7.24 for supporting data

In results similar to those seen in 2011, one quarter (24%) of practitioners subjectively assess that a majority of their patients are high risk nutritionally, with about half (48%) indicating moderate risk, and 10% low or no risk. 16% do not work with patients/clients. RDs are more likely than DTRs to see a majority of high-risk patients/clients, 26% versus 15%.

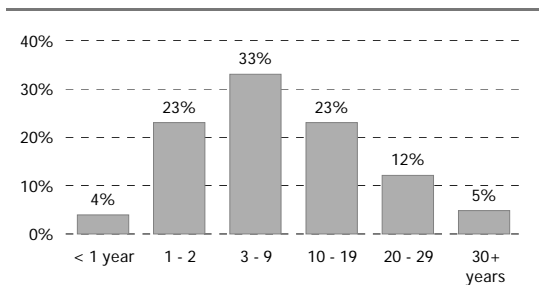
**Exhibit 2.16**  
Nutritional Risk of Patients/Clients Seen



base: 7,469 practitioners  
See Exhibit 7.25 for supporting data

The typical practitioner has been in his or her primary dietetics position for seven years, with 38% in the job for less than five years, and 17% in the job for 20 years or more. The typical DTR has been in his/her position three years longer than the typical RD (ten years versus seven).

**Exhibit 2.17**  
Years in Position



base: 7,469 practitioners  
See Exhibit 7.28 for supporting data

83% of RDs indicated that registration is a requirement for their positions, and an additional 12% indicated it is preferred but not required. This compares to 52% of DTRs indicating registration is a requirement, and 26% indicating it is preferred.

Respondents were also asked if state licensure or certification is a requirement for their positions. 61% of RDs answered in the affirmative, as did 35% of DTRs.

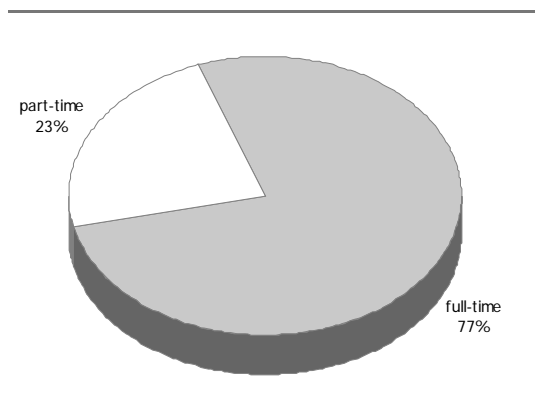
## RD Compensation

68% of RDs reported their pay was based on 40 hours per week or more, with an additional 13% indicating a pay base of between 30 and 37.5 hours per week. Nearly all (99%) of RDs indicated their positions are year-round (52 weeks).

For the purposes of this survey, full-time employment is defined as at least 35 hours per week for at least 48 weeks per year. By this definition, 77% of RDs are employed full time in 2013, up four points from 73% in 2009.

As in 2011, 18% of RDs are eligible to receive overtime compensation.

**Exhibit 2.18**  
RD Pay Base



base: 6,048 practicing RDs  
See Exhibit 7.34 for supporting data

(Analyses of hours worked and compensation received are based on the subset of respondents providing complete information for all relevant questions.)

Because the prevalence of part-time employment can make salary comparisons difficult, compensation is reported in two ways: in terms of hourly wage, and in terms of total cash compensation (which includes not only salary but also earnings from overtime pay, on-call pay, commissions, bonuses, incentive pay, profit sharing or distributions, and cash retirement benefits received). Hourly wage is assessed for all answering respondents; total cash compensation is examined only for those working full time for at least one year in the position.

Among all RDs in all positions, the median hourly wage as of April 1, 2013, was \$28.85. If annualized ( $\times 40$  hours/week  $\times 52$  weeks/year), this equates to a full-time salary of \$60,000 per year. Median total cash compensation for RDs employed in the position full time for at least one year was \$61,000.

These results are higher than the most current Bureau of Labor Statistics (BLS) estimates for Dietitians and Nutritionists, at \$26.56 per hour, annualized at \$55,200<sup>6</sup>. Two factors help account for the discrepancy: this survey data is current as of April 1, 2013, nearly a year more current than the BLS estimate; and BLS does not restrict its estimate to registered dietitians.

<sup>6</sup> U.S. Department of Labor, Bureau of Labor Statistics. Occupational Employment Statistics, May 2012: 29-1031 Dietitians and Nutritionists. [www.bls.gov/oes/current/oes291031.htm](http://www.bls.gov/oes/current/oes291031.htm). Accessed 08/31/2013.

At \$28.85, the median hourly wage for all RDs is up 3.5% from its value of \$27.88 in the 2011 survey.

Exhibit 2.19  
RD Median Hourly Wage Trends



base (2013): 6,048 practicing RDs

The 3.5% increase in median wage since 2011 bests the prior two-year gain of 2.3% reported in the last survey, and is essentially equal to the rate of inflation during the period (3.4% change in CPI from April 2011 to April 2013<sup>7</sup>).

Further, an analysis of hourly wage estimates for 24 allied health occupations reported by the Bureau of Labor Statistics showed a 3.8% gain between May 2010 and May 2012<sup>8</sup>. Both of these comparisons suggest that RD compensation has essentially kept pace with the economy as a whole in the past two years.

<sup>7</sup> U.S. Department of Labor, Bureau of Labor Statistics. Consumer Price Index - All Urban Consumers, <ftp://ftp.bls.gov/pub/special.requests/cpi/cpiiai.txt>. Accessed 08/31/2013.

<sup>8</sup> U.S. Department of Labor, Bureau of Labor Statistics, Healthcare Practitioners and Technical Occupations, National Occupational Employment and Wage Estimates, [www.bls.gov/oes/current/oes\\_nat.htm#29-0000](http://www.bls.gov/oes/current/oes_nat.htm#29-0000). Accessed 8/31/2013.

Compensation spans a wide range for RDs:

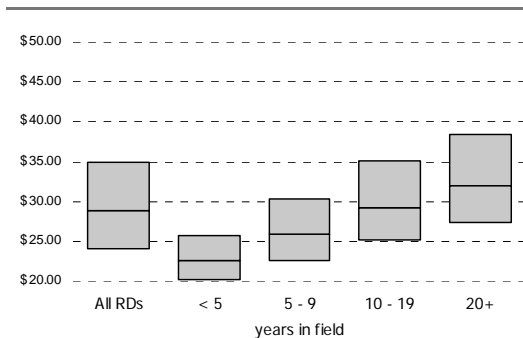
Exhibit 2.20  
RD Compensation

	hourly wage	total cash
10th percentile (10% earn less)	\$20.43	\$43,000
25th percentile (25% earn less)	\$24.04	\$50,200
50th percentile (50% earn less)	\$28.85	\$61,000
75th percentile (75% earn less)	\$34.86	\$75,000
90th percentile (90% earn less)	\$43.27	\$92,700

base: 6,048 answering RDs for hourly wage, 4,475 for total cash compensation (employed FT 1+ years)  
See Exhibit 3.1 for supporting data

Helping to account for this range, a number of factors show strong associations with RD compensation. The exhibits which follow demonstrate the relationship between hourly wage and a number of variables. Note that all factors are based on respondent self-reports, and are thus subject to some variation in how terms were understood. Bars on the charts are delimited by the 25th and 75th percentiles; the horizontal line across each bar marks the median (50th percentile).

Exhibit 2.21  
RD Hourly Wage by Years in Field



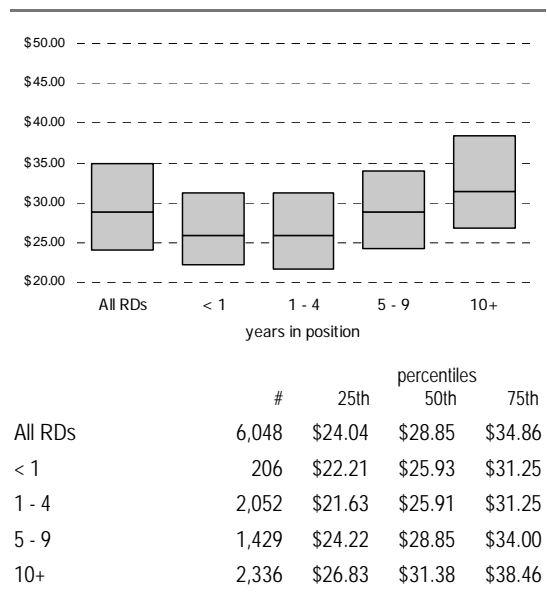
	#	25th	50th	75th
All RDs	6,048	\$24.04	\$28.85	\$34.86
< 5	918	\$20.19	\$22.60	\$25.75
5 - 9	950	\$22.60	\$25.96	\$30.36
10 - 19	1,591	\$25.24	\$29.18	\$35.10
20+	2,526	\$27.40	\$32.00	\$38.46

NOTE: Years in field excludes time taken off to return to school, raise a family, or work in other areas.  
See Exhibit 3.2 for supporting data

As would be expected, years of dietetics experience is strongly associated with compensation; those with 20 or more years of experience earn a median wage more than \$9 per hour above those in the field under five years.

Entry-level RDs (less than five years in the field) saw their median wage rise almost a dollar an hour in the past two years, from \$21.63 in 2011 to \$22.60 in 2013.

Exhibit 2.22  
RD Hourly Wage by Years in Position



See Exhibit 3.3 for supporting data

A similar pattern is seen with regard to years in position, with greater experience correlating with significantly greater compensation: an RD in the position for ten years or more earns over \$5 per hour more than one in the position for fewer than five years.

Median initial pay rates (< 1 year in the position) rose \$1.89 per hour from 2011.

**Exhibit 2.23**  
RD Hourly Wage by Education  
(Highest Degree Held, Any Major)



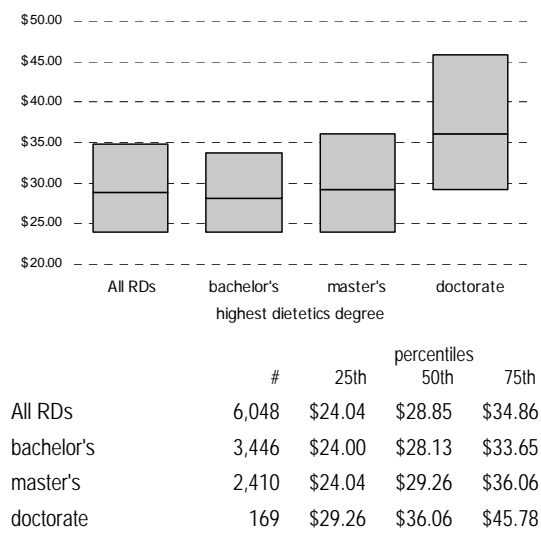
See Exhibit 3.5 for supporting data

Education beyond the bachelor's degree continues to be associated with hourly wage gains. The difference between the median wage of RDs with a bachelor's as their highest degree (any major), and that of RDs with a master's degree (any major), is \$1.89 per hour in 2013. (This differential has shrunk somewhat since 2011, when it was \$2.41 per hour.)

Earning a PhD is associated with even greater gains; median earnings for those with a doctorate (at \$36.06) are more than \$8 per hour above RDs with a bachelor's degree.

It is important to note that bivariate analyses such as this do not take into account other correlating factors which may also drive compensation. For example, those with PhDs tend to work primarily in academia, and pay scales are higher than average for RDs in that setting.

**Exhibit 2.24**  
RD Hourly Wage by Highest Dietetics Degree

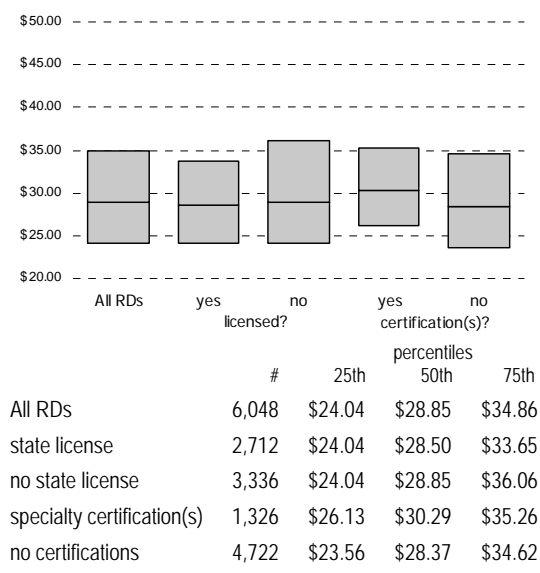


See Exhibit 3.7 for supporting data

Dietetics-related degrees held by RDs also correlate with salary increases. These correlations are not markedly different than those shown for highest degree held (regardless of dietetics emphasis).

Analyzed for the first time in the 2013 survey is the effect of entering the profession with a master's rather than a bachelor's. Median wage for those entering the field within the last five years and having a dietetics-related master's when registered is \$23.08; for those with a bachelor's, \$22.30. So the entry-level master's premium is currently \$.78 per hour.

Exhibit 2.25  
RD Hourly Wage by Credentials Held

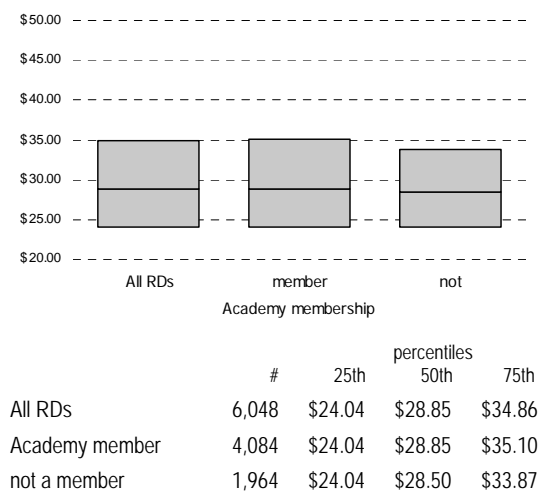


See Exhibit 3.10 for supporting data

Historically, those with a state license earned somewhat less than those without, due mainly to the effects of the large non-licensed pool of RDs in California, a high-wage state. In 2013, however, that gap has essentially disappeared, with only \$.35 per hour separating licensed from non-licensed practitioners.

Holding one or more of the specialty certifications asked about continues to correlate with a wage premium, though at \$1.92 per hour that premium has diminished somewhat (from \$2.54 in 2011). Highest median hourly wages are seen for those holding the certifications CSG (Certified Specialist in Gerontological Nutrition), CSP (Certified Specialist in Pediatric Nutrition), and CDE (Certified Diabetes Educator), each more than \$2 per hour higher than RDs with no specialty certifications.

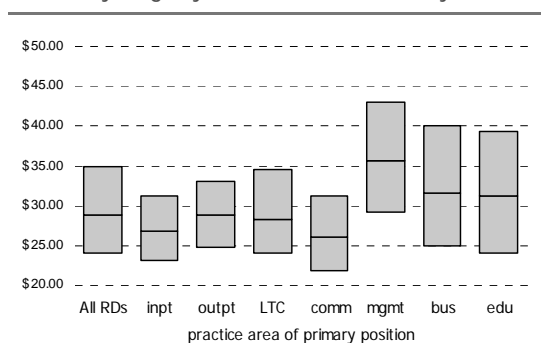
Exhibit 2.26  
RD Hourly Wage by Academy Membership



See Exhibit 3.11 for supporting data

As in previous surveys, results show a small positive association between Academy membership and RD compensation; typical members earn \$0.35 per hour more than nonmembers.

**Exhibit 2.27**  
RD Hourly Wage by Practice Area of Primary Position



	#	percentiles		
		25th	50th	75th
All RDs	6,048	\$24.04	\$28.85	\$34.86
inpatient	1,895	\$23.08	\$26.85	\$31.25
outpatient/ ambulatory care	1,042	\$24.84	\$28.85	\$32.98
long term care	486	\$24.04	\$28.37	\$34.62
community	715	\$21.87	\$26.06	\$31.25
food and nutrition management	739	\$29.23	\$35.58	\$43.08
consultation and business	444	\$25.00	\$31.54	\$40.05
education and research	360	\$24.05	\$31.25	\$39.26

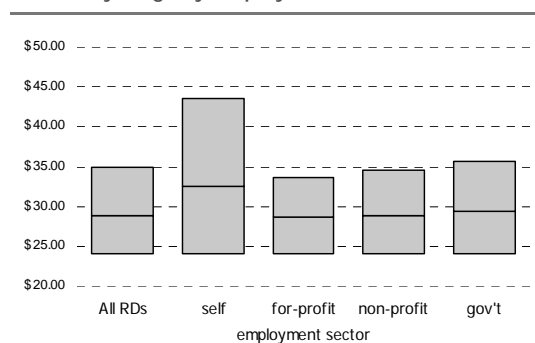
See Exhibit 3.12 for supporting data

Hourly wages tend to be highest in the practice areas of food and nutrition management, consultation and business, and education and research.

All areas reported modest wage gains from 2011. Areas recording a median wage increase of at least \$1 per hour included outpatient, community, and management.

Regarding wages by employment sector, those who are self-employed earn the highest median hourly wages (\$32.45) followed by those employed in government (\$29.33). Those working at for-profit or non-profit institutions earn less, at \$28.56 and \$28.85 per hour, respectively. These results are similar to those seen in past years.

**Exhibit 2.28**  
RD Hourly Wage by Employment Sector



	#	percentiles		
		25th	50th	75th
All RDs	6,048	\$24.04	\$28.85	\$34.86
self-employed	371	\$24.04	\$32.45	\$43.59
for-profit	1,864	\$24.04	\$28.56	\$33.65
non-profit (other than government)	2,308	\$24.04	\$28.85	\$34.62
government	1,186	\$24.04	\$29.33	\$35.58

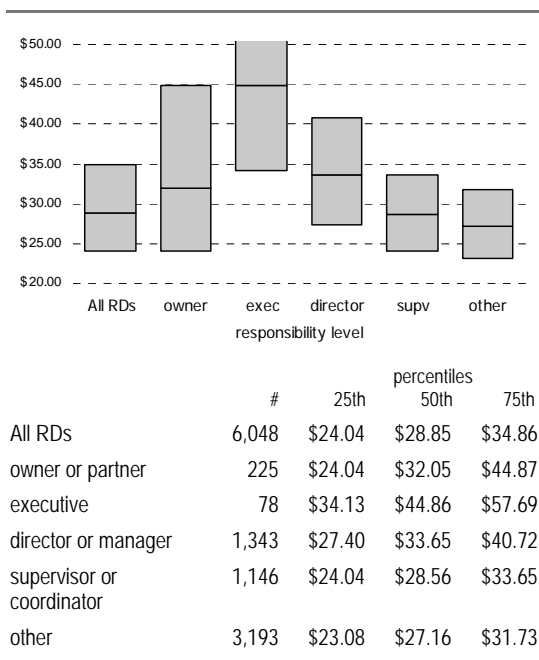
See Exhibit 3.16 for supporting data

Specific work settings for which median hourly wages are highest include:

- pharmaceutical or nutrition products manufacturer, distributor, or retailer (\$37.50)
- contract food management company (\$33.65)
- home health care provider (\$31.94)
- K-12 food service (\$31.75)

Median hourly wages are lowest for those working in rehabilitation facilities, wellness centers/health clubs, community/public health programs, and non-profit agencies.

**Exhibit 2.29**  
RD Hourly Wage by Responsibility Level

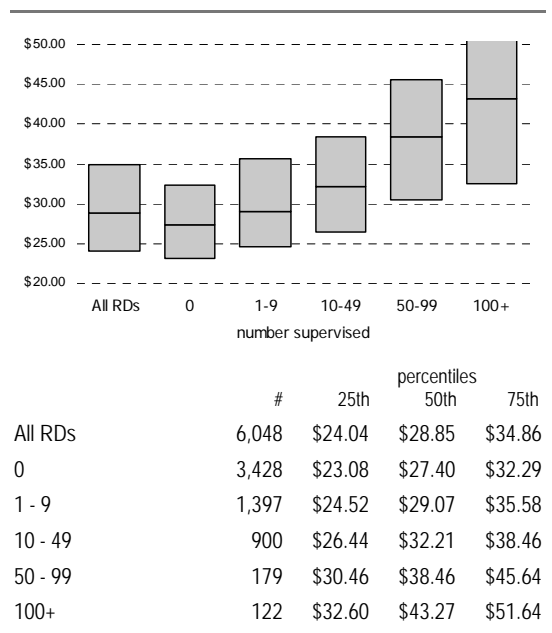


See Exhibit 3.19 for supporting data

Median wage increases with greater responsibility, with executives earning substantially more than other levels, including more than \$11 per hour over directors or managers, and more than \$16 per hour over supervisors and coordinators; both gaps grew substantially since 2011.

Owners or partners show a wide range of wages, with those in the lower bracket (25th percentile) earning wages comparable only to supervisors, but those at the upper end (75th percentile) earning wages exceeded only by executives. Median wage for owners/partners is up \$.80 since 2011.

**Exhibit 2.30**  
RD Hourly Wage by Number Supervised

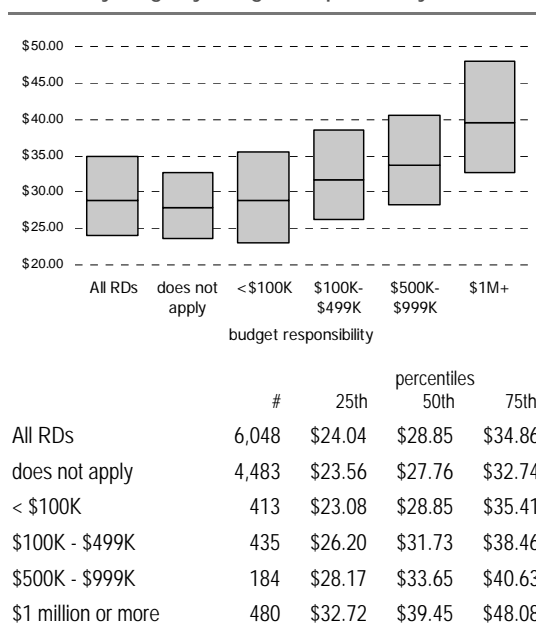


NOTE: includes employees supervised directly or indirectly  
See Exhibit 3.20 for supporting data

Supervisory responsibility is strongly associated with wage gains; those reporting direct and/or indirect supervision of 100 or more employees have a median hourly wage 50% greater than the typical RD. Those with no supervisory responsibility earn about 5% less than the typical RD.



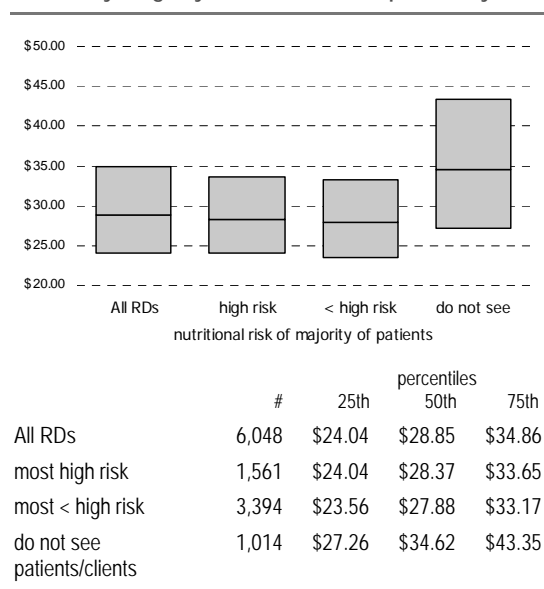
**Exhibit 2.31**  
RD Hourly Wage by Budget Responsibility



See Exhibit 3.21 for supporting data

Budget responsibility also correlates strongly with hourly wages, with gains increasing as budget size increases. Those responsible for budgets of \$1 million or more earn a median hourly wage 42% greater than those with no budget responsibility. One-fourth of those managing the biggest budgets earn an annualized wage of over \$100,000 (75<sup>th</sup> percentile of \$48.08 per hour).

**Exhibit 2.32**  
RD Hourly Wage by Patient/Client Responsibility

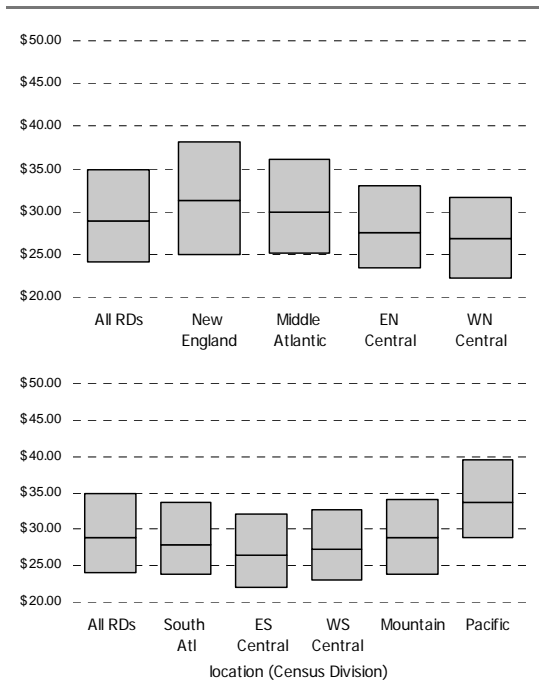


See Exhibit 3.22 for supporting data

As in 2011, subjectively assessed nutritional risk of the majority of patients/clients seen shows little correlation with wages, with the median amount being about the same for those working mostly with high risk patients (\$28.37 per hour) versus those working mostly with lower risk patients (\$27.88 per hour). However, RDs who do not see patients/clients earn substantially more than those who do, earning a median wage more than \$6 per hour higher. This is due primarily to those not seeing patients/clients having other characteristics that correlate with higher wages, for example, being faculty members or consultants, being involved in management and supervisory functions, and having budget authority.

Those who are paid a regular salary do somewhat better than those paid on a per diem or hourly basis (\$1.22 per hour premium). There is no difference between those working full-time and part-time.

**Exhibit 2.33**  
**RD Hourly Wage by Location**  
 (Census Divisions)



		percentiles		
	#	25th	50th	75th
All RDs	6,048	\$24.04	\$28.85	\$34.86
New England	350	\$25.00	\$31.25	\$38.10
Middle Atlantic	796	\$25.12	\$30.02	\$36.06
East North Central	1,088	\$23.38	\$27.52	\$32.99
West North Central	608	\$22.19	\$26.92	\$31.70
South Atlantic	1,023	\$23.80	\$27.88	\$33.65
East South Central	357	\$21.98	\$26.44	\$32.12
West South Central	601	\$23.08	\$27.21	\$32.77
Mountain	373	\$23.90	\$28.85	\$34.13
Pacific	848	\$28.85	\$33.65	\$39.63

See Exhibit 3.29 for supporting data

RD compensation varies to some degree according to location. In terms of the nine standard Census Divisions, RDs on the coasts (in New England, Middle Atlantic, and Pacific states) earn median wages of \$30 per hour or higher; those in the West North Central and East South Central states earn less than \$27 per hour. (See page 215 of the *Appendix* for the region definitions by state.)

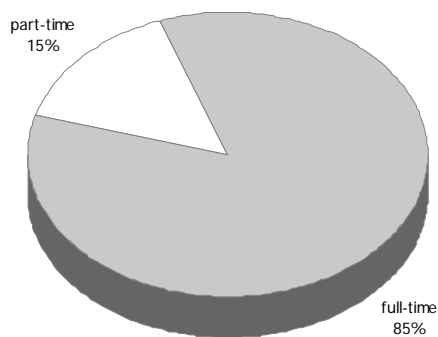
Further details of RD compensation by state and by major metropolitan area may be found on pages 56-60 in the *RD Compensation* section.

## DTR Compensation

69% of DTRs reported their position's pay is based on 40 hours per week or more, with an additional 18% indicating a pay base of between 30 and 37.5 hours per week. Virtually all DTRs indicated their position is year-round.

85% of DTRs work full time as defined in this report (35 hours or more per week for 48 weeks per year or more), up three points from 2011, and up ten points from the baseline measurement of 75% in 2002.

Exhibit 2.34  
DTR Pay Base



base: 747 practicing DTRs  
See Exhibit 7.34 for supporting data

(Analyses of hours worked and compensation received are based on the subset of respondents providing complete information for all relevant questions.)

Nearly half of DTRs (46%) are eligible to receive overtime compensation, a much higher rate than was reported for RDs (18%).

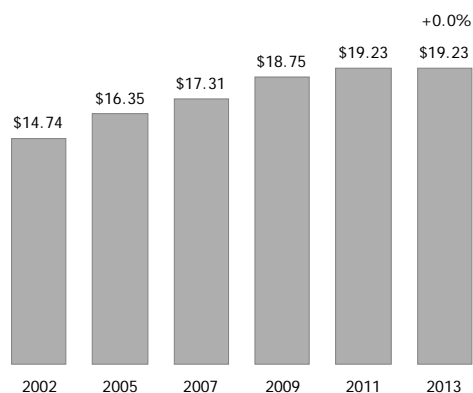
As with RDs, DTR pay is analyzed in terms of hourly wage and total cash compensation. Refer back to page 13 for details on how these are calculated.

Among all DTRs in all positions, the median hourly wage as of April 1, 2013, was \$19.23 per hour; if annualized, this equates to a salary of \$40,000 per year. Median total cash compensation for DTRs employed in the position full time for at least one year was \$40,000.

As with RDs, these current survey estimates are higher than those published by the Bureau of Labor Statistics (May 2012 median = \$12.62, annualized at \$26,200)<sup>9</sup>. Two factors help account for the discrepancy: this survey data is current as of April 1, 2013, nearly a year more current than the BLS estimate; and BLS does not restrict its estimate to registered dietetic technicians.

DTR median wage and total cash compensation are identical to those reported in 2011. In the context of a 3.4% inflation increase during that time, DTRs have lost some ground.

Exhibit 2.35  
DTR Median Hourly Wage Trends



base (2013): 747 practicing DTRs

<sup>9</sup> U.S. Department of Labor, Bureau of Labor Statistics. Occupational Employment Statistics, May 2012: 29-2051 Dietetic Technicians. [/www.bls.gov/oes/current/oes292051.htm](http://www.bls.gov/oes/current/oes292051.htm) Accessed 08/31/2013.

Like RDs, DTR compensation also spans a considerable range:

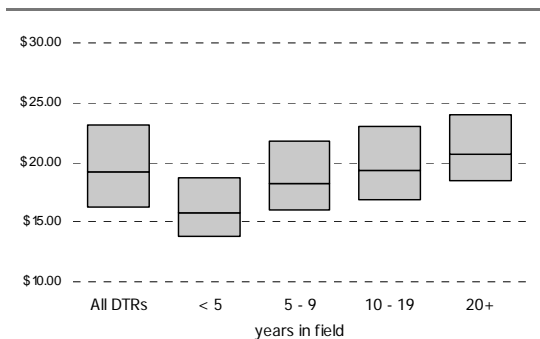
Exhibit 2.36  
DTR Compensation

	hourly wage	total cash
10th percentile (10% earn less)	\$13.67	\$29,500
25th percentile (25% earn less)	\$16.30	\$34,600
50th percentile (50% earn less)	\$19.23	\$40,000
75th percentile (75% earn less)	\$23.08	\$50,000
90th percentile (90% earn less)	\$28.65	\$60,000

base: 747 answering DTRs for hourly wage, 610 for total cash compensation (employed FT 1+ years)  
See Exhibit 4.1 for supporting data

Helping to account for that range, a number of factors show strong associations with compensation levels for DTRs. The exhibits which follow demonstrate the relationship between hourly wage and various variables. Note that all factors are based on respondent self-reports, and are thus subject to some variation in how terms were understood. Bars on the charts are delimited by the 25th and 75th percentiles; the horizontal line across each bar marks the median (50th percentile).

Exhibit 2.37  
DTR Hourly Wage by Years in Field

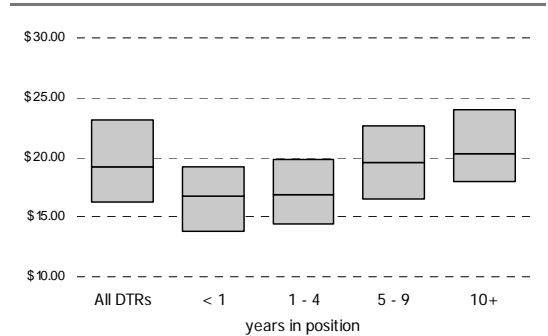


	#	25th	percentiles 50th	75th
All DTRs	747	\$16.30	\$19.23	\$23.08
< 5 years	142	\$13.82	\$15.80	\$18.75
5 - 9 years	68	\$16.03	\$18.27	\$21.84
10 - 19 years	182	\$16.83	\$19.36	\$23.03
20+ years	343	\$18.41	\$20.67	\$24.04

See Exhibit 4.2 for supporting data

DTR median wages show a steady increase with increasing experience. The differential between new (< 5 years) and the most veteran (20+ years) practitioners is \$4.87 per hour, virtually unchanged since the 2011 survey.

Exhibit 2.38  
DTR Hourly Wage by Years in Position

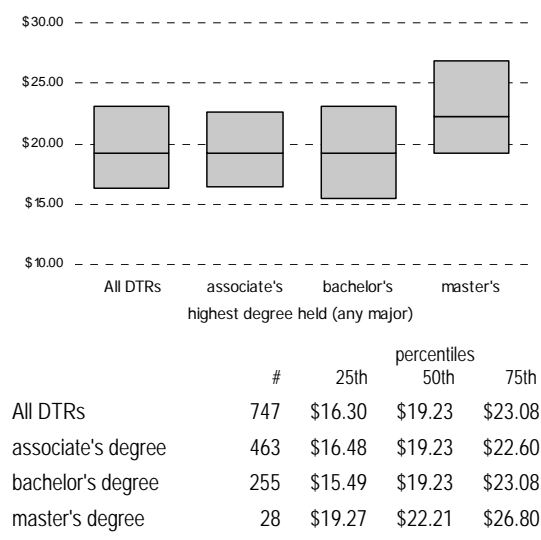


	#	25th	percentiles 50th	75th
All DTRs	747	\$16.30	\$19.23	\$23.08
< 1 year	23	\$13.85	\$16.80	\$19.23
1 - 4 years	208	\$14.42	\$16.83	\$19.84
5 - 9 years	121	\$16.47	\$19.59	\$22.60
10+ years	391	\$17.98	\$20.30	\$24.04

See Exhibit 4.3 for supporting data

Similarly, years in the current position is clearly associated with compensation, though the effect is more muted: those in the position 10+ years earn \$3.50 more per hour than a typical new hire.

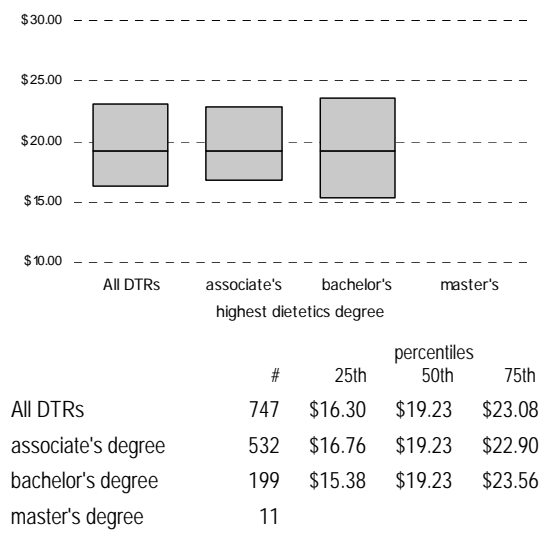
**Exhibit 2.39**  
DTR Hourly Wage by Education  
(Highest Degree Held, Any Major)



See Exhibit 4.5 for supporting data

In a somewhat surprising result, the \$0.98 premium seen in 2011 for having a bachelor's rather than an associate's degree as the highest degree held (any major) completely disappears in the 2013 survey: both classes report median wages of \$19.23 per hour. Earning a master's, however, still results in a nearly \$3 per hour premium.

**Exhibit 2.40**  
DTR Hourly Wage by Highest Dietetics Degree

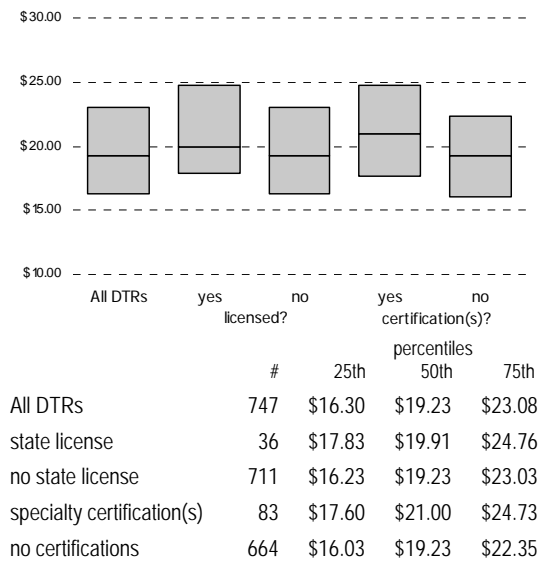


See Exhibit 4.7 for supporting data; statistics not reported if based on fewer than 15 responses

A virtually identical view is seen when the focus is on highest dietetics-related degree held; median wages are equal for associate's and bachelor's.

For the first time in 2013, the effect of having a bachelor's on entry to the profession was measured. For those in their first five years of work, and holding a dietetics-related bachelor's when they were initially registered as DTRs, the median wage is \$15.54. For those with an associate's on entry, it is \$15.68. The two pathways to registration as a DTR appear to lead to the same destination in terms of compensation. (Recall that associate's-prepared DTRs also complete an internship, which is not required for Pathway III qualification.)

Exhibit 2.41  
DTR Hourly Wage by Credentials Held

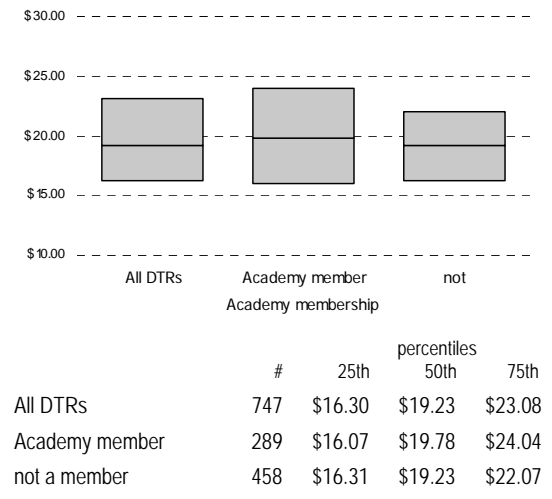


See Exhibit 4.10 for supporting data

For DTRs, state licensure makes a slight positive difference to the median wage received, with those who are licensed doing \$.68 per hour better than those who are not.

Possession of one or more specialty certifications asked about also results in a median hourly wage gain of \$1.77 per hour. Specialty certifications most commonly held by DTRs are the CDM (Certified Dietary Manager), which adds \$2.40 per hour compared to all DTRs, and the CFPP (Certified Food Protection Professional), which commands a \$1.44 per hour premium.

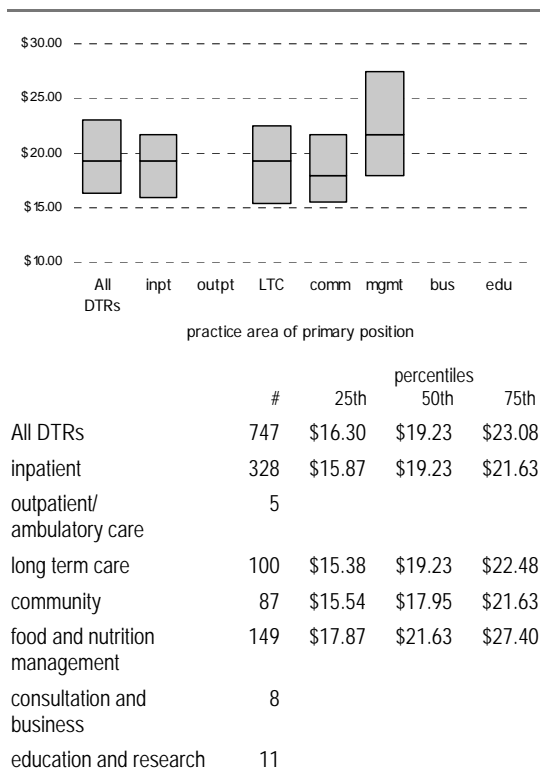
Exhibit 2.42  
DTR Hourly Wage by Academy Membership



See Exhibit 4.11 for supporting data

As with RDs, Academy membership is associated with modestly higher compensation levels for DTRs. The differential in median hourly wage in 2013 is \$0.55 per hour.

**Exhibit 2.43**  
DTR Hourly Wage by Practice Area of Primary Position

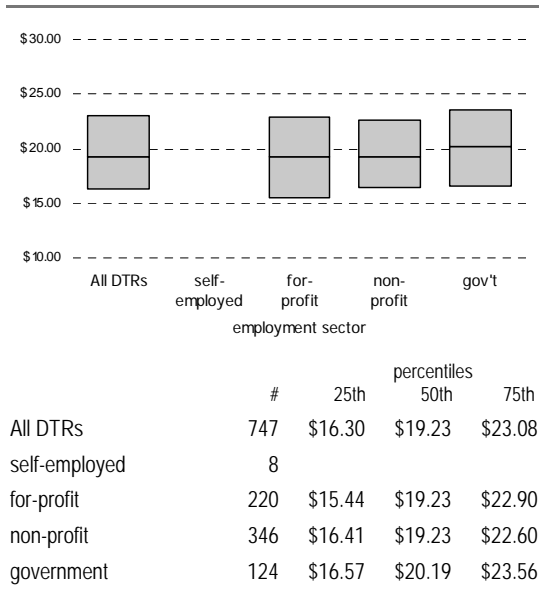


See Exhibit 4.12 for supporting data; statistics not reported if based on fewer than 15 responses

By practice area of primary position, the highest median wage for DTRs is earned by those in food and nutrition management, at \$21.63 per hour. (Those in education/research and consultation/business were among the wage leaders in past surveys, but the number of respondents in these practice areas has dropped below the reporting threshold of 15.)

Lowest median hourly wages are seen in the community nutrition practice area (\$17.95).

**Exhibit 2.44**  
DTR Hourly Wage by Employment Sector



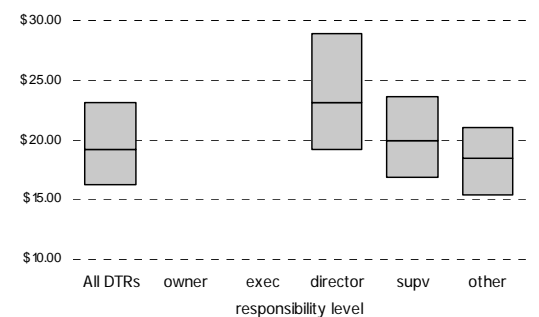
See Exhibit 4.16 for supporting data; statistics not reported if based on fewer than 15 responses

By employment sector, median hourly wage is highest for DTRs among government employees, at \$20.19, though this represents a \$.29 per hour drop from 2011. DTRs working in for-profit and non-profit institutions saw modest gains from 2011.

The number of responding self-employed DTRs is below the threshold for reporting, as it has been since the 2005 survey, so no statistics are shown.

In terms of specific work settings, the highest median hourly wage is earned by DTRs in government agencies/departments or K-12 food service, both \$20.67 per hour. Lowest is seen for those in public health programs, at \$17.79.

Exhibit 2.45  
DTR Hourly Wage by Responsibility Level

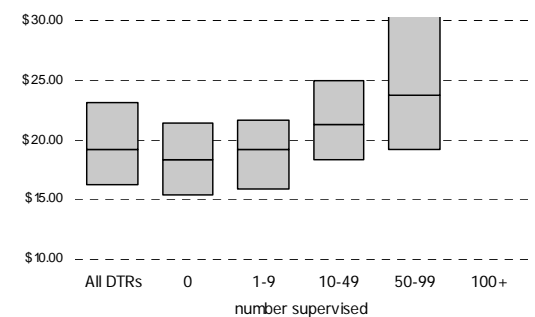


	#	percentiles		
		25th	50th	75th
All DTRs	747	\$16.30	\$19.23	\$23.08
owner or partner	5			
executive	4			
director or manager	144	\$19.23	\$23.08	\$28.85
supervisor or coordinator	166	\$16.84	\$19.91	\$23.57
other	416	\$15.38	\$18.44	\$21.03

See Exhibit 4.19 for supporting data; statistics not reported if based on fewer than 15 responses

Responsibility level shows a clear association with DTR compensation. Those characterizing themselves as directors or managers earn a median wage \$4.64 per hour higher than those without supervisory or management responsibility, a gap which has grown since 2011. The gap between supervisors/coordinators and others (staff) has also grown but is more modest, at \$1.47 per hour.

Exhibit 2.46  
DTR Hourly Wage by Number Supervised



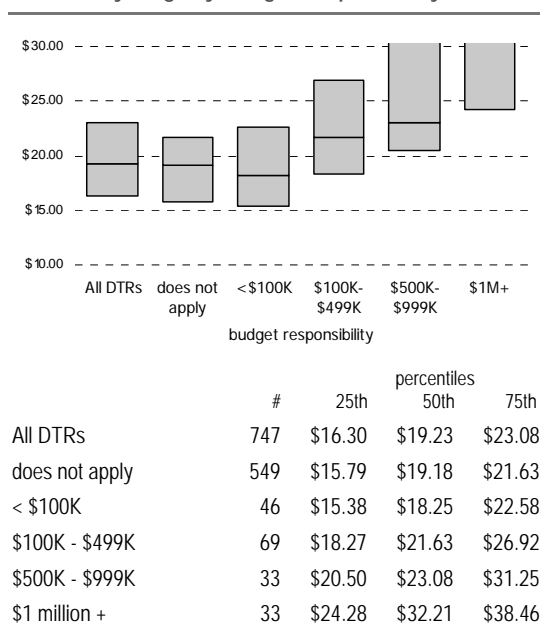
	#	percentiles		
		25th	50th	75th
All DTRs	747	\$16.30	\$19.23	\$23.08
0	393	\$15.38	\$18.33	\$21.35
1 - 9	122	\$15.87	\$19.23	\$21.63
10 - 49	188	\$18.30	\$21.24	\$24.93
50 - 99	28	\$19.23	\$23.80	\$31.27
100+	12			

NOTE: Includes number of employees supervised directly or indirectly. See Exhibit 4.20 for supporting data; statistics not reported if based on fewer than 15 responses

Reflecting essentially the same trend as RDs, DTR compensation is strongly associated with supervisory responsibility. Those directly or indirectly supervising 50 - 99 employees earn a median wage 30% greater than those with no supervisory responsibility.



**Exhibit 2.47**  
DTR Hourly Wage by Budget Responsibility

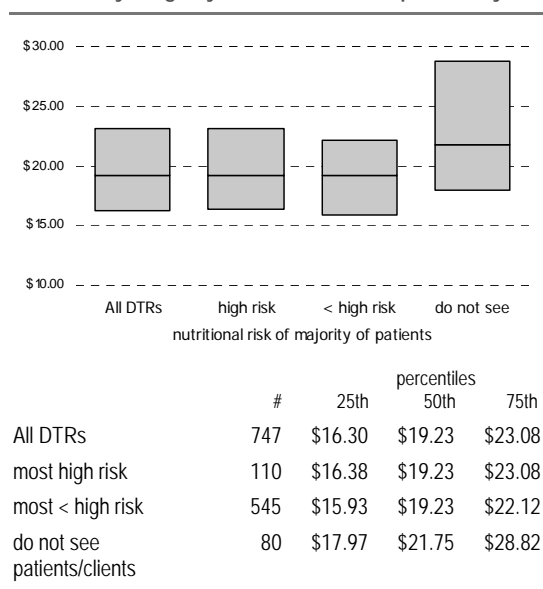


See Exhibit 4.21 for supporting data

Budget responsibility is also clearly associated with DTR compensation, with those managing large budgets (\$1 million or more) earning 68% more than those with no budget responsibility.

However, a minimum budget authority of \$100,000 appears necessary to experience wage effects. Those managing a budget of less than \$100,000 earned 5% less than those without budget authority. But those managing budgets at the next level (\$100,000 - \$499,999) saw a gain of 13% over those with no budget authority.

**Exhibit 2.48**  
DTR Hourly Wage by Patient/Client Responsibility

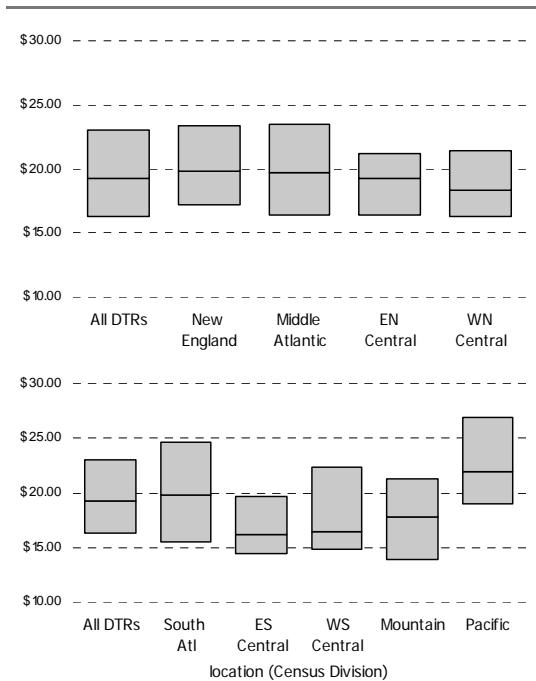


See Exhibit 4.22 for supporting data

In 2013, no difference in median wage is seen for DTRs with respect to the subjectively assessed nutritional risk of the majority of patients served. As with RDs, those not working with patients/clients do better than those who do, earning \$2.52 more per hour.

Those paid a regular wage or salary earn a median wage of \$20.19 per hour, versus \$18.24 for those paid on a per diem or hourly basis. Likewise, those not eligible to receive overtime compensation earn a higher median hourly wage (\$20.19) than those who are eligible (\$18.75). Those working less than full time earn a slightly lower median hourly wage than those working full time (\$19.00 versus \$19.23).

Exhibit 2.49  
DTR Hourly Wage by Location  
(Census Divisions)



		percentiles		
	#	25th	50th	75th
All DTRs	747	\$16.30	\$19.23	\$23.08
New England	53	\$17.18	\$19.83	\$23.32
Middle Atlantic	136	\$16.37	\$19.73	\$23.49
East North Central	215	\$16.41	\$19.23	\$21.15
West North Central	73	\$16.25	\$18.38	\$21.38
South Atlantic	74	\$15.50	\$19.86	\$24.64
East South Central	15	\$14.42	\$16.11	\$19.71
West South Central	34	\$14.78	\$16.38	\$22.36
Mountain	36	\$13.94	\$17.82	\$21.23
Pacific	111	\$18.97	\$21.88	\$26.92

See Exhibit 4.29 for supporting data

As with RD compensation, median DTR wages do vary somewhat by location

Those in the Pacific, South Atlantic, and New England states typically earn the most, at \$19.83 or more per hour. Earning the lowest median wage, \$16.38 per hour or less, are DTRs in the East South Central and West South Central states. (See page 215 of the *Appendix* for the region definitions by state.)

Results are also shown for selected states and metropolitan areas on pages 79-80 in the *DTR Compensation* section.

## Compensation by Position

As noted previously, survey respondents were asked to match their job to one of 59 core position descriptions developed by the Academy, regardless of whether the position title was similar to their own. 93% of responding practitioners selected one of the standard positions, indicating that survey results represent the vast majority of dietetics employment situations.

The following exhibits report hourly wages at the 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentiles for the 53 positions (of 59 listed) where at least 15 usable responses were received. Further results showing how wages relate to a variety of factors, and additionally reporting total cash compensation, may be found in the *Compensation by Position* section (page 81 and following).

### Exhibit 2.50a

#### Hourly Wage: Positions in the Clinical Nutrition – Acute Care/Inpatient Practice Area

	#	25th	50th	75th
Dietetic Technician, Clinical	326	\$15.87	\$19.23	\$21.63
Clinical Dietitian	967	\$22.12	\$25.96	\$30.29
Clinical Dietitian, Specialist - Bariatrics	51	\$22.33	\$26.92	\$30.53
Clinical Dietitian, Specialist - Cardiac	27	\$23.37	\$27.00	\$30.72
Clinical Dietitian, Specialist - Developmental disorders	21	\$22.93	\$25.96	\$29.37
Clinical Dietitian, Specialist - Diabetes	140	\$26.18	\$29.01	\$35.53
Clinical Dietitian, Specialist - Eating disorders	36	\$22.54	\$25.36	\$38.22
Clinical Dietitian, Specialist - Oncology	55	\$22.60	\$28.26	\$31.73
Clinical Dietitian, Specialist - Psychiatric	37	\$22.60	\$25.48	\$29.93
Clinical Dietitian, Specialist - Renal	201	\$25.00	\$28.21	\$31.49
Clinical Dietitian, Specialist - Surgery	16	\$26.56	\$28.30	\$32.04
Clinical Dietitian, Specialist - Transplant	21	\$24.76	\$27.69	\$34.26
Pediatric/Neonatal Dietitian	161	\$23.04	\$26.44	\$32.00
Nutrition Support Dietitian	168	\$24.04	\$27.88	\$32.14

### Exhibit 2.50b

#### Hourly Wage: Positions in the Clinical Nutrition – Ambulatory Care Practice Area

	#	25th	50th	75th
Outpatient Dietitian, General	256	\$23.57	\$28.70	\$33.14
Outpatient Dietitian, Specialist - Cardiac rehab	17	\$23.56	\$28.85	\$30.61
Outpatient Dietitian, Specialist - Diabetes	276	\$25.63	\$29.81	\$34.22
Outpatient Dietitian, Specialist - Eating disorders	22	\$22.84	\$26.92	\$32.21
Outpatient Dietitian, Specialist - Oncology	36	\$24.22	\$27.58	\$30.43
Outpatient Dietitian, Specialist - Pediatrics	74	\$23.08	\$28.49	\$32.86
Outpatient Dietitian, Specialist - Renal	214	\$25.48	\$28.59	\$31.54
Outpatient Dietitian, Specialist - Weight management	94	\$22.00	\$28.31	\$32.62
Home Care Dietitian	58	\$26.13	\$31.09	\$35.22

**Exhibit 2.50c****Hourly Wage: Positions in the Clinical Nutrition – Long Term Care Practice Area**

	#	25th	percentiles 50th	75th
Clinical Dietitian, Long Term Care	497	\$24.04	\$28.00	\$34.62
Dietetic Technician, Long Term Care	95	\$15.38	\$19.23	\$22.60

**Exhibit 2.50d****Hourly Wage: Positions in the Community Practice Area**

	#	25th	50th	75th
WIC Nutritionist	435	\$19.71	\$24.04	\$28.21
Public Health Nutritionist	192	\$23.08	\$27.50	\$34.62
Cooperative Extension Educator/Specialist	66	\$20.09	\$25.00	\$31.45
School/Child Care Nutritionist	72	\$20.83	\$28.85	\$34.98
Nutrition Coordinator for Head Start Program	25	\$19.91	\$25.41	\$31.58
Nutritionist for Food Bank or Assistance Program	23	\$21.68	\$24.04	\$29.81

**Exhibit 2.50e****Hourly Wage: Positions in the Food and Nutrition Management Practice Area**

	#	25th	50th	75th
Executive-level Professional	70	\$37.50	\$44.23	\$55.56
Director of Food and Nutrition Services	335	\$28.85	\$36.06	\$44.86
Director of Clinical Nutrition	46	\$28.85	\$36.06	\$45.25
Clinical Nutrition Manager	202	\$28.85	\$33.65	\$38.46
Assistant Foodservice Director	112	\$23.08	\$30.29	\$36.90
School Foodservice Director	56	\$24.22	\$31.87	\$40.96
Dietetic Technician, Foodservice Management	82	\$16.41	\$19.23	\$25.96

**Exhibit 2.50f****Hourly Wage: Positions in the Consultation and Business Practice Area**

	#	25th	50th	75th
Private Practice Dietitian - Patient/Client Nutrition Care	91	\$19.95	\$28.85	\$41.67
Consultant - Community and/or Corporate Programs	104	\$24.04	\$29.21	\$38.46
Consultant - Communications	18	\$24.36	\$33.30	\$46.63
Sales Representative	56	\$31.25	\$36.06	\$43.15
Public Relations and/or Marketing Professional	19	\$24.04	\$29.57	\$39.66
Corporate Dietitian	93	\$25.48	\$31.25	\$39.66
Research & Development Nutritionist	24	\$31.58	\$38.46	\$48.56
Director of Nutrition	42	\$28.85	\$33.53	\$40.62

Exhibit 2.50g  
Hourly Wage: Positions in the Education and Research Practice Area

	#	25th	percentiles 50th	75th
Instructor/Lecturer	84	\$21.36	\$24.41	\$31.61
Assistant Professor	61	\$26.68	\$31.25	\$36.06
Associate Professor	47	\$31.25	\$36.06	\$46.70
Professor	36	\$39.66	\$49.28	\$62.02
Didactic Program Director	20	\$26.44	\$31.63	\$35.94
Dietetic Internship Director	27	\$27.16	\$31.87	\$35.82
Research Dietitian	92	\$21.22	\$27.88	\$35.77

The exhibit to the right shows the percentage change in median wage for each position with a minimum of 80 reporting cases in both 2011 and 2013. Note that the lower the tabulation base, the greater the statistical variability.

Unlike 2011, which showed a number of positions lagging inflation, and several actually decreasing from two years prior, the 2013 results show 11 positions doing better than the cost of living, and only one recording a decline from 2011.

Exhibit 2.51  
Change in Median Hourly Wage 2011-2013

	% change 2013/2011	2013 base
Research Dietitian	11.5%	92
Outpatient Dietitian, Specialist - Weight management	10.1%	94
WIC Nutritionist	7.1%	435
Clinical Dietitian	5.7%	967
Outpatient Dietitian, Specialist - Renal	5.7%	214
Director of Food and Nutrition Services	5.7%	335
Private Practice Dietitian - Patient/Client Nutrition Care	5.3%	91
Outpatient Dietitian, General	4.7%	256
Dietetic Technician, Clinical	4.2%	326
Outpatient Dietitian, Specialist - Diabetes	4.0%	276
Pediatric/Neonatal Dietitian	3.5%	161
<b>ALL RDs</b>	<b>3.5%</b>	<b>6,048</b>
<b>INFLATION (CPI)</b>	<b>3.4%</b>	
Clinical Nutrition Manager	2.7%	202
Clinical Dietitian, Specialist - Renal	2.5%	201
Clinical Dietitian, Long Term Care	2.2%	497
Public Health Nutritionist	2.2%	192
Nutrition Support Dietitian	1.8%	168
Assistant Foodservice Director	1.6%	112
Clinical Dietitian, Specialist - Diabetes	1.0%	140
<b>ALL DTRs</b>	<b>0.0%</b>	<b>747</b>
Dietetic Technician, Long Term Care	0.0%	95
Instructor/Lecturer	-5.4%	84

Note: positions reported by fewer than 80 respondents were not considered for this listing.

## Benefits

An investigation of benefits packages offered to dietetics practitioners has always been a part of the Academy's Compensation & Benefits surveys. In 2011, this section was greatly expanded to include additional types of benefits and different levels of offerings, an approach continued with the 2013 survey.

### Exhibit 2.52 Retirement Benefits Offered

NET: any retirement benefit offered	83%
defined benefit plan (pension)	25%
NET: defined contribution plan	72%
defined contribution plan (e.g. 401(k)), employer contributes	62%
defined contribution plan, employer does NOT contribute	10%
no retirement benefit offered	16%
no answer	1%

base: 7,469 practitioners (multiple answers)  
NET indicates selection of one or more items in category  
See Exhibit 6.1 for supporting data

83% of practitioners reported their employers offer them some type of retirement benefit (whether they take advantage of it or not). This figure is essentially unchanged from 2011, though the proportion being offered a defined benefit plan (pension) plummeted from 36% to 25%. In 2013, 62% of employers offer a defined contribution plan (e.g., 401(k)) to which they contribute, and another 10% such a plan without employer contribution. These results are similar to two years ago.

Results regarding a range of hazard and health insurances were mostly similar to those seen in 2011.

### Exhibit 2.53 Insurance Benefits Offered

	employer offers	contributes?	
		yes	no
life insurance	78%	53%	25%
disability insurance (long- and short-term)	74%	41%	33%
accidental death & dismemberment (AD&D) insurance	63%	30%	33%
long-term care insurance	44%	12%	32%
business travel insurance	17%	9%	8%
high-deductible medical insurance - for employees	54%	40%	14%
high-deductible medical insurance - for dependents	52%	36%	16%
lower-deductible medical insurance or managed care plan - for employees	66%	52%	14%
lower-deductible medical insurance or managed care plan - for dependents	64%	47%	17%
dental insurance or group plan - for employees	81%	54%	27%
dental insurance or group plan - for dependents	77%	48%	29%
prescription drug benefit	73%	50%	23%
vision insurance or group plan	75%	47%	28%
healthcare reimbursement or flexible spending account	69%	30%	39%
retiree medical coverage	29%	16%	13%

base: 7,469 practitioners (multiple answers)  
See Exhibit 6.2 for supporting data

A majority of practitioners are offered the following: life insurance, disability insurance, AD&D insurance, medical coverage for themselves and dependents, dental coverage for themselves and dependents, a prescription drug benefit, vision insurance, and a healthcare reimbursement or flexible spending account. The proportions of employers contributing towards those coverages, however, are significantly lower.

Exhibit 2.54  
Other Benefits Offered

NET: paid time off	85%
paid vacation, personal time off	82%
paid holidays	72%
paid sick days	68%
NET: professional/career development	73%
funding/time off for professional development (conferences, seminars, etc.)	55%
college tuition assistance - for employees	46%
professional registration or licensure fees	31%
professional society dues	20%
sign-on bonuses	5%
paid dietetic internship	2%
NET: quality of work life	88%
on-site parking	62%
employee assistance program	53%
unpaid personal leave	51%
wellness program	49%
fitness benefit (e.g., discounted health club membership, on-site facilities)	42%
tax-advantaged dependent care reimbursement or flexible spending account	40%
extended and/or paid parental leave	40%
car allowance, mileage, or commuting subsidy	34%
comp time or flex time	32%
financial planning assistance	23%
telecommuting	13%
child care subsidy or on-site facility	10%
adoption assistance	9%
tuition assistance - for dependents	8%
stock options, ESOP (Employee Stock Ownership Plan)	8%
profit sharing	8%
other	1%
indicated one or more	92%
no benefits	7%
no answer	1%

base: 7,469 practitioners (multiple answers)  
NET indicates selection of one or more items in category  
See Exhibit 6.3 for supporting data

Results for a long list of other benefits, including paid time off and professional/career development items, were also quite similar to those seen in 2011.

85% of practitioners are offered some form of paid time off, including 82% offered paid vacation/personal time off (PTO), 72% paid holidays, and 68% paid sick days (often incorporated in PTO).

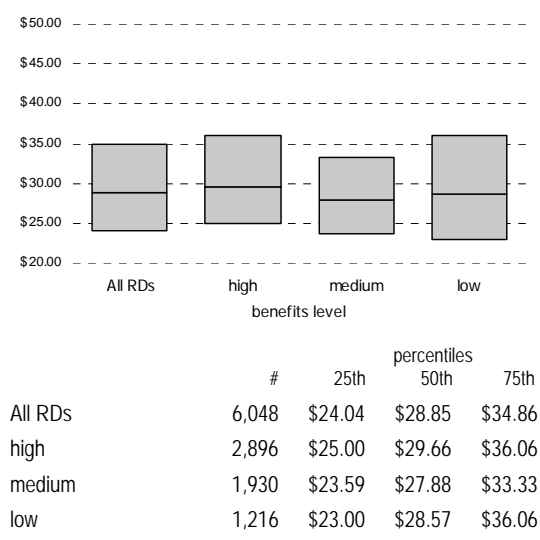
73% are offered one or more of the benefits classified as "professional/career development," led by funding/time off for professional development, and college tuition for employees.

88% are offered one or more of a variety of "quality of work life" benefits, led by on-site parking, employee assistance programs, unpaid personal leave, wellness programs, and a fitness benefit (e.g., discounted health club membership, on-site facilities). Very few employers are offering telecommuting, child care, adoption assistance, or tuition assistance for dependents.

As shown, dietetics practitioners as a group are offered a variety of benefits. It has been posited that the level of benefits received may have a relationship to wages paid. That is, those who may not receive generous benefits packages may in turn get higher wages to make up the difference. Correspondingly, those with more generous benefits packages may receive lower wages.

To investigate the relationship between level of benefits and wages, practitioners were segmented into three groups based on the number and types of benefits offered them. Those offered a "high" level of benefits were defined as those whose employers offered and contributed to eight or more of the 16 retirement and insurance benefits listed on the survey. Those offered a "medium" level were defined as those whose employers offered eight or more benefits, but contributed to fewer than eight. Those offered "low" levels of benefits were defined as those not included in the other two segments, that is, practitioners being offered fewer than eight of the 16 listed retirement and insurance benefits.

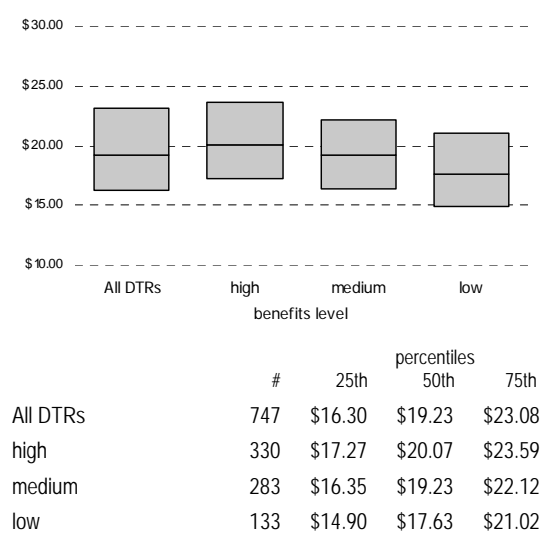
Exhibit 2.55  
RD Hourly Wage by Benefits Level



See Exhibit 3.28 for supporting data

Among RDs, those offered a high level of benefits also have the highest median wage, \$1.09 per hour more than those offered a low level of benefits. Those offered low benefits packages earn slightly more than those in the medium benefits segment, by \$.69 per hour. Those offered the low level of benefits have the greatest range of wages.

Exhibit 2.56  
DTR Hourly Wage by Benefits Level



See Exhibit 4.28 for supporting data

Among DTRs, the relationship differs somewhat. Those with the high-level benefits packages still earn the highest median wages, but a medium-level package is associated with medium-level wages. 25% of DTRs with low-level benefits packages earn \$14.90 or less, a gap of more than \$4 per hour compared to the typical DTR.



## Conclusion

In underwriting the *Compensation & Benefits Survey of the Dietetics Profession 2013*, the Academy of Nutrition and Dietetics has again provided a comprehensive and current resource to help dietetics practitioners manage their careers. This survey provides valuable perspectives on how specific dietetics jobs are compensated, shows how a variety of factors relate to compensation levels, and identifies important trends.

The Academy plans to continue updating the survey every two years, and actively seeks suggestions for its improvement (see *Response Form* following page 224). With the help and participation of dietetics practitioners, future surveys will continue to serve as an invaluable asset to the profession.



# 3. RD Compensation

## Notes

Tables in this section report compensation for the 6,048 Registered Dietitians (RDs) who provided complete hour and compensation information. Results are broken out by a number of factors to demonstrate the relative effects of qualifications, experience, and employment situation in determining compensation levels.

Note that all factors are based on respondent self-reports and are thus subject to some variation in how terms were understood.

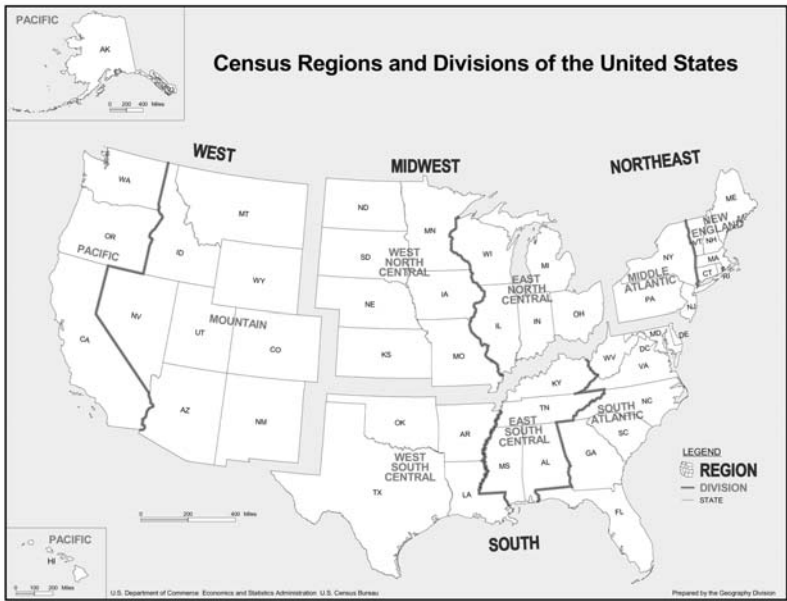
Two measures are reported: *hourly wage* and *total cash compensation*.

In accordance with Bureau of Labor Statistics practice, hourly wage may be converted to an annualized salary by multiplying the wage by 40 hours per week and 52 weeks per year.

Total cash compensation is reported only for practitioners employed or self-employed in the position full time for at least one year, and includes sources of compensation beyond salary/wages, such as overtime pay, on-call pay, commissions, bonuses, incentive pay, profit sharing or distributions, and cash retirement benefits received. For some workers, such as consultants, salespeople, and executives, a significant part of their compensation can come from sources other than salary. For such individuals, total cash compensation provides a more accurate picture of compensation than wages alone.

In addition to the number of individuals answering, five percentile values are reported for each measure: 10% of practitioners earn less than the 10th percentile, 25% earn less than the 25th percentile, and so on. All percentiles are suppressed if there are fewer than 15 valid responses; the 10th and 90th percentiles are suppressed if there are fewer than 30 valid responses.

Compensation by location is reported in terms of the nine standard Census Divisions:



**Exhibit 3.1**  
RD Compensation 2013 Versus 2011

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs - 2013	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
All RDs - 2011	6291	\$19.71	\$23.08	\$27.88	\$33.65	\$42.00	4617	\$42,000	\$49,000	\$59,300	\$72,800	\$92,200
% change		3.7%	4.2%	3.5%	3.6%	3.0%		2.4%	2.4%	2.9%	3.0%	0.5%

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 3.2**  
RD Compensation by Years in Field

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Years in Field												
20+ years	2526	\$24.04	\$27.40	\$32.00	\$38.46	\$48.08	1869	\$50,400	\$59,000	\$69,700	\$83,000	\$104,000
10 - 19 years	1591	\$22.36	\$25.24	\$29.18	\$35.10	\$41.93	1136	\$47,500	\$53,300	\$63,000	\$75,500	\$91,000
5 - 9 years	950	\$19.52	\$22.60	\$25.96	\$30.36	\$35.89	729	\$42,000	\$47,600	\$55,000	\$63,500	\$75,000
1 - 4 years	898	\$18.27	\$20.19	\$22.60	\$25.80	\$30.29	694	\$38,700	\$42,000	\$47,000	\$53,000	\$60,200
< 1 year	20		\$18.65	\$20.67	\$23.72		2					
NET: < 5 years	918	\$18.27	\$20.19	\$22.60	\$25.75	\$30.29	696	\$38,700	\$42,000	\$47,000	\$53,000	\$60,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.3  
RD Compensation by Years in Position

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Years in Position												
10+ years	2336	\$23.56	\$26.83	\$31.38	\$38.46	\$46.70	1786	\$50,000	\$57,500	\$68,200	\$81,900	\$100,000
5 - 9 years	1429	\$20.91	\$24.22	\$28.85	\$34.00	\$40.87	1092	\$45,000	\$52,000	\$60,700	\$72,500	\$91,000
1 - 4 years	2052	\$19.23	\$21.63	\$25.91	\$31.25	\$38.46	1597	\$40,000	\$45,400	\$53,500	\$65,000	\$80,000
< 1 year	206	\$19.55	\$22.21	\$25.93	\$31.25	\$39.23						

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.4  
RD Compensation by Prior Career

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Prior Career												
dietetics is second career	777	\$20.20	\$24.04	\$28.37	\$33.72	\$39.58	571	\$45,000	\$50,200	\$60,000	\$72,500	\$85,000
dietetics is first career	5206	\$20.43	\$24.04	\$28.85	\$34.98	\$43.27	3859	\$43,000	\$50,200	\$61,000	\$75,000	\$94,500

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

### Exhibit 3.5

#### RD Compensation by Education (Highest Degree Held)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Education (Highest Degree)												
doctoral degree	216	\$23.42	\$28.85	\$36.06	\$45.83	\$55.67	189	\$53,000	\$64,800	\$80,000	\$100,500	\$122,000
master's degree	2841	\$21.15	\$24.72	\$29.57	\$36.06	\$45.62	2125	\$45,000	\$52,200	\$63,800	\$77,900	\$96,000
bachelor's degree	2989	\$20.03	\$23.37	\$27.68	\$33.12	\$39.42	2159	\$42,000	\$48,300	\$58,000	\$70,000	\$83,200
associate's degree	1						1					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

### Exhibit 3.6

#### RD Compensation by Education and Years in Field

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
doctoral degree	216	\$23.42	\$28.85	\$36.06	\$45.83	\$55.67	189	\$53,000	\$64,800	\$80,000	\$100,500	\$122,000
20+ years	118	\$27.83	\$32.21	\$38.46	\$50.56	\$58.80	102	\$55,600	\$72,800	\$91,000	\$110,700	\$125,700
10 - 19 years	58	\$23.45	\$28.85	\$35.44	\$43.35	\$57.91	50	\$50,300	\$63,200	\$75,500	\$90,800	\$129,000
5 - 9 years	22		\$21.89	\$30.05	\$36.06		20		\$52,500	\$71,500	\$83,800	
1 - 4 years	14						13					
< 1 year												
NET: < 5 years	14						13					
master's degree	2841	\$21.15	\$24.72	\$29.57	\$36.06	\$45.62	2125	\$45,000	\$52,200	\$63,800	\$77,900	\$96,000
20+ years	1248	\$24.04	\$27.98	\$33.33	\$40.38	\$50.96	949	\$52,000	\$60,000	\$71,000	\$86,000	\$110,000
10 - 19 years	708	\$22.60	\$25.92	\$29.93	\$36.06	\$43.30	517	\$48,500	\$55,000	\$65,000	\$78,000	\$95,000
5 - 9 years	445	\$20.19	\$23.08	\$26.44	\$30.80	\$36.06	340	\$43,000	\$49,200	\$57,000	\$65,100	\$77,000
1 - 4 years	403	\$18.61	\$20.63	\$23.32	\$26.44	\$32.09	300	\$39,000	\$43,000	\$48,400	\$55,000	\$64,400
< 1 year	8											
NET: < 5 years	411	\$18.56	\$20.55	\$23.30	\$26.44	\$32.11	300	\$39,000	\$43,000	\$48,400	\$55,000	\$64,400
bachelor's degree	2989	\$20.03	\$23.37	\$27.68	\$33.12	\$39.42	2159	\$42,000	\$48,300	\$58,000	\$70,000	\$83,200
20+ years	1159	\$23.08	\$26.44	\$30.53	\$35.71	\$43.27	817	\$49,900	\$56,000	\$65,000	\$77,000	\$94,100
10 - 19 years	825	\$21.87	\$25.00	\$28.75	\$33.65	\$39.32	569	\$45,900	\$52,000	\$60,500	\$72,000	\$85,600
5 - 9 years	483	\$19.23	\$22.00	\$25.00	\$29.81	\$34.13	369	\$40,000	\$46,000	\$52,000	\$62,000	\$70,500
1 - 4 years	480	\$18.27	\$20.00	\$22.00	\$25.00	\$28.21	380	\$38,000	\$42,000	\$46,000	\$51,900	\$58,000
< 1 year	12						2					
NET: < 5 years	492	\$18.03	\$19.96	\$22.00	\$25.00	\$28.21	382	\$38,000	\$41,900	\$46,000	\$52,000	\$58,200

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 3.7**  
**RD Compensation by Highest Dietetics Degree**

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Highest Dietetics Degree												
doctoral degree	169	\$23.08	\$29.26	\$36.06	\$45.78	\$55.77	146	\$53,700	\$65,000	\$80,000	\$103,500	\$120,600
master's degree	2410	\$20.91	\$24.04	\$29.26	\$36.06	\$44.87	1803	\$45,000	\$52,000	\$63,000	\$76,500	\$95,000
bachelor's degree	3446	\$20.19	\$24.00	\$28.13	\$33.65	\$40.67	2511	\$42,300	\$49,900	\$60,000	\$71,400	\$88,000
associate's degree	4						3					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 3.8**  
**RD Compensation by Highest Dietetics Degree at Registration**

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Highest Dietetics Degree at Registration												
doctoral degree	46	\$23.27	\$29.47	\$36.06	\$45.72	\$63.53	42	\$50,500	\$62,300	\$79,200	\$93,500	\$126,300
master's degree	1712	\$20.64	\$24.04	\$29.20	\$36.06	\$45.19	1303	\$44,100	\$51,000	\$63,000	\$78,000	\$96,100
bachelor's degree	4237	\$20.40	\$24.04	\$28.85	\$34.38	\$41.67	3097	\$43,000	\$50,000	\$60,000	\$72,900	\$90,500
associate's degree	23		\$24.52	\$30.05	\$33.12		16		\$52,000	\$62,500	\$73,800	

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 3.9**  
**RD Compensation by Highest Dietetics Degree at Registration and Years in Field**

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
master's degree	1712	\$20.64	\$24.04	\$29.20	\$36.06	\$45.19	1303	\$44,100	\$51,000	\$63,000	\$78,000	\$96,100
20+ years	696	\$24.04	\$28.04	\$33.17	\$40.87	\$51.57	546	\$52,000	\$60,000	\$70,900	\$87,800	\$111,000
10 - 19 years	413	\$22.12	\$25.55	\$30.29	\$36.06	\$43.69	306	\$48,000	\$55,000	\$65,400	\$79,800	\$95,200
5 - 9 years	261	\$20.19	\$23.08	\$26.44	\$31.25	\$37.79	196	\$42,400	\$49,000	\$56,600	\$66,800	\$81,300
1 - 4 years	309	\$18.51	\$20.31	\$23.08	\$26.96	\$32.59	235	\$39,000	\$43,000	\$48,200	\$55,000	\$64,600
< 1 year	8											
NET: < 5 years	317	\$18.50	\$20.25	\$23.08	\$26.68	\$32.67	235	\$39,000	\$43,000	\$48,200	\$55,000	\$64,600
bachelor's degree	4237	\$20.40	\$24.04	\$28.85	\$34.38	\$41.67	3097	\$43,000	\$50,000	\$60,000	\$72,900	\$90,500
20+ years	1792	\$23.67	\$27.05	\$31.25	\$37.97	\$47.01	1294	\$50,000	\$58,000	\$68,300	\$81,400	\$101,200
10 - 19 years	1144	\$22.44	\$25.24	\$28.85	\$34.62	\$41.03	806	\$47,300	\$53,000	\$62,000	\$74,600	\$90,000
5 - 9 years	675	\$19.23	\$22.36	\$25.72	\$30.05	\$35.00	522	\$41,000	\$47,000	\$54,100	\$63,000	\$72,000
1 - 4 years	577	\$18.27	\$20.19	\$22.33	\$25.10	\$28.85	449	\$38,000	\$42,000	\$46,200	\$52,000	\$58,200
< 1 year	12						2					
NET: < 5 years	589	\$18.27	\$20.19	\$22.30	\$25.00	\$28.85	451	\$38,000	\$42,000	\$46,200	\$52,000	\$58,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.



Exhibit 3.10  
RD Compensation by Credentials Held

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Credentials Held												
state license	2712	\$20.19	\$24.04	\$28.50	\$33.65	\$40.38	2009	\$43,000	\$50,000	\$60,000	\$72,000	\$87,000
no state license	3336	\$20.56	\$24.04	\$28.85	\$36.06	\$44.71	2466	\$43,300	\$51,000	\$62,000	\$77,000	\$96,000
specialty certification(s)	1326	\$23.08	\$26.13	\$30.29	\$35.26	\$41.35	986	\$48,100	\$55,000	\$64,300	\$75,000	\$88,600
no specialty certifications	4722	\$20.04	\$23.56	\$28.37	\$34.62	\$43.27	3489	\$42,300	\$50,000	\$60,000	\$75,000	\$94,000
CDE (Certified Diabetes Educator)	651	\$23.12	\$26.59	\$30.67	\$35.58	\$41.61	448	\$50,000	\$57,100	\$65,000	\$75,300	\$87,200
CDM (Certified Dietary Manager)	15		\$25.48	\$29.71	\$40.87		12					
CFM (Certified Food Manager)	25		\$24.09	\$30.02	\$35.47		19		\$57,300	\$67,600	\$75,000	
CFPP (Certified Food Protection Professional)	36	\$21.74	\$25.72	\$29.44	\$35.46	\$46.39	28		\$56,300	\$60,900	\$72,500	
CNSC (Certified Nutrition Support Clinician)	344	\$23.08	\$25.73	\$30.29	\$34.52	\$40.87	287	\$46,900	\$53,000	\$62,800	\$73,600	\$87,800
CSG (Certified Specialist in Gerontological Nutrition)	55	\$24.02	\$27.40	\$30.77	\$38.46	\$47.82	39	\$49,900	\$58,000	\$65,000	\$78,000	\$100,000
CSO (Board Certified Specialist in Oncology Nutrition)	61	\$24.04	\$25.80	\$28.85	\$34.62	\$38.46	49	\$51,900	\$55,500	\$63,000	\$72,800	\$80,000
CSP (Certified Specialist in Pediatric Nutrition)	95	\$23.08	\$26.44	\$30.77	\$36.06	\$40.02	72	\$48,600	\$53,800	\$62,000	\$75,000	\$89,600
CSR (Certified Specialist in Renal Nutrition)	62	\$24.06	\$26.39	\$30.39	\$36.42	\$42.93	47	\$51,600	\$57,000	\$64,000	\$73,800	\$89,300
CSSD (Certified Specialist in Sports Dietetics)	52	\$22.92	\$25.06	\$29.57	\$35.82	\$41.73	39	\$50,000	\$55,000	\$65,000	\$84,000	\$108,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

### Exhibit 3.11

#### RD Compensation by Academy Membership

	# answering	HOURLY WAGE					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years)				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Academy of Nutrition and Dietetics Membership												
Academy member	4084	\$20.51	\$24.04	\$28.85	\$35.10	\$43.62	3050	\$43,700	\$51,000	\$62,000	\$75,000	\$95,000
not a member	1964	\$20.19	\$24.04	\$28.50	\$33.87	\$40.87	1425	\$42,700	\$50,000	\$60,000	\$72,000	\$86,400

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

### Exhibit 3.12

#### RD Compensation by Practice Area of Primary Position

	# answering	HOURLY WAGE					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years)				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Practice Area of Primary Position												
clinical nutrition - acute care/inpatient	1895	\$20.19	\$23.08	\$26.85	\$31.25	\$36.92	1355	\$42,000	\$48,000	\$55,400	\$65,000	\$75,000
clinical nutrition - ambulatory care	1042	\$21.15	\$24.84	\$28.85	\$32.98	\$38.27	683	\$45,000	\$52,000	\$60,800	\$70,000	\$80,000
clinical nutrition - long term care	486	\$20.62	\$24.04	\$28.37	\$34.62	\$43.08	304	\$42,700	\$50,000	\$58,400	\$70,000	\$81,100
education and research	360	\$20.06	\$24.05	\$31.25	\$39.26	\$50.91	273	\$46,800	\$56,600	\$70,000	\$90,000	\$111,600
community	715	\$19.23	\$21.87	\$26.06	\$31.25	\$38.46	583	\$40,000	\$45,900	\$55,000	\$67,000	\$84,000
food and nutrition management	739	\$24.52	\$29.23	\$35.58	\$43.08	\$51.92	699	\$51,500	\$62,300	\$75,000	\$92,000	\$113,000
consultation and business	444	\$19.23	\$25.00	\$31.54	\$40.05	\$54.21	303	\$46,500	\$57,000	\$70,000	\$93,500	\$124,600

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.13  
RD Compensation by Practice Area and Years in Field

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
clinical nutrition - acute care/inpatient	1895	\$20.19	\$23.08	\$26.85	\$31.25	\$36.92	1355	\$42,000	\$48,000	\$55,400	\$65,000	\$75,000
20+ years	684	\$24.04	\$26.44	\$29.68	\$33.65	\$38.66	475	\$50,000	\$55,000	\$62,700	\$71,000	\$81,900
10 - 19 years	489	\$22.12	\$25.00	\$27.88	\$32.69	\$37.98	325	\$45,600	\$51,800	\$58,000	\$67,000	\$78,000
5 - 9 years	339	\$20.19	\$22.12	\$25.00	\$28.85	\$34.13	262	\$42,000	\$46,000	\$52,000	\$60,000	\$68,500
1 - 4 years	355	\$18.30	\$20.19	\$22.12	\$24.23	\$27.88	280	\$39,000	\$42,000	\$46,000	\$50,200	\$56,000
< 1 year	7											
NET: < 5 years	362	\$18.27	\$20.19	\$22.12	\$24.09	\$27.88	280	\$39,000	\$42,000	\$46,000	\$50,200	\$56,000
clinical nutrition - ambulatory care	1042	\$21.15	\$24.84	\$28.85	\$32.98	\$38.27	683	\$45,000	\$52,000	\$60,800	\$70,000	\$80,000
20+ years	425	\$24.04	\$27.40	\$30.77	\$34.62	\$39.25	274	\$51,300	\$58,000	\$65,000	\$73,000	\$83,600
10 - 19 years	294	\$23.08	\$25.48	\$29.09	\$33.13	\$39.09	186	\$49,900	\$53,500	\$62,700	\$70,600	\$82,700
5 - 9 years	177	\$19.23	\$23.08	\$27.16	\$30.96	\$35.10	120	\$42,000	\$48,000	\$57,000	\$64,500	\$71,100
1 - 4 years	135	\$19.23	\$21.00	\$23.08	\$26.92	\$31.11	98	\$40,000	\$43,800	\$48,700	\$56,100	\$60,100
< 1 year	3						1					
NET: < 5 years	138	\$19.23	\$20.92	\$23.08	\$26.92	\$31.03	99	\$40,000	\$43,000	\$48,400	\$56,000	\$60,100
clinical nutrition - long term care	486	\$20.62	\$24.04	\$28.37	\$34.62	\$43.08	304	\$42,700	\$50,000	\$58,400	\$70,000	\$81,100
20+ years	205	\$21.79	\$25.48	\$30.77	\$38.61	\$46.96	113	\$47,200	\$53,600	\$67,600	\$78,000	\$94,600
10 - 19 years	133	\$21.58	\$24.41	\$28.85	\$34.81	\$43.35	84	\$45,000	\$51,900	\$62,600	\$69,800	\$81,500
5 - 9 years	66	\$19.90	\$23.77	\$26.44	\$31.64	\$36.35	51	\$38,400	\$46,200	\$54,900	\$61,000	\$70,000
1 - 4 years	74	\$19.71	\$20.67	\$24.04	\$26.22	\$30.38	53	\$41,200	\$42,600	\$50,000	\$54,500	\$62,500
< 1 year	4											
NET: < 5 years	78	\$19.71	\$20.67	\$24.04	\$26.15	\$30.08	53	\$41,200	\$42,600	\$50,000	\$54,500	\$62,500
education and research	360	\$20.06	\$24.05	\$31.25	\$39.26	\$50.91	273	\$46,800	\$56,600	\$70,000	\$90,000	\$111,600
20+ years	183	\$23.03	\$28.37	\$34.62	\$45.19	\$56.63	146	\$55,000	\$66,000	\$76,100	\$98,900	\$119,300
10 - 19 years	93	\$20.19	\$24.04	\$30.56	\$36.70	\$44.23	68	\$49,800	\$56,500	\$65,000	\$83,600	\$95,500
5 - 9 years	34	\$18.68	\$21.89	\$27.93	\$33.53	\$39.19	26		\$49,500	\$60,800	\$75,100	
1 - 4 years	43	\$17.50	\$19.23	\$24.03	\$26.44	\$32.50	28		\$40,500	\$48,300	\$57,100	
< 1 year	2						1					
NET: < 5 years	45	\$17.60	\$19.23	\$24.03	\$26.92	\$35.39	29		\$41,000	\$50,000	\$57,500	
community	715	\$19.23	\$21.87	\$26.06	\$31.25	\$38.46	583	\$40,000	\$45,900	\$55,000	\$67,000	\$84,000
20+ years	293	\$21.08	\$25.06	\$29.81	\$35.32	\$44.04	245	\$44,600	\$53,000	\$62,700	\$75,000	\$90,400
10 - 19 years	177	\$20.10	\$23.04	\$26.67	\$31.25	\$37.26	139	\$41,000	\$47,000	\$56,000	\$65,600	\$80,000
5 - 9 years	111	\$18.77	\$20.31	\$23.56	\$27.40	\$30.67	91	\$37,700	\$43,000	\$48,400	\$60,000	\$72,600
1 - 4 years	125	\$16.77	\$18.75	\$20.69	\$23.92	\$28.35	102	\$34,800	\$39,000	\$43,800	\$50,000	\$56,900
< 1 year	1											
NET: < 5 years	126	\$16.78	\$18.75	\$20.69	\$23.87	\$28.27	102	\$34,800	\$39,000	\$43,800	\$50,000	\$56,900

Exhibit 3.13 (continued)  
RD Compensation by Practice Area and Years in Field

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
food and nutrition management	739	\$24.52	\$29.23	\$35.58	\$43.08	\$51.92	699	\$51,500	\$62,300	\$75,000	\$92,000	\$113,000
20+ years	405	\$28.85	\$33.65	\$38.94	\$47.32	\$57.21	386	\$61,000	\$70,000	\$82,000	\$100,000	\$123,300
10 - 19 years	180	\$25.16	\$28.37	\$33.77	\$38.46	\$45.67	173	\$53,000	\$60,000	\$73,000	\$83,000	\$100,000
5 - 9 years	95	\$22.60	\$25.00	\$29.81	\$33.65	\$39.61	89	\$47,300	\$53,000	\$63,000	\$73,400	\$83,200
1 - 4 years	50	\$19.86	\$21.59	\$24.76	\$28.21	\$37.38	43	\$40,500	\$44,400	\$50,000	\$57,000	\$79,200
< 1 year	1											
NET: < 5 years	51	\$19.35	\$21.47	\$24.52	\$28.00	\$37.27	43	\$40,500	\$44,400	\$50,000	\$57,000	\$79,200
consultation and business	444	\$19.23	\$25.00	\$31.54	\$40.05	\$54.21	303	\$46,500	\$57,000	\$70,000	\$93,500	\$124,600
20+ years	170	\$20.70	\$28.85	\$35.18	\$44.95	\$60.00	105	\$55,000	\$65,100	\$80,000	\$103,000	\$132,200
10 - 19 years	124	\$24.04	\$27.46	\$33.65	\$41.35	\$55.12	90	\$52,000	\$61,300	\$76,500	\$96,000	\$125,000
5 - 9 years	66	\$17.76	\$22.96	\$28.85	\$35.70	\$40.02	40	\$48,000	\$51,900	\$61,000	\$82,900	\$100,000
1 - 4 years	77	\$18.69	\$20.92	\$25.00	\$31.13	\$38.46	63	\$38,200	\$45,000	\$53,700	\$64,000	\$86,300
< 1 year	1											
NET: < 5 years	78	\$18.87	\$21.04	\$25.06	\$31.07	\$38.46	63	\$38,200	\$45,000	\$53,700	\$64,000	\$86,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.14  
RD Compensation by Practice Area and Education

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
clinical nutrition - acute care/inpatient	1895	\$20.19	\$23.08	\$26.85	\$31.25	\$36.92	1355	\$42,000	\$48,000	\$55,400	\$65,000	\$75,000
doctoral degree	16		\$29.05	\$36.54	\$42.94		13					
master's degree	783	\$20.26	\$23.30	\$27.00	\$31.30	\$37.50	567	\$43,000	\$49,100	\$57,000	\$66,000	\$76,000
bachelor's degree	1094	\$20.19	\$22.99	\$26.44	\$31.25	\$36.06	773	\$42,000	\$47,000	\$55,000	\$64,000	\$73,000
associate's degree	1						1					
clinical nutrition - ambulatory care	1042	\$21.15	\$24.84	\$28.85	\$32.98	\$38.27	683	\$45,000	\$52,000	\$60,800	\$70,000	\$80,000
doctoral degree	6						4					
master's degree	499	\$21.63	\$25.48	\$29.23	\$33.65	\$39.00	329	\$46,200	\$53,100	\$62,000	\$70,000	\$82,000
bachelor's degree	537	\$20.67	\$24.04	\$28.61	\$32.44	\$36.54	350	\$44,000	\$50,000	\$60,000	\$68,900	\$77,800
associate's degree												
clinical nutrition - long term care	486	\$20.62	\$24.04	\$28.37	\$34.62	\$43.08	304	\$42,700	\$50,000	\$58,400	\$70,000	\$81,100
doctoral degree	2											
master's degree	179	\$20.67	\$24.10	\$29.33	\$36.06	\$46.21	109	\$43,000	\$50,000	\$60,000	\$72,000	\$84,000
bachelor's degree	305	\$20.47	\$24.04	\$27.88	\$33.83	\$40.00	195	\$42,500	\$50,000	\$58,000	\$70,000	\$80,000
associate's degree												
education and research	360	\$20.06	\$24.05	\$31.25	\$39.26	\$50.91	273	\$46,800	\$56,600	\$70,000	\$90,000	\$111,600
doctoral degree	144	\$23.08	\$28.85	\$35.98	\$46.09	\$57.93	131	\$52,100	\$65,000	\$80,000	\$100,000	\$121,600
master's degree	185	\$19.23	\$23.75	\$28.85	\$36.06	\$44.23	120	\$46,700	\$55,000	\$66,000	\$79,900	\$93,800
bachelor's degree	31	\$19.23	\$21.15	\$24.04	\$33.00	\$41.45	22		\$42,900	\$49,800	\$69,600	
associate's degree												
community	715	\$19.23	\$21.87	\$26.06	\$31.25	\$38.46	583	\$40,000	\$45,900	\$55,000	\$67,000	\$84,000
doctoral degree	12						11					
master's degree	346	\$19.71	\$23.08	\$27.29	\$33.65	\$40.14	286	\$41,000	\$48,000	\$57,100	\$71,000	\$88,000
bachelor's degree	357	\$18.45	\$20.67	\$25.00	\$29.81	\$35.10	286	\$38,000	\$43,000	\$52,100	\$63,000	\$73,300
associate's degree												
food and nutrition management	739	\$24.52	\$29.23	\$35.58	\$43.08	\$51.92	699	\$51,500	\$62,300	\$75,000	\$92,000	\$113,000
doctoral degree	9						9					
master's degree	409	\$26.44	\$32.02	\$37.02	\$45.67	\$55.29	387	\$55,700	\$68,000	\$78,000	\$96,200	\$120,000
bachelor's degree	321	\$22.22	\$27.03	\$32.69	\$39.42	\$46.53	303	\$47,400	\$57,000	\$70,000	\$83,600	\$101,000
associate's degree												
consultation and business	444	\$19.23	\$25.00	\$31.54	\$40.05	\$54.21	303	\$46,500	\$57,000	\$70,000	\$93,500	\$124,600
doctoral degree	11						9					
master's degree	246	\$20.22	\$25.39	\$32.25	\$40.50	\$56.07	171	\$47,000	\$58,000	\$72,000	\$93,500	\$129,200
bachelor's degree	187	\$19.23	\$24.04	\$30.29	\$38.94	\$49.51	123	\$44,200	\$55,000	\$65,500	\$90,000	\$117,800
associate's degree												

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.15  
RD Compensation by Work Setting

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Work Setting												
acute-care - inpatient	1432	\$20.45	\$23.56	\$27.88	\$33.65	\$40.38	1147	\$43,000	\$49,800	\$58,800	\$72,000	\$88,800
acute-care - outpatient	344	\$20.45	\$24.88	\$28.85	\$33.65	\$39.40	210	\$43,000	\$52,000	\$60,400	\$71,000	\$84,900
ambulatory/outpatient	753	\$22.12	\$25.00	\$28.85	\$33.00	\$38.46	514	\$45,600	\$52,000	\$60,100	\$68,500	\$80,000
long-term/extended care	613	\$21.26	\$24.73	\$28.85	\$35.10	\$43.27	404	\$44,600	\$52,000	\$61,300	\$72,600	\$84,800
rehabilitation facility	102	\$20.77	\$23.89	\$27.64	\$33.41	\$42.36	65	\$43,000	\$47,900	\$55,600	\$64,000	\$80,800
wellness center or health club	68	\$16.98	\$20.55	\$25.96	\$31.19	\$35.11	37	\$38,400	\$46,700	\$55,000	\$64,800	\$70,400
private practice	133	\$16.40	\$21.17	\$30.22	\$41.34	\$56.92	47	\$29,100	\$42,000	\$56,000	\$78,000	\$121,000
govt agency/dept	382	\$20.67	\$25.39	\$31.25	\$36.92	\$44.45	335	\$44,600	\$53,500	\$66,000	\$79,000	\$95,000
community/public health program	446	\$18.99	\$22.12	\$26.38	\$31.25	\$36.62	346	\$39,700	\$46,400	\$55,000	\$66,100	\$79,300
non-profit agency/organization	204	\$20.00	\$23.92	\$27.43	\$34.10	\$43.43	153	\$42,000	\$50,000	\$60,000	\$77,000	\$97,400
faculty	363	\$19.33	\$23.56	\$30.22	\$37.50	\$50.91	272	\$45,000	\$54,000	\$68,000	\$85,800	\$110,700
food mfr/dist/retailer	79	\$20.83	\$24.04	\$31.25	\$45.91	\$54.81	67	\$46,100	\$56,000	\$78,400	\$104,400	\$141,000
pharmaceutical mfr/dist/retailer	83	\$25.53	\$31.25	\$37.50	\$44.23	\$56.73	71	\$57,900	\$75,000	\$90,000	\$115,000	\$135,000
K-12 food service	128	\$20.67	\$25.00	\$31.75	\$40.38	\$47.14	116	\$42,900	\$52,100	\$69,800	\$84,800	\$106,500
contract food management company	101	\$23.00	\$26.69	\$33.65	\$41.14	\$55.29	94	\$47,900	\$58,900	\$74,700	\$95,100	\$120,500
home health care provider	72	\$18.78	\$25.79	\$31.94	\$37.86	\$41.56	45	\$46,600	\$57,600	\$68,700	\$77,100	\$88,600

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.16  
RD Compensation by Employment Sector

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Employment Sector												
self-employed	371	\$16.35	\$24.04	\$32.45	\$43.59	\$57.69	115	\$34,400	\$55,000	\$70,000	\$96,100	\$125,000
for-profit	1864	\$20.67	\$24.04	\$28.56	\$33.65	\$40.87	1361	\$43,000	\$50,100	\$60,000	\$72,000	\$91,200
non-profit (other than government)	2308	\$20.67	\$24.04	\$28.85	\$34.62	\$41.83	1730	\$43,800	\$50,200	\$60,000	\$75,000	\$92,900
government	1186	\$20.19	\$24.04	\$29.33	\$35.58	\$42.25	1032	\$42,800	\$50,600	\$63,000	\$75,000	\$90,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.17  
RD Compensation by Organization Size

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Organization Size (Number Employed)												
10,000 or more	1236	\$21.15	\$24.82	\$28.94	\$35.37	\$45.19	994	\$45,000	\$52,000	\$62,700	\$78,000	\$100,000
1,000 - 9,999	2014	\$21.07	\$24.52	\$29.27	\$35.35	\$43.27	1597	\$45,000	\$52,000	\$63,000	\$76,000	\$94,000
100 - 999	1483	\$20.57	\$24.04	\$28.37	\$33.65	\$39.73	1125	\$43,000	\$50,000	\$60,000	\$72,000	\$86,000
2 - 99	882	\$19.23	\$23.08	\$26.92	\$33.07	\$40.87	590	\$40,000	\$47,200	\$56,000	\$68,000	\$83,600
1 (self-employed)	293	\$16.35	\$24.04	\$32.05	\$41.67	\$54.89	87	\$32,000	\$50,000	\$65,000	\$81,900	\$101,400

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.18  
RD Compensation by Primary Position

	# answering	HOURLY WAGE					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years)				
		percentiles						percentiles				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Dietetic Technician, Clinical	6						2					
Clinical Dietitian	956	\$19.71	\$22.24	\$25.96	\$30.34	\$36.06	664	\$40,900	\$45,400	\$53,500	\$62,000	\$72,400
Clinical Dietitian Specialist:												
Bariatrics	51	\$19.54	\$22.33	\$26.92	\$30.53	\$39.28	31	\$40,300	\$43,500	\$50,000	\$60,000	\$83,600
Cardiac	27		\$23.37	\$27.00	\$30.72		23		\$48,600	\$53,000	\$65,000	
Developmental disorders	19		\$22.79	\$25.84	\$29.33		11					
Diabetes	139	\$22.49	\$26.26	\$29.12	\$35.58	\$40.06	79	\$50,000	\$55,000	\$62,500	\$73,000	\$86,000
Eating disorders	34	\$19.47	\$23.37	\$25.48	\$38.70	\$49.24	24		\$50,100	\$55,500	\$77,000	
HIV/AIDS	4						2					
Oncology	55	\$20.15	\$22.60	\$28.26	\$31.73	\$38.46	40	\$42,000	\$47,400	\$58,900	\$68,500	\$79,500
Psychiatric	37	\$19.92	\$22.60	\$25.48	\$29.93	\$36.35	28		\$49,900	\$53,000	\$59,800	
Renal	200	\$22.62	\$25.00	\$28.17	\$31.61	\$34.94	148	\$46,400	\$52,000	\$60,000	\$67,700	\$73,000
Substance abuse	3						2					
Surgery	16		\$26.56	\$28.30	\$32.04		14					
Transplant	21		\$24.76	\$27.69	\$34.26		18		\$50,800	\$56,000	\$71,900	
Pediatric/Neonatal Dietitian	161	\$20.67	\$23.04	\$26.44	\$32.00	\$36.64	124	\$42,700	\$47,900	\$55,300	\$66,000	\$76,100
Nutrition Support Dietitian	166	\$21.63	\$24.04	\$27.94	\$32.28	\$36.06	145	\$46,000	\$50,500	\$58,600	\$68,700	\$77,000
Outpatient Dietitian, General	248	\$20.67	\$24.04	\$28.85	\$33.17	\$39.20	146	\$42,800	\$50,000	\$61,000	\$70,000	\$82,500
Outpatient Dietitian Specialist:												
Allergy	4						2					
Cardiac rehabilitation	17		\$23.56	\$28.85	\$30.61		7					
Diabetes	276	\$22.60	\$25.63	\$29.81	\$34.22	\$40.11	187	\$46,000	\$53,300	\$63,000	\$72,500	\$85,000
Eating disorders	22		\$22.84	\$26.92	\$32.21		8					
Oncology	36	\$21.05	\$24.22	\$27.58	\$30.43	\$35.68	28		\$50,500	\$55,500	\$63,000	
Pediatrics	74	\$20.65	\$23.08	\$28.49	\$32.86	\$37.50	47	\$44,000	\$47,800	\$54,000	\$65,000	\$78,000
Renal	214	\$23.08	\$25.48	\$28.59	\$31.54	\$34.62	151	\$48,200	\$53,000	\$59,500	\$66,300	\$72,900
Weight Management	93	\$18.80	\$22.02	\$28.37	\$32.64	\$36.86	68	\$41,400	\$47,200	\$58,500	\$67,600	\$75,600
Home Care Dietitian	58	\$19.23	\$26.13	\$31.09	\$35.22	\$38.56	39	\$47,000	\$57,700	\$65,100	\$74,600	\$83,200
Clinical Dietitian, Long Term Care	484	\$20.59	\$24.04	\$28.34	\$34.62	\$43.14	302	\$42,700	\$50,000	\$58,100	\$70,000	\$81,100
Dietetic Technician, Long Term Care	2						2					
Instructor/Lecturer	79	\$17.95	\$21.15	\$24.29	\$29.33	\$40.87	36	\$44,500	\$48,500	\$56,300	\$69,800	\$87,200
Assistant Professor	61	\$23.18	\$26.68	\$31.25	\$36.06	\$45.57	57	\$49,600	\$59,300	\$67,500	\$78,000	\$95,400
Associate Professor	45	\$28.75	\$31.73	\$36.54	\$47.39	\$60.92	39	\$65,000	\$70,000	\$80,500	\$96,000	\$116,000
Professor	32	\$31.02	\$39.66	\$49.28	\$59.29	\$91.49	31	\$69,200	\$80,000	\$110,000	\$140,000	\$208,000
Administrator, Higher Education	11						9					
Didactic Program Director	20		\$26.44	\$31.63	\$35.94		19		\$55,000	\$68,000	\$86,000	
Dietetic Internship Director	27		\$27.16	\$31.87	\$35.82		23		\$58,000	\$69,500	\$82,000	
Research Dietitian	85	\$19.23	\$21.88	\$28.85	\$37.18	\$43.65	59	\$40,000	\$46,600	\$60,000	\$78,000	\$92,000



Exhibit 3.18 (continued)  
RD Compensation by Primary Position

	# answering	HOURLY WAGE					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years)				
		percentiles						percentiles				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
WIC Nutritionist	362	\$18.75	\$20.90	\$25.00	\$29.12	\$34.56	287	\$39,000	\$44,000	\$51,000	\$62,000	\$72,000
Public Health Nutritionist	185	\$20.26	\$23.08	\$27.40	\$34.86	\$43.40	162	\$42,000	\$48,800	\$60,000	\$75,000	\$90,000
Cooperative Extension Educator/Specialist	56	\$18.51	\$20.79	\$26.44	\$33.39	\$45.49	45	\$38,300	\$42,500	\$55,000	\$70,700	\$91,000
School/Child Care Nutritionist	64	\$19.60	\$22.52	\$28.85	\$36.06	\$43.51	55	\$41,600	\$48,000	\$61,000	\$75,000	\$87,400
Corrections Dietitian	8						7					
Nutrition Coordinator for Head Start Program	21		\$21.37	\$25.96	\$32.85		13					
Nutritionist for Food Bank or Assistance Program	19		\$22.50	\$25.96	\$31.25		14					
Executive-level Professional	66	\$31.03	\$38.34	\$44.47	\$56.15	\$70.13	63	\$69,000	\$80,000	\$98,000	\$127,000	\$170,300
Director of Food and Nutrition Services	285	\$25.29	\$30.77	\$36.54	\$45.67	\$52.93	272	\$53,300	\$65,800	\$78,500	\$98,800	\$116,100
Director of Clinical Nutrition	44	\$26.44	\$30.29	\$36.54	\$45.37	\$55.60	40	\$55,100	\$63,300	\$75,000	\$96,600	\$124,800
Clinical Nutrition Manager	200	\$25.00	\$28.85	\$33.65	\$38.02	\$43.05	187	\$51,800	\$60,000	\$72,000	\$80,300	\$93,000
Assistant Foodservice Director	94	\$20.79	\$24.79	\$32.35	\$38.46	\$45.12	91	\$43,100	\$51,000	\$69,100	\$80,500	\$94,300
School Foodservice Director	48	\$21.14	\$26.80	\$32.28	\$42.26	\$51.35	44	\$47,500	\$58,300	\$70,000	\$88,200	\$109,000
Dietetic Technician, Foodservice Management	2						2					
Private Practice Dietitian - Patient/Client Nutrition Care	90	\$15.38	\$19.77	\$28.85	\$39.26	\$55.73	38	\$24,500	\$40,000	\$51,000	\$75,000	\$112,900
Consultant - Community and/or Corporate Programs	98	\$19.47	\$24.04	\$29.91	\$39.78	\$54.96	52	\$41,100	\$55,000	\$64,800	\$87,300	\$110,500
Consultant - Communications	17		\$26.93	\$35.34	\$47.11		7					
Sales Representative	55	\$26.78	\$31.25	\$36.06	\$43.27	\$53.84	47	\$65,800	\$79,000	\$93,500	\$115,000	\$135,400
Public Relations and/or Marketing Professional	18		\$23.64	\$29.69	\$40.08		17		\$52,700	\$80,500	\$93,000	
Corporate Dietitian	92	\$22.18	\$25.48	\$31.25	\$39.18	\$46.01	75	\$48,000	\$58,000	\$65,400	\$85,000	\$103,000
Research & Development Nutritionist	21		\$31.91	\$38.46	\$45.19		20		\$68,900	\$81,700	\$113,600	
Manager of Nutrition Communications	14						12					
Director of Nutrition	39	\$24.52	\$28.85	\$33.41	\$40.24	\$61.54	35	\$49,400	\$60,000	\$69,500	\$87,000	\$135,800

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.19  
RD Compensation by Responsibility Level

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Responsibility Level												
owner or partner	225	\$16.35	\$24.04	\$32.05	\$44.87	\$64.46	94	\$31,000	\$55,000	\$70,000	\$94,300	\$137,500
executive	78	\$24.04	\$34.13	\$44.86	\$57.69	\$71.11	71	\$50,000	\$75,000	\$96,000	\$130,000	\$164,400
director or manager	1343	\$23.08	\$27.40	\$33.65	\$40.72	\$50.00	1230	\$49,500	\$58,900	\$72,100	\$88,400	\$108,900
supervisor or coordinator	1146	\$20.67	\$24.04	\$28.56	\$33.65	\$39.21	919	\$43,600	\$50,000	\$60,000	\$70,000	\$85,000
other	3193	\$19.78	\$23.08	\$27.16	\$31.73	\$37.55	2123	\$42,000	\$48,000	\$57,000	\$66,500	\$78,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.20  
RD Compensation by Number Supervised

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Number Supervised												
100+	122	\$23.43	\$32.60	\$43.27	\$51.64	\$59.89	118	\$50,000	\$68,900	\$92,000	\$113,200	\$133,100
50 - 99	179	\$25.00	\$30.46	\$38.46	\$45.64	\$54.67	174	\$53,000	\$66,000	\$81,000	\$96,000	\$116,000
10 - 49	900	\$22.60	\$26.44	\$32.21	\$38.46	\$45.94	813	\$47,000	\$56,000	\$69,000	\$82,000	\$100,000
1 - 9	1397	\$20.42	\$24.52	\$29.07	\$35.58	\$42.31	1125	\$43,000	\$51,000	\$61,800	\$75,000	\$92,500
none	3428	\$20.00	\$23.08	\$27.40	\$32.29	\$38.46	2228	\$42,200	\$48,300	\$57,000	\$68,000	\$80,500

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.21  
RD Compensation by Budget Responsibility

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Budget Responsibility												
\$1,000K+	480	\$27.40	\$32.72	\$39.45	\$48.08	\$57.69	466	\$58,000	\$70,000	\$85,100	\$104,600	\$130,000
\$500K - \$999K	184	\$24.28	\$28.17	\$33.65	\$40.63	\$48.08	176	\$50,700	\$60,000	\$72,000	\$87,000	\$103,000
\$100K - \$499K	435	\$22.60	\$26.20	\$31.73	\$38.46	\$47.31	384	\$47,600	\$56,400	\$69,000	\$82,500	\$100,200
< \$100K	413	\$19.23	\$23.08	\$28.85	\$35.41	\$41.77	314	\$41,900	\$49,200	\$61,100	\$75,000	\$91,000
does not apply	4483	\$20.19	\$23.56	\$27.76	\$32.74	\$38.76	3091	\$42,400	\$49,000	\$58,000	\$69,000	\$81,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.22  
RD Compensation by Patient/Client Responsibility

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Patient/Client Responsibility												
most patients/clients high risk	1561	\$20.67	\$24.04	\$28.37	\$33.65	\$39.90	1161	\$43,300	\$50,000	\$59,900	\$70,700	\$84,000
most patients/clients < high risk	3394	\$20.00	\$23.56	\$27.88	\$33.17	\$39.42	2382	\$42,000	\$49,000	\$59,000	\$70,000	\$82,600
do not work with patients/clients	1014	\$22.44	\$27.26	\$34.62	\$43.35	\$54.36	873	\$50,000	\$60,000	\$75,000	\$94,200	\$119,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 3.23**  
RD Compensation by RD Requirement

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
RD Requirement												
RD is required	5039	\$20.67	\$24.04	\$28.85	\$34.13	\$40.87	3648	\$43,500	\$50,000	\$60,000	\$72,000	\$86,000
RD is preferred	722	\$19.25	\$24.04	\$30.29	\$38.46	\$50.04	599	\$42,400	\$51,800	\$66,300	\$88,300	\$112,000
neither	263	\$18.79	\$23.56	\$31.25	\$43.27	\$55.68	211	\$40,600	\$51,000	\$72,800	\$96,000	\$130,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 3.24**  
RD Compensation by State Licensure Requirement

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
State Licensure Requirement												
licensure is required	3682	\$20.19	\$23.51	\$27.70	\$32.86	\$39.00	2652	\$42,300	\$49,000	\$58,500	\$70,000	\$83,000
licensure is not required	2331	\$21.15	\$25.48	\$31.25	\$38.46	\$48.08	1798	\$45,000	\$54,000	\$67,000	\$82,000	\$104,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 3.25**  
RD Compensation by Pay Basis

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Pay Basis												
per diem/hourly fee	1528	\$19.23	\$23.08	\$27.63	\$33.96	\$43.27	601	\$39,200	\$46,600	\$56,000	\$69,200	\$83,200
regular wage/salary	4477	\$21.00	\$24.27	\$28.85	\$35.10	\$42.79	3838	\$44,100	\$51,500	\$62,000	\$75,000	\$94,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.26

RD Compensation by Full Time Status (35+ Hours Per Week, 48+ Weeks Per Year)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Full Time Status												
working full time	4632	\$20.67	\$24.04	\$28.85	\$34.62	\$42.56	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
working less	1416	\$19.23	\$24.00	\$28.85	\$35.00	\$44.87						

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.27

RD Compensation by Eligibility for Overtime Compensation

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Eligibility for Overtime Compensation												
eligible to receive	1061	\$20.08	\$24.00	\$28.25	\$32.99	\$38.46	704	\$42,000	\$49,500	\$60,000	\$70,000	\$80,500
not eligible to receive	4933	\$20.51	\$24.04	\$28.85	\$35.25	\$43.98	3727	\$43,800	\$51,000	\$61,300	\$75,100	\$95,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.28

RD Compensation by Benefits Level

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Benefits Level												
high	2896	\$21.63	\$25.00	\$29.66	\$36.06	\$43.37	2438	\$45,000	\$52,000	\$63,000	\$77,600	\$95,500
medium	1930	\$20.19	\$23.59	\$27.88	\$33.33	\$39.74	1556	\$42,000	\$49,800	\$59,600	\$71,000	\$86,000
low	1216	\$18.46	\$23.00	\$28.57	\$36.06	\$48.08	480	\$40,000	\$47,000	\$57,500	\$73,800	\$95,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.29

RD Compensation by Location (Census Division)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Employment Location (Census Division)												
New England	350	\$21.81	\$25.00	\$31.25	\$38.10	\$45.00	223	\$46,000	\$52,000	\$65,000	\$79,000	\$97,000
Middle Atlantic	796	\$21.63	\$25.12	\$30.02	\$36.06	\$45.19	590	\$45,000	\$52,000	\$61,600	\$75,000	\$92,100
East North Central	1088	\$19.89	\$23.38	\$27.52	\$32.99	\$40.38	769	\$42,500	\$49,900	\$59,400	\$73,900	\$94,000
West North Central	608	\$19.28	\$22.19	\$26.92	\$31.70	\$38.69	453	\$41,600	\$47,200	\$58,000	\$69,400	\$85,800
South Atlantic	1023	\$20.19	\$23.80	\$27.88	\$33.65	\$41.17	819	\$43,000	\$50,000	\$60,000	\$72,000	\$89,400
East South Central	357	\$19.23	\$21.98	\$26.44	\$32.12	\$40.01	289	\$40,000	\$45,600	\$56,500	\$68,800	\$88,800
West South Central	601	\$19.96	\$23.08	\$27.21	\$32.77	\$40.35	478	\$42,300	\$48,500	\$59,000	\$70,500	\$85,000
Mountain	373	\$20.57	\$23.90	\$28.85	\$34.13	\$41.07	259	\$44,900	\$51,000	\$63,500	\$75,600	\$98,000
Pacific	848	\$24.04	\$28.85	\$33.65	\$39.63	\$48.08	593	\$50,400	\$60,100	\$70,500	\$84,500	\$100,900

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.30

RD Compensation by Location (State)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Employment Location (State)												
AK	15		\$33.65	\$36.06	\$45.00		11					
AL	76	\$17.96	\$21.27	\$26.77	\$33.41	\$39.59	60	\$37,000	\$45,000	\$60,000	\$71,500	\$89,900
AR	53	\$19.61	\$22.36	\$25.69	\$33.17	\$37.92	40	\$43,100	\$48,400	\$62,500	\$72,000	\$88,000
AZ	89	\$21.98	\$25.56	\$29.44	\$35.73	\$43.27	60	\$47,700	\$54,400	\$63,200	\$78,900	\$100,000
CA	572	\$25.44	\$29.81	\$34.94	\$40.87	\$49.52	414	\$54,100	\$63,000	\$72,900	\$88,100	\$105,500
CO	103	\$20.50	\$24.04	\$30.00	\$36.06	\$42.82	70	\$43,300	\$53,600	\$64,900	\$76,000	\$97,800
CT	56	\$23.20	\$26.54	\$31.49	\$37.39	\$43.75	35	\$48,800	\$57,000	\$68,000	\$80,800	\$101,700
DC	32	\$24.35	\$28.49	\$33.65	\$37.34	\$48.75	29		\$57,000	\$70,000	\$78,100	
DE	22		\$23.44	\$28.37	\$34.85		16		\$48,300	\$55,600	\$71,500	
FL	255	\$20.96	\$24.04	\$27.88	\$33.41	\$39.15	213	\$45,000	\$51,700	\$59,900	\$71,600	\$87,600
GA	165	\$20.00	\$23.08	\$28.13	\$32.69	\$38.46	125	\$42,000	\$49,300	\$60,000	\$70,000	\$88,200
HI	23		\$28.85	\$30.29	\$34.13		18		\$60,000	\$63,400	\$68,200	
IA	96	\$19.91	\$22.14	\$26.88	\$30.71	\$39.42	65	\$41,600	\$52,800	\$60,000	\$69,100	\$89,300
ID	39	\$18.49	\$22.12	\$24.17	\$28.85	\$31.25	27		\$47,000	\$58,000	\$65,000	
IL	286	\$19.98	\$24.04	\$28.55	\$35.64	\$46.15	208	\$42,500	\$50,200	\$60,400	\$78,000	\$103,000

Exhibit 3.30 (continued)  
RD Compensation by Location (State)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
IN	128	\$19.23	\$21.68	\$27.38	\$32.06	\$38.46	83	\$40,200	\$46,100	\$60,000	\$76,500	\$91,200
KS	65	\$21.02	\$23.56	\$27.40	\$34.62	\$41.93	51	\$45,200	\$50,000	\$60,000	\$75,000	\$100,000
KY	75	\$19.39	\$22.16	\$25.96	\$30.29	\$40.38	59	\$40,000	\$46,100	\$54,000	\$62,000	\$75,800
LA	84	\$18.88	\$21.83	\$25.38	\$30.76	\$37.98	62	\$39,200	\$45,000	\$56,500	\$69,500	\$79,500
MA	188	\$22.49	\$25.96	\$32.33	\$38.68	\$45.51	121	\$46,600	\$54,600	\$68,000	\$80,000	\$99,200
MD	125	\$22.60	\$25.66	\$33.01	\$39.17	\$48.22	100	\$46,500	\$53,300	\$68,500	\$81,600	\$102,700
ME	29		\$23.92	\$28.61	\$32.74		21		\$47,200	\$55,000	\$68,300	
MI	207	\$19.98	\$23.08	\$26.45	\$31.97	\$40.46	153	\$42,200	\$49,000	\$57,000	\$69,800	\$93,400
MN	168	\$20.66	\$24.04	\$28.29	\$33.65	\$39.95	126	\$43,500	\$50,000	\$60,800	\$72,000	\$86,000
MO	165	\$18.75	\$20.47	\$25.53	\$31.25	\$36.06	135	\$40,000	\$45,500	\$55,300	\$67,000	\$80,600
MS	57	\$18.26	\$19.86	\$26.44	\$33.65	\$42.22	47	\$38,000	\$42,000	\$58,400	\$72,000	\$96,700
MT	16		\$20.03	\$24.28	\$31.73		10					
NC	196	\$19.23	\$22.60	\$25.06	\$29.81	\$35.39	153	\$42,000	\$48,300	\$53,000	\$63,800	\$76,500
ND	33	\$16.85	\$18.49	\$22.04	\$29.52	\$34.23	18		\$36,900	\$42,800	\$61,100	
NE	51	\$20.52	\$21.63	\$26.92	\$31.25	\$39.69	36	\$42,000	\$44,600	\$55,800	\$64,800	\$83,000
NH	21		\$22.84	\$27.88	\$35.37		11					
NJ	156	\$23.72	\$27.00	\$32.75	\$38.87	\$48.47	104	\$50,000	\$57,100	\$69,900	\$82,800	\$113,500
NM	36	\$19.49	\$21.69	\$28.99	\$35.70	\$38.98	25		\$48,300	\$65,000	\$76,000	
NV	32	\$22.95	\$27.15	\$31.01	\$34.86	\$40.95	25		\$56,100	\$65,000	\$73,400	
NY	353	\$22.33	\$25.96	\$30.82	\$36.78	\$47.92	269	\$47,000	\$53,000	\$64,000	\$75,600	\$93,000
OH	281	\$19.23	\$23.08	\$26.92	\$31.96	\$38.94	193	\$41,300	\$48,100	\$56,300	\$72,000	\$90,000
OK	67	\$18.16	\$20.19	\$24.52	\$32.69	\$46.96	51	\$39,000	\$43,000	\$54,000	\$68,000	\$93,600
OR	81	\$23.08	\$25.56	\$30.42	\$36.99	\$47.69	55	\$45,000	\$51,000	\$64,000	\$75,700	\$101,600
PA	287	\$19.71	\$24.04	\$27.40	\$32.50	\$40.25	217	\$41,000	\$50,000	\$58,000	\$70,000	\$82,600
PR	15		\$16.00	\$23.08	\$35.90		13					
RI	34	\$20.98	\$23.08	\$27.64	\$33.65	\$37.26	23		\$48,000	\$58,000	\$70,500	
SC	59	\$19.23	\$22.12	\$25.00	\$30.29	\$35.88	47	\$40,000	\$45,000	\$52,000	\$66,600	\$73,000
SD	30	\$20.38	\$23.35	\$26.78	\$37.02	\$52.47	22		\$49,500	\$60,000	\$69,800	
TN	149	\$20.19	\$23.08	\$26.72	\$32.21	\$40.06	123	\$42,000	\$46,000	\$56,500	\$69,000	\$90,000
TX	397	\$20.67	\$24.04	\$27.99	\$33.09	\$40.58	325	\$43,000	\$49,800	\$60,000	\$71,600	\$87,000
UT	50	\$19.93	\$22.41	\$26.38	\$32.30	\$48.74	36	\$40,900	\$48,000	\$62,400	\$85,300	\$122,600
VA	119	\$20.67	\$25.00	\$29.12	\$36.78	\$45.19	94	\$43,500	\$52,000	\$63,000	\$79,200	\$98,500
VT	22		\$23.48	\$30.58	\$41.63		12					
WA	155	\$21.94	\$26.44	\$30.05	\$34.62	\$42.21	93	\$48,100	\$55,000	\$63,700	\$75,000	\$89,700
WI	186	\$21.53	\$24.04	\$27.84	\$32.51	\$38.71	132	\$45,000	\$50,800	\$60,000	\$73,500	\$87,900
WV	35	\$20.45	\$22.44	\$27.40	\$31.25	\$41.73	29		\$52,500	\$60,100	\$69,900	
WY	8						6					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 3.31  
RD Compensation by Location (Metro Area)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Employment Location (Metropolitan Area)												
Akron OH	27		\$20.70	\$25.00	\$34.62		19	\$48,100	\$53,000	\$70,000		
Albany-Schenectady-Troy NY	25		\$25.72	\$29.81	\$36.92		19	\$53,000	\$62,000	\$75,000		
Albuquerque NM	31	\$19.48	\$21.63	\$28.85	\$36.06	\$42.04	20	\$46,900	\$63,800	\$76,800		
Ann Arbor MI	21		\$21.64	\$28.37	\$34.38		17	\$50,800	\$64,900	\$81,000		
Atlanta-Sandy Springs-Marietta GA	104	\$20.19	\$23.14	\$28.55	\$32.86	\$41.41	78	\$42,000	\$48,400	\$60,000	\$70,000	\$96,400
Austin-Round Rock-San Marcos TX	36	\$17.67	\$20.67	\$25.24	\$28.61	\$32.69	33	\$37,200	\$43,400	\$54,000	\$62,600	\$80,200
Baltimore-Towson MD	63	\$21.81	\$24.04	\$31.25	\$35.40	\$46.60	48	\$44,800	\$47,600	\$60,900	\$78,400	\$105,400
Birmingham-Hoover AL	27		\$25.24	\$30.77	\$39.42		22	\$51,900	\$67,500	\$86,400		
Boston-Cambridge-Quincy MA-NH	139	\$22.36	\$25.96	\$32.69	\$38.94	\$48.08	96	\$47,900	\$54,700	\$69,000	\$83,100	\$100,300
Buffalo-Niagara Falls NY	34	\$19.47	\$21.95	\$25.32	\$31.73	\$37.59	25	\$45,300	\$54,000	\$73,200		
Charlotte-Gastonia-Rock Hill NC-SC	35	\$19.81	\$23.08	\$26.44	\$34.62	\$38.65	27	\$48,800	\$55,000	\$68,000		
Chicago-Naperville-Joliet IL-IN-WI	228	\$21.63	\$25.00	\$28.85	\$36.06	\$46.33	170	\$45,100	\$51,500	\$61,000	\$80,000	\$103,000
Cincinnati-Middletown OH-KY-IN	50	\$19.71	\$22.29	\$27.37	\$32.93	\$43.89	37	\$40,400	\$46,800	\$58,200	\$75,100	\$92,600
Cleveland-Elyria-Mentor OH	65	\$19.23	\$23.56	\$28.37	\$33.65	\$39.65	44	\$45,700	\$50,300	\$60,100	\$76,500	\$101,500
Columbia SC	17		\$19.77	\$23.77	\$25.51		14					
Columbus OH	51	\$19.40	\$24.52	\$28.85	\$34.62	\$42.79	32	\$43,000	\$51,300	\$65,500	\$83,800	\$114,800
Dallas-Fort Worth-Arlington TX	119	\$22.12	\$24.04	\$28.61	\$33.65	\$40.87	95	\$44,600	\$50,000	\$60,500	\$73,000	\$85,400
Dayton OH	16		\$21.40	\$24.04	\$27.86		10					
Denver-Aurora CO	63	\$21.33	\$25.00	\$30.61	\$36.06	\$41.49	47	\$45,500	\$55,000	\$64,900	\$75,000	\$115,600
Des Moines-West Des Moines IA	24		\$25.04	\$30.15	\$38.10		17	\$56,200	\$65,600	\$84,700		
Detroit-Warren-Livonia MI	65	\$22.72	\$25.00	\$27.40	\$31.48	\$40.58	46	\$47,900	\$52,000	\$56,500	\$70,200	\$93,300
Durham NC	28		\$23.68	\$25.96	\$30.53		22	\$52,000	\$59,000	\$70,000		
Grand Rapids-Wyoming MI	18		\$23.91	\$28.37	\$36.30		14					
Hartford-West Hartford-East Hartford CT	24		\$26.54	\$31.17	\$34.84		16	\$55,500	\$66,400	\$73,300		
Houston-Sugar Land-Baytown TX	93	\$20.38	\$24.04	\$28.85	\$34.66	\$45.50	77	\$42,200	\$51,000	\$62,000	\$77,500	\$98,500
Indianapolis-Carmel IN	52	\$19.88	\$22.02	\$28.13	\$33.31	\$40.53	35	\$41,400	\$46,100	\$60,900	\$78,000	\$95,500
Jackson MS	20		\$20.19	\$25.14	\$29.63		17	\$45,800	\$53,900	\$64,000		
Jacksonville FL	24		\$21.63	\$25.00	\$28.85		19	\$45,000	\$52,000	\$63,800		
Kansas City MO-KS	62	\$20.93	\$22.86	\$26.38	\$31.89	\$40.82	44	\$42,800	\$48,300	\$60,000	\$74,300	\$94,000
Knoxville TN	28		\$20.97	\$24.55	\$31.17		18	\$43,900	\$52,900	\$67,500		



Exhibit 3.31 (continued)  
RD Compensation by Location (Metro Area)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
Little Rock- North Little Rock AR	35	\$20.96	\$23.00	\$28.04	\$35.10	\$42.97	28		\$52,000	\$66,300	\$73,800	
Los Angeles-Long Beach- Santa Ana CA	184	\$24.73	\$30.00	\$34.71	\$39.90	\$50.00	132	\$55,500	\$63,000	\$72,900	\$87,800	\$108,400
Louisville/ Jefferson County KY-IN	26		\$23.44	\$27.64	\$30.31		24		\$48,300	\$58,600	\$62,800	
Madison WI	36	\$24.04	\$26.94	\$31.20	\$38.86	\$42.90	24		\$56,500	\$70,000	\$81,400	
Memphis TN-MS-AR	31	\$19.23	\$20.23	\$26.44	\$35.10	\$42.79	27		\$42,300	\$55,600	\$80,000	
Miami-Fort Lauderdale- Pompano Beach FL	61	\$21.63	\$24.52	\$29.45	\$33.65	\$44.17	46	\$48,300	\$55,800	\$63,100	\$71,100	\$93,000
Milwaukee-Waukesha- West Allis WI	61	\$21.18	\$23.18	\$26.44	\$31.49	\$37.98	49	\$44,000	\$50,000	\$56,900	\$73,300	\$100,000
Minneapolis-St. Paul- Bloomington MN-WI	106	\$21.63	\$24.43	\$28.85	\$34.13	\$40.53	79	\$46,000	\$52,000	\$62,300	\$79,000	\$105,000
Nashville-Davidson- Murfreesboro-Franklin TN	49	\$19.64	\$24.68	\$28.27	\$32.93	\$40.87	41	\$40,000	\$48,500	\$62,000	\$76,300	\$94,000
New Haven-Milford CT	17		\$24.92	\$29.33	\$36.06		11					
New Orleans-Metairie- Kenner LA	30	\$19.28	\$21.51	\$24.88	\$28.11	\$32.91	19		\$45,000	\$51,000	\$61,100	
New York- Northern New Jersey- Long Island NY-NJ-PA	321	\$24.86	\$28.41	\$33.33	\$38.46	\$52.88	231	\$50,000	\$55,700	\$68,000	\$80,700	\$112,800
Oklahoma City OK	30	\$14.56	\$19.09	\$23.08	\$27.76	\$35.82	26		\$41,200	\$50,000	\$60,500	
Omaha-Council Bluffs NE-IA	21		\$22.46	\$27.50	\$31.01		14					
Orlando-Kissimmee- Sanford FL	35	\$22.92	\$25.00	\$27.85	\$33.65	\$38.46	32	\$46,900	\$52,500	\$58,100	\$74,900	\$80,700
Philadelphia-Camden- Wilmington PA-NJ-DE-MD	134	\$22.16	\$25.21	\$30.91	\$35.70	\$45.03	100	\$48,000	\$54,300	\$63,400	\$74,800	\$90,000
Phoenix-Mesa-Glendale AZ	53	\$21.63	\$25.44	\$28.85	\$35.27	\$40.87	36	\$44,700	\$52,900	\$62,500	\$78,900	\$100,000
Pittsburgh PA	57	\$18.72	\$22.12	\$24.04	\$28.00	\$34.23	43	\$39,300	\$45,000	\$51,500	\$56,300	\$79,800
Portland-Vancouver- Hillsboro OR-WA	52	\$23.08	\$25.94	\$34.06	\$38.46	\$47.50	37	\$42,300	\$52,000	\$71,700	\$84,000	\$96,000
Providence-New Bedford- Fall River RI-MA	39	\$21.54	\$23.08	\$27.16	\$33.65	\$38.46	25		\$48,000	\$57,000	\$70,300	
Raleigh-Cary NC	36	\$18.85	\$22.24	\$24.88	\$29.61	\$34.90	32	\$40,100	\$50,000	\$52,700	\$61,800	\$78,800
Richmond VA	30	\$19.80	\$25.48	\$28.93	\$36.65	\$44.28	25		\$52,500	\$63,000	\$77,000	
Riverside-San Bernardino- Ontario CA	29		\$29.58	\$34.62	\$39.21		24		\$64,000	\$72,300	\$82,200	
Rochester NY	20		\$21.27	\$25.48	\$27.91		16		\$43,300	\$54,000	\$58,800	
Sacramento-Arden-Arcade- Roseville CA	39	\$25.96	\$30.29	\$33.17	\$37.22	\$48.68	30	\$58,200	\$63,000	\$71,200	\$79,300	\$104,800

Exhibit 3.31 (continued)  
RD Compensation by Location (Metro Area)

	# answering	HOURLY WAGE ----- percentiles -----					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years) ----- percentiles -----				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All RDs	6048	\$20.43	\$24.04	\$28.85	\$34.86	\$43.27	4475	\$43,000	\$50,200	\$61,000	\$75,000	\$92,700
St. Louis MO-IL	71	\$18.80	\$20.19	\$24.04	\$31.25	\$37.38	58	\$39,100	\$42,400	\$55,700	\$68,600	\$85,400
Salt Lake City UT	24		\$25.72	\$30.17	\$36.30		18		\$57,500	\$67,900	\$90,100	
San Antonio-New Braunfels TX	42	\$20.94	\$24.04	\$29.34	\$32.30	\$37.74	33	\$43,100	\$49,000	\$62,000	\$70,400	\$94,400
San Diego-Carlsbad- San Marcos CA	60	\$24.04	\$28.63	\$33.32	\$38.29	\$47.84	44	\$47,300	\$58,500	\$68,700	\$80,000	\$112,000
San Francisco-Oakland- Fremont CA	90	\$27.64	\$33.60	\$39.83	\$45.67	\$50.43	65	\$56,200	\$70,000	\$82,500	\$95,000	\$103,800
San Jose-Sunnyvale- Santa Clara CA	34	\$28.48	\$36.06	\$40.94	\$51.39	\$68.92	22		\$79,700	\$88,900	\$119,500	
Scranton-Wilkes-Barre PA	22		\$19.68	\$24.68	\$31.90		17		\$40,400	\$55,600	\$75,000	
Seattle-Tacoma-Bellevue WA	77	\$22.87	\$26.44	\$31.25	\$36.78	\$44.71	51	\$48,000	\$55,100	\$65,000	\$79,000	\$91,600
Syracuse NY	17		\$24.33	\$26.92	\$37.70		14					
Tampa-St. Petersburg- Clearwater FL	38	\$20.97	\$24.76	\$28.97	\$34.33	\$43.10	36	\$43,500	\$53,500	\$62,000	\$77,000	\$95,200
Tucson AZ	17		\$25.02	\$31.25	\$37.17		12					
Tulsa OK	21		\$23.35	\$25.96	\$36.06		11					
Virginia Beach-Norfolk- Newport News VA-NC	15		\$23.85	\$28.37	\$34.13		12					
Washington-Arlington- Alexandria DC-VA-MD-WV	108	\$24.26	\$28.85	\$35.16	\$42.67	\$50.39	91	\$52,100	\$60,000	\$75,500	\$89,400	\$106,600
Worcester MA	29		\$23.91	\$30.22	\$37.26		13					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

## 4. DTR Compensation

### Notes

Tables in this section report compensation for the 747 Dietetic Technicians, Registered (DTRs) who provided complete hour and compensation information. Results are broken out by a number of factors to demonstrate the relative effects of qualifications, experience, and employment situation in determining compensation levels.

Note that all factors are based on respondent self-reports and are thus subject to some variation in how terms were understood.

Two measures are reported: *hourly wage* and *total cash compensation*.

In accordance with Bureau of Labor Statistics practice, hourly wage may be converted to an annualized salary by multiplying the wage by 40 hours per week and 52 weeks per year.

Total cash compensation is reported only for practitioners employed or self-employed in the position full time for at least one year, and includes sources of compensation beyond salary/wages, such as overtime pay, on-call pay, commissions, bonuses, incentive pay, profit sharing or distributions, and cash retirement benefits received. For some workers, such as consultants, salespeople, and executives, a significant part of their compensation can come from sources other than salary. For such individuals, total cash compensation provides a more accurate picture of compensation than wages alone.

In addition to the number of individuals answering, five percentile values are reported for each measure: 10% of practitioners earn less than the 10th percentile, 25% earn less than the 25th percentile, and so on. All percentiles are suppressed if there are fewer than 15 valid responses; the 10th and 90th percentiles are suppressed if there are fewer than 30 valid responses.

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Compensation by location is reported in terms of the nine standard Census Divisions:

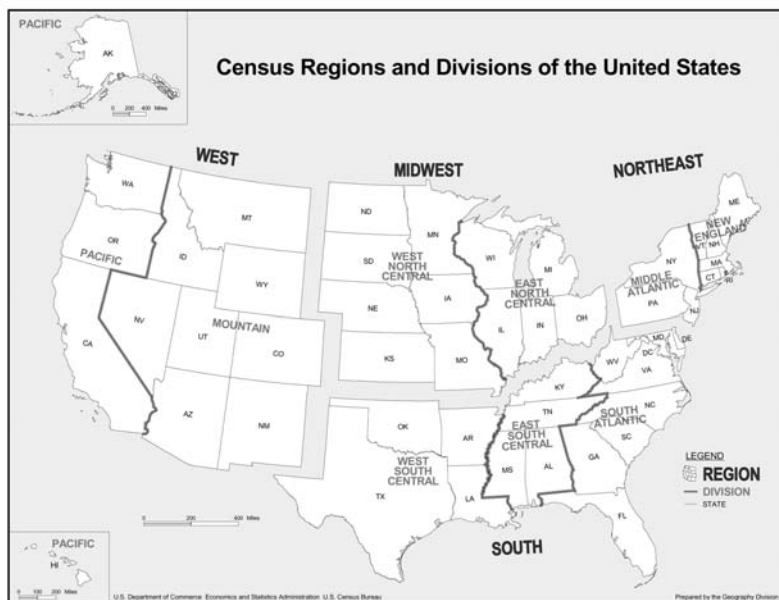


Exhibit 4.1  
DTR Compensation 2013 Versus 2011

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs - 2013	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
All DTRs - 2011	759	\$14.25	\$16.48	\$19.23	\$22.95	\$27.16	599	\$30,000	\$35,000	\$40,000	\$48,000	\$58,000
% change		-4.1%	-1.1%	0.0%	0.6%	5.5%		-1.7%	-1.1%	0.0%	4.2%	3.4%

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.2  
DTR Compensation by Years in Field

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Years in Field												
20+ years	343	\$15.46	\$18.41	\$20.67	\$24.04	\$28.85	294	\$32,000	\$38,300	\$44,000	\$52,000	\$61,500
10 - 19 years	182	\$14.42	\$16.83	\$19.36	\$23.03	\$30.82	155	\$30,000	\$35,000	\$40,000	\$50,000	\$65,000
5 - 9 years	68	\$13.36	\$16.03	\$18.27	\$21.84	\$25.72	56	\$29,400	\$34,900	\$39,300	\$47,700	\$55,000
1 - 4 years	134	\$11.78	\$13.69	\$15.59	\$18.80	\$22.60	94	\$24,000	\$28,900	\$32,400	\$38,100	\$48,300
< 1 year	8						1					
NET: < 5 years	142	\$12.02	\$13.82	\$15.80	\$18.75	\$21.97	95	\$24,000	\$28,600	\$32,200	\$38,000	\$48,200

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.3  
DTR Compensation by Years in Position

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Years in Position												
10+ years	391	\$15.38	\$17.98	\$20.30	\$24.04	\$28.85	335	\$32,000	\$38,000	\$43,000	\$52,000	\$62,200
5 - 9 years	121	\$13.46	\$16.47	\$19.59	\$22.60	\$28.69	107	\$28,100	\$35,500	\$41,000	\$49,000	\$62,000
1 - 4 years	208	\$12.29	\$14.42	\$16.83	\$19.84	\$23.63	168	\$25,600	\$30,000	\$35,000	\$41,600	\$50,100
< 1 year	23		\$13.85	\$16.80	\$19.23							

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.4  
DTR Compensation by Prior Career

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Prior Career												
dietetics is second career	156	\$14.28	\$16.37	\$19.23	\$22.12	\$26.44	127	\$30,800	\$35,000	\$40,000	\$48,000	\$56,200
dietetics is first career	582	\$13.46	\$16.09	\$19.23	\$23.08	\$28.85	475	\$29,000	\$34,000	\$40,000	\$50,000	\$60,600

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 4.5**  
**DTR Compensation by Education (Highest Degree Held)**

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Education (Highest Degree)												
doctoral degree	1						1					
master's degree	28		\$19.27	\$22.21	\$26.80		24		\$40,300	\$47,500	\$59,000	
bachelor's degree	255	\$12.50	\$15.49	\$19.23	\$23.08	\$28.85	198	\$28,000	\$33,000	\$40,500	\$50,000	\$61,000
associate's degree	463	\$13.94	\$16.48	\$19.23	\$22.60	\$27.40	387	\$30,000	\$35,000	\$40,000	\$49,000	\$58,600

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 4.6**  
**DTR Compensation by Education and Years in Field**

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
master's degree	28		\$19.27	\$22.21	\$26.80		24		\$40,300	\$47,500	\$59,000	
20+ years	13						11					
10 - 19 years	6						5					
5 - 9 years	4						3					
1 - 4 years	4						4					
< 1 year	1						1					
NET: < 5 years	5						5					
bachelor's degree	255	\$12.50	\$15.49	\$19.23	\$23.08	\$28.85	198	\$28,000	\$33,000	\$40,500	\$50,000	\$61,000
20+ years	90	\$15.40	\$19.23	\$21.13	\$25.47	\$31.81	76	\$31,700	\$42,000	\$45,000	\$54,000	\$66,000
10 - 19 years	38	\$15.16	\$16.53	\$19.16	\$25.76	\$33.22	33	\$29,300	\$34,500	\$39,000	\$52,000	\$90,600
5 - 9 years	31	\$12.69	\$16.35	\$19.23	\$23.08	\$26.44	27		\$36,000	\$45,000	\$51,000	
1 - 4 years	84	\$11.27	\$13.46	\$15.52	\$18.84	\$22.35	58	\$23,500	\$29,400	\$32,700	\$38,500	\$49,100
< 1 year	6											
NET: < 5 years	90	\$11.54	\$13.46	\$15.87	\$18.80	\$21.63	58	\$23,500	\$29,400	\$32,700	\$38,500	\$49,100
associate's degree	463	\$13.94	\$16.48	\$19.23	\$22.60	\$27.40	387	\$30,000	\$35,000	\$40,000	\$49,000	\$58,600
20+ years	240	\$15.42	\$17.82	\$20.19	\$24.03	\$28.56	207	\$32,000	\$37,200	\$42,000	\$51,000	\$60,000
10 - 19 years	137	\$13.92	\$16.66	\$19.23	\$22.06	\$27.32	116	\$29,800	\$35,000	\$40,000	\$46,900	\$58,100
5 - 9 years	33	\$12.31	\$15.36	\$17.79	\$20.09	\$22.04	26		\$34,300	\$38,000	\$42,000	
1 - 4 years	46	\$12.02	\$13.82	\$15.38	\$17.84	\$21.25	32	\$24,000	\$27,300	\$31,200	\$36,300	\$38,700
< 1 year	1											
NET: < 5 years	47	\$12.02	\$13.85	\$15.38	\$17.79	\$21.13	32	\$24,000	\$27,300	\$31,200	\$36,300	\$38,700

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 4.7**  
**DTR Compensation by Highest Dietetics Degree**

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Highest Dietetics Degree												
doctoral degree												
master's degree	11						8					
bachelor's degree	199	\$12.46	\$15.38	\$19.23	\$23.56	\$28.85	153	\$27,500	\$32,600	\$41,000	\$50,500	\$61,000
associate's degree	532	\$14.04	\$16.76	\$19.23	\$22.90	\$27.88	446	\$30,000	\$35,000	\$40,000	\$49,500	\$59,700

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 4.8**  
**DTR Compensation by Highest Dietetics Degree at Registration**

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Highest Dietetics Degree at Registration												
doctoral degree												
master's degree	8						5					
bachelor's degree	188	\$12.35	\$15.38	\$19.23	\$23.07	\$28.73	146	\$27,200	\$32,800	\$41,000	\$50,300	\$61,000
associate's degree	541	\$14.01	\$16.77	\$19.23	\$23.08	\$28.30	451	\$30,000	\$35,000	\$40,000	\$50,000	\$60,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.9

DTR Compensation by Highest Dietetics Degree at Registration and Years in Field

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
bachelor's degree	188	\$12.35	\$15.38	\$19.23	\$23.07	\$28.73	146	\$27,200	\$32,800	\$41,000	\$50,300	\$61,000
20+ years	69	\$14.42	\$19.23	\$21.03	\$24.76	\$32.21	57	\$30,800	\$40,500	\$45,000	\$55,500	\$68,300
10 - 19 years	19		\$16.83	\$19.71	\$25.00		17		\$37,500	\$41,000	\$54,600	
5 - 9 years	21		\$16.83	\$21.88	\$25.99		21		\$36,300	\$45,000	\$54,100	
1 - 4 years	70	\$11.05	\$12.74	\$15.44	\$18.59	\$21.55	48	\$23,500	\$28,400	\$32,600	\$38,600	\$48,100
< 1 year	5											
NET: < 5 years	75	\$11.32	\$12.82	\$15.54	\$18.75	\$21.15	48	\$23,500	\$28,400	\$32,600	\$38,600	\$48,100
associate's degree	541	\$14.01	\$16.77	\$19.23	\$23.08	\$28.30	451	\$30,000	\$35,000	\$40,000	\$50,000	\$60,000
20+ years	269	\$15.82	\$18.27	\$20.19	\$24.04	\$28.85	233	\$32,500	\$38,000	\$43,200	\$51,200	\$60,100
10 - 19 years	160	\$14.45	\$16.65	\$19.23	\$22.53	\$29.71	136	\$29,800	\$35,000	\$40,000	\$48,000	\$62,200
5 - 9 years	44	\$12.98	\$15.38	\$17.79	\$19.97	\$22.44	33	\$26,800	\$33,800	\$38,000	\$43,500	\$51,400
1 - 4 years	58	\$12.02	\$13.92	\$15.51	\$18.05	\$22.24	42	\$24,000	\$28,500	\$31,900	\$36,600	\$44,200
< 1 year	2											
NET: < 5 years	60	\$12.05	\$13.94	\$15.68	\$17.93	\$22.00	42	\$24,000	\$28,500	\$31,900	\$36,600	\$44,200

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.



Exhibit 4.10  
DTR Compensation by Credentials Held

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Credentials Held												
state license	36	\$15.24	\$17.83	\$19.91	\$24.76	\$30.48	33	\$30,400	\$36,200	\$43,000	\$59,000	\$67,700
no state license	711	\$13.46	\$16.23	\$19.23	\$23.03	\$28.03	577	\$29,200	\$34,000	\$40,000	\$49,900	\$60,000
specialty certification(s)	83	\$15.15	\$17.60	\$21.00	\$24.73	\$31.25	75	\$31,900	\$38,000	\$47,000	\$54,000	\$65,200
no specialty certifications	664	\$13.46	\$16.03	\$19.23	\$22.35	\$27.98	535	\$29,000	\$34,000	\$40,000	\$48,800	\$59,700
CDM (Certified Dietary Manager)	69	\$15.00	\$17.31	\$21.63	\$25.48	\$31.25	65	\$31,900	\$37,100	\$47,000	\$54,500	\$65,200
CFPP (Certified Food Protection Professional)	39	\$15.38	\$17.75	\$20.67	\$25.96	\$31.25	34	\$31,900	\$38,200	\$48,000	\$56,000	\$65,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 4.11**  
**DTR Compensation by Academy Membership**

	# answering	HOURLY WAGE					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years)				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Academy of Nutrition and Dietetics Membership												
Academy member	289	\$13.85	\$16.07	\$19.78	\$24.04	\$30.05	234	\$28,100	\$35,000	\$42,000	\$51,000	\$63,800
not a member	458	\$13.46	\$16.31	\$19.23	\$22.07	\$27.20	376	\$30,000	\$34,100	\$40,000	\$48,700	\$58,600

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

**Exhibit 4.12**  
**DTR Compensation by Practice Area of Primary Position**

	# answering	HOURLY WAGE					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years)				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Practice Area of Primary Position												
clinical nutrition - acute care/inpatient	328	\$13.33	\$15.87	\$19.23	\$21.63	\$25.00	257	\$28,500	\$33,100	\$40,000	\$45,600	\$53,000
clinical nutrition - ambulatory care	5						3					
clinical nutrition - long term care	100	\$13.49	\$15.38	\$19.23	\$22.48	\$27.90	82	\$27,600	\$32,800	\$41,000	\$49,900	\$59,500
education and research	11						10					
community	87	\$13.46	\$15.54	\$17.95	\$21.63	\$25.63	68	\$26,200	\$32,000	\$36,600	\$43,700	\$51,200
food and nutrition management	149	\$15.82	\$17.87	\$21.63	\$27.40	\$33.65	143	\$32,600	\$38,000	\$46,000	\$59,500	\$75,000
consultation and business	8						5					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.13  
DTR Compensation by Practice Area and Years in Field

	HOURLY WAGE							TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th		# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65		610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
clinical nutrition -													
acute care/inpatient	328	\$13.33	\$15.87	\$19.23	\$21.63	\$25.00		257	\$28,500	\$33,100	\$40,000	\$45,600	\$53,000
20+ years	171	\$15.38	\$18.27	\$20.00	\$22.12	\$25.96		138	\$32,000	\$38,000	\$42,000	\$50,000	\$56,200
10 - 19 years	79	\$13.85	\$15.87	\$19.23	\$21.40	\$24.04		66	\$28,000	\$31,900	\$38,000	\$43,700	\$50,000
5 - 9 years	19		\$15.00	\$17.62	\$21.63			15		\$33,000	\$39,000	\$49,900	
1 - 4 years	49	\$11.54	\$12.50	\$15.00	\$17.88	\$19.71		31	\$24,200	\$26,000	\$31,200	\$34,000	\$38,200
< 1 year	3							1					
NET: < 5 years	52	\$11.68	\$12.71	\$15.00	\$17.94	\$19.57		32	\$24,300	\$26,500	\$30,600	\$33,900	\$38,100
clinical nutrition -													
ambulatory care	5							3					
20+ years	3							1					
10 - 19 years													
5 - 9 years													
1 - 4 years	2							2					
< 1 year													
NET: < 5 years	2							2					
clinical nutrition -													
long term care	100	\$13.49	\$15.38	\$19.23	\$22.48	\$27.90		82	\$27,600	\$32,800	\$41,000	\$49,900	\$59,500
20+ years	38	\$15.13	\$18.21	\$20.29	\$24.07	\$30.96		36	\$31,400	\$38,800	\$43,500	\$55,700	\$68,600
10 - 19 years	31	\$14.04	\$15.87	\$19.59	\$21.97	\$27.64		26		\$32,800	\$41,300	\$47,900	
5 - 9 years	11							8					
1 - 4 years	19		\$12.31	\$14.86	\$16.03			12					
< 1 year	1												
NET: < 5 years	20		\$12.44	\$15.12	\$17.13			12					
education and research	11							10					
20+ years	3							3					
10 - 19 years	4							4					
5 - 9 years	1							1					
1 - 4 years	2							2					
< 1 year	1												
NET: < 5 years	3							2					
community	87	\$13.46	\$15.54	\$17.95	\$21.63	\$25.63		68	\$26,200	\$32,000	\$36,600	\$43,700	\$51,200
20+ years	27		\$17.79	\$20.89	\$23.56			22		\$34,800	\$43,000	\$50,200	
10 - 19 years	19		\$15.38	\$17.00	\$21.63			14					
5 - 9 years	15		\$15.34	\$17.79	\$21.70			13					
1 - 4 years	23		\$13.94	\$15.91	\$19.23			17		\$28,800	\$32,200	\$37,800	
< 1 year	1												
NET: < 5 years	24		\$14.30	\$15.96	\$19.11			17		\$28,800	\$32,200	\$37,800	

Exhibit 4.13 (continued)  
DTR Compensation by Practice Area and Years in Field

	# answering	HOURLY WAGE					# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years)				
		10th	25th	50th	75th	90th		10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
food and nutrition management	149	\$15.82	\$17.87	\$21.63	\$27.40	\$33.65	143	\$32,600	\$38,000	\$46,000	\$59,500	\$75,000
20+ years	77	\$16.72	\$19.10	\$23.08	\$28.74	\$37.50	75	\$34,600	\$40,000	\$49,500	\$60,200	\$77,100
10 - 19 years	32	\$16.83	\$18.27	\$21.24	\$31.25	\$38.99	32	\$35,000	\$38,100	\$44,900	\$60,500	\$85,500
5 - 9 years	13						13					
1 - 4 years	24		\$14.54	\$16.86	\$21.03		21		\$30,500	\$36,000	\$47,000	
< 1 year	1											
NET: < 5 years	25		\$14.66	\$16.41	\$20.43		21		\$30,500	\$36,000	\$47,000	
consultation and business	8						5					
20+ years	1						1					
10 - 19 years	1											
5 - 9 years	2						1					
1 - 4 years	4						3					
< 1 year												
NET: < 5 years	4						3					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.14  
DTR Compensation by Practice Area and Education

	HOURLY WAGE							TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th		# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65		610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
clinical nutrition - acute care/inpatient	328	\$13.33	\$15.87	\$19.23	\$21.63	\$25.00		257	\$28,500	\$33,100	\$40,000	\$45,600	\$53,000
doctoral degree													
master's degree	9							8					
bachelor's degree	107	\$12.50	\$15.38	\$19.10	\$21.63	\$26.54		75	\$27,100	\$32,000	\$37,400	\$48,000	\$53,900
associate's degree	212	\$13.55	\$15.98	\$19.23	\$21.62	\$24.04		174	\$29,000	\$34,000	\$40,000	\$45,200	\$52,100
clinical nutrition - ambulatory care	5							3					
doctoral degree													
master's degree													
bachelor's degree	3							2					
associate's degree	2							1					
clinical nutrition - long term care	100	\$13.49	\$15.38	\$19.23	\$22.48	\$27.90		82	\$27,600	\$32,800	\$41,000	\$49,900	\$59,500
doctoral degree													
master's degree	4							4					
bachelor's degree	26		\$15.38	\$20.50	\$24.28			19		\$41,000	\$47,000	\$60,000	
associate's degree	70	\$13.75	\$15.38	\$18.69	\$21.07	\$25.89		59	\$25,000	\$32,000	\$38,400	\$46,000	\$56,000
education and research	11							10					
doctoral degree	1							1					
master's degree	3							3					
bachelor's degree	3							3					
associate's degree	4							3					
community	87	\$13.46	\$15.54	\$17.95	\$21.63	\$25.63		68	\$26,200	\$32,000	\$36,600	\$43,700	\$51,200
doctoral degree													
master's degree	3							3					
bachelor's degree	38	\$12.50	\$15.06	\$16.95	\$20.95	\$24.60		33	\$26,000	\$28,800	\$36,000	\$44,200	\$52,000
associate's degree	46	\$13.46	\$16.45	\$18.11	\$21.65	\$25.37		32	\$27,300	\$34,700	\$36,500	\$42,000	\$50,900
food and nutrition management	149	\$15.82	\$17.87	\$21.63	\$27.40	\$33.65		143	\$32,600	\$38,000	\$46,000	\$59,500	\$75,000
doctoral degree													
master's degree	5							4					
bachelor's degree	45	\$14.71	\$17.94	\$20.19	\$27.07	\$32.91		42	\$30,300	\$37,700	\$44,100	\$59,300	\$69,900
associate's degree	99	\$15.87	\$17.58	\$21.63	\$27.40	\$36.06		97	\$33,200	\$37,400	\$46,000	\$59,300	\$76,800
consultation and business	8							5					
doctoral degree													
master's degree	3							2					
bachelor's degree	4							3					
associate's degree	1												

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.15  
DTR Compensation by Work Setting

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Work Setting												
acute-care - inpatient	251	\$12.92	\$15.99	\$19.23	\$21.63	\$26.92	204	\$28,000	\$34,000	\$40,000	\$46,000	\$58,000
acute-care - outpatient	6						3					
ambulatory/outpatient	5						4					
long-term/extended care	214	\$13.94	\$16.41	\$19.23	\$23.69	\$28.85	183	\$30,000	\$35,000	\$42,000	\$51,000	\$61,000
rehabilitation facility	23		\$15.00	\$19.23	\$24.04		19		\$31,000	\$38,000	\$46,300	
wellness center or health club	13						6					
private practice	2						2					
govt agency/dept	32	\$13.46	\$15.56	\$20.67	\$23.94	\$29.98	29		\$31,700	\$43,000	\$50,000	
community/ public health program	59	\$12.50	\$15.95	\$17.79	\$21.03	\$24.03	45	\$26,000	\$31,000	\$36,000	\$42,400	\$50,200
non-profit agency/organization	32	\$13.88	\$16.41	\$19.23	\$21.88	\$24.76	23		\$33,600	\$40,000	\$47,800	
faculty	23		\$18.27	\$20.00	\$27.04		19		\$37,000	\$45,000	\$56,300	
food mfr/dist/retailer	6						5					
pharmaceutical mfr/dist/retailer	1						1					
K-12 food service	26		\$17.84	\$20.67	\$27.98		25		\$38,100	\$44,000	\$59,700	
contract food management company	5						5					
home health care provider	1						1					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.16  
DTR Compensation by Employment Sector

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Employment Sector												
self-employed	8						4					
for-profit	220	\$13.20	\$15.44	\$19.23	\$22.90	\$28.84	170	\$29,000	\$32,700	\$40,000	\$49,900	\$60,000
non-profit (other than government)	346	\$13.85	\$16.41	\$19.23	\$22.60	\$28.85	282	\$30,000	\$35,000	\$40,000	\$50,000	\$61,700
government	124	\$13.60	\$16.57	\$20.19	\$23.56	\$27.79	114	\$28,500	\$35,000	\$42,900	\$50,000	\$59,500

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.17  
DTR Compensation by Organization Size (Number Employed)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Organization Size (Number Employed)												
10,000 or more	99	\$13.46	\$15.73	\$19.23	\$22.56	\$28.72	83	\$28,000	\$33,000	\$40,000	\$48,000	\$60,200
1,000 - 9,999	219	\$13.94	\$17.17	\$20.00	\$24.04	\$29.81	180	\$31,100	\$36,100	\$42,000	\$50,000	\$60,900
100 - 999	281	\$14.16	\$16.35	\$19.23	\$23.08	\$27.78	239	\$30,000	\$34,800	\$41,000	\$50,000	\$61,000
2 - 99	122	\$12.38	\$15.25	\$19.00	\$21.63	\$27.96	90	\$25,900	\$30,800	\$39,500	\$45,000	\$58,000
1 (self-employed)	7						3					

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.18  
DTR Compensation by Primary Position

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Dietetic Technician, Clinical	318	\$13.33	\$15.87	\$19.23	\$21.61	\$24.14	251	\$28,100	\$33,300	\$40,000	\$45,100	\$53,000
Dietetic Technician, Long Term Care	92	\$13.01	\$15.38	\$19.23	\$22.08	\$27.48	75	\$26,200	\$32,000	\$40,000	\$48,100	\$59,100
WIC Nutritionist	64	\$13.02	\$15.42	\$17.59	\$21.05	\$24.16	53	\$26,100	\$31,200	\$36,200	\$43,400	\$51,000
Director of Food and Nutrition Services	44	\$17.21	\$18.49	\$22.56	\$31.25	\$37.98	43	\$38,000	\$40,000	\$50,400	\$65,000	\$76,800
Assistant Foodservice Director	16		\$18.53	\$21.15	\$27.77		15		\$40,000	\$45,000	\$59,000	
Dietetic Technician, Foodservice Management	78	\$14.73	\$16.72	\$19.23	\$25.04	\$29.86	74	\$31,400	\$35,000	\$43,900	\$54,000	\$67,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.



Exhibit 4.19  
DTR Compensation by Responsibility Level

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Responsibility Level												
owner or partner	5						3					
executive	4						3					
director or manager	144	\$16.45	\$19.23	\$23.08	\$28.85	\$33.65	135	\$35,600	\$40,000	\$50,000	\$60,200	\$75,000
supervisor or coordinator	166	\$15.16	\$16.84	\$19.91	\$23.57	\$27.49	139	\$31,200	\$35,400	\$42,000	\$50,000	\$58,000
other	416	\$12.78	\$15.38	\$18.44	\$21.03	\$24.37	319	\$27,500	\$32,000	\$38,000	\$45,000	\$52,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.20  
DTR Compensation by Number Supervised

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Number Supervised												
100+	12						11					
50 - 99	28		\$19.23	\$23.80	\$31.27		27		\$40,000	\$50,000	\$65,000	
10 - 49	188	\$16.35	\$18.30	\$21.24	\$24.93	\$30.82	173	\$33,800	\$38,000	\$45,000	\$54,000	\$65,000
1 - 9	122	\$12.82	\$15.87	\$19.23	\$21.63	\$27.82	99	\$26,200	\$33,000	\$40,000	\$46,000	\$54,000
none	393	\$12.82	\$15.38	\$18.33	\$21.35	\$24.52	296	\$28,000	\$32,000	\$38,400	\$45,000	\$52,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

# Exhibit 4.21

## DTR Compensation by Budget Responsibility

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Budget Responsibility												
\$1,000K+	33	\$20.19	\$24.28	\$32.21	\$38.46	\$48.51	32	\$41,500	\$49,300	\$62,700	\$83,100	\$114,900
\$500K - \$999K	33	\$16.83	\$20.50	\$23.08	\$31.25	\$37.21	32	\$37,700	\$42,300	\$51,000	\$65,000	\$80,300
\$100K - \$499K	69	\$15.87	\$18.27	\$21.63	\$26.92	\$29.81	65	\$33,600	\$38,000	\$47,000	\$57,000	\$65,400
< \$100K	46	\$13.17	\$15.38	\$18.25	\$22.58	\$27.50	38	\$27,800	\$33,100	\$39,000	\$50,300	\$65,000
does not apply	549	\$13.22	\$15.79	\$19.18	\$21.63	\$25.00	428	\$28,000	\$33,000	\$39,400	\$45,000	\$52,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

# Exhibit 4.22

## DTR Compensation by Patient/Client Responsibility

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Patient/Client Responsibility												
most patients/clients high risk	110	\$13.99	\$16.38	\$19.23	\$23.08	\$28.83	91	\$30,800	\$35,000	\$40,500	\$50,000	\$60,000
most patients/clients < high risk	545	\$13.46	\$15.93	\$19.23	\$22.12	\$26.92	438	\$28,000	\$33,900	\$40,000	\$48,000	\$57,000
do not work with patients/clients	80	\$14.52	\$17.97	\$21.75	\$28.82	\$35.80	72	\$33,500	\$38,300	\$48,000	\$63,800	\$80,400

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.23  
DTR Compensation by DTR Requirement

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
DTR Requirement												
DTR is required	403	\$13.89	\$16.35	\$19.23	\$22.60	\$26.92	321	\$30,000	\$35,000	\$40,500	\$50,000	\$56,800
DTR is preferred	193	\$13.46	\$16.13	\$19.17	\$22.12	\$28.85	171	\$28,000	\$33,000	\$40,000	\$48,000	\$60,800
neither	121	\$12.12	\$15.38	\$19.23	\$23.08	\$28.85	95	\$28,000	\$32,700	\$42,000	\$51,000	\$60,100

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.24  
DTR Compensation by State Licensure Requirement

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
State Licensure Requirement												
licensure is required	255	\$13.73	\$16.41	\$19.23	\$23.56	\$27.50	204	\$29,800	\$34,500	\$40,000	\$50,000	\$60,000
licensure is not required	488	\$13.46	\$15.99	\$19.23	\$22.60	\$28.85	402	\$29,100	\$34,500	\$40,700	\$49,200	\$60,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.25  
DTR Compensation by Pay Basis

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Pay Basis												
per diem/hourly fee	302	\$12.50	\$15.00	\$18.24	\$20.71	\$24.04	223	\$26,000	\$31,200	\$38,000	\$43,200	\$51,200
regular wage/salary	439	\$15.34	\$17.31	\$20.19	\$24.04	\$30.05	383	\$31,800	\$36,000	\$43,000	\$52,000	\$65,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.26

DTR Compensation by Full Time Status (35+ Hours Per Week, 48+ Weeks Per Year)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Full Time Status												
working full time	634	\$13.94	\$16.41	\$19.23	\$23.08	\$28.85	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
working less	113	\$12.08	\$14.80	\$19.00	\$21.09	\$27.38						

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.27

DTR Compensation by Eligibility for Overtime Compensation

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Eligibility for Overtime Compensation												
eligible to receive	364	\$13.00	\$15.87	\$18.75	\$21.08	\$24.76	300	\$28,000	\$33,600	\$39,000	\$45,000	\$53,100
not eligible to receive	378	\$13.94	\$16.90	\$20.19	\$24.04	\$31.30	306	\$30,000	\$36,000	\$43,500	\$53,100	\$68,300

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.28

DTR Compensation by Benefits Level

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Benefits Level												
high	330	\$14.42	\$17.27	\$20.07	\$23.59	\$28.85	286	\$30,200	\$35,500	\$42,000	\$50,400	\$62,600
medium	283	\$13.58	\$16.35	\$19.23	\$22.12	\$26.92	245	\$29,300	\$34,000	\$40,000	\$48,500	\$58,000
low	133	\$12.48	\$14.90	\$17.63	\$21.02	\$27.95	79	\$27,000	\$32,000	\$38,000	\$46,000	\$58,000

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.29  
DTR Compensation by Location (Census Division)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Employment Location (Census Division)												
New England	53	\$14.94	\$17.18	\$19.83	\$23.32	\$28.85	40	\$30,100	\$35,000	\$42,000	\$53,700	\$65,000
Middle Atlantic	136	\$13.94	\$16.37	\$19.73	\$23.49	\$30.27	113	\$29,700	\$33,400	\$40,000	\$50,000	\$61,600
East North Central	215	\$13.94	\$16.41	\$19.23	\$21.15	\$24.04	172	\$30,000	\$35,000	\$40,000	\$45,000	\$50,700
West North Central	73	\$14.42	\$16.25	\$18.38	\$21.38	\$25.96	58	\$30,000	\$34,800	\$39,500	\$50,100	\$58,100
South Atlantic	74	\$12.70	\$15.50	\$19.86	\$24.64	\$28.85	63	\$27,500	\$33,000	\$43,500	\$54,000	\$63,700
East South Central	15		\$14.42	\$16.11	\$19.71		13					
West South Central	34	\$11.78	\$14.78	\$16.38	\$22.36	\$28.02	30	\$25,200	\$30,800	\$34,800	\$46,500	\$56,800
Mountain	36	\$11.25	\$13.94	\$17.82	\$21.23	\$26.53	28		\$32,500	\$36,600	\$47,600	
Pacific	111	\$14.42	\$18.97	\$21.88	\$26.92	\$32.07	93	\$30,300	\$38,200	\$47,000	\$56,100	\$69,200

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.30  
DTR Compensation by Location (Selected States)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Employment Location (State)												
AZ	18		\$12.09	\$17.31	\$21.79		15		\$28,000	\$36,000	\$39,000	
CA	78	\$14.42	\$19.23	\$22.60	\$27.52	\$33.65	67	\$30,600	\$40,000	\$48,000	\$60,000	\$71,700
FL	43	\$12.53	\$15.26	\$20.67	\$25.00	\$27.85	37	\$26,100	\$31,600	\$45,000	\$52,000	\$58,800
IL	18		\$17.19	\$20.19	\$28.75		17		\$38,000	\$44,000	\$58,600	
IN	15		\$18.46	\$20.00	\$21.91		12					
ME	16		\$15.43	\$18.98	\$20.77		13					
MN	45	\$14.42	\$16.11	\$19.23	\$21.71	\$25.96	32	\$30,500	\$34,400	\$41,300	\$52,500	\$58,500
NJ	16		\$18.29	\$20.25	\$22.36		10					
NY	81	\$13.87	\$16.20	\$19.23	\$23.61	\$30.63	69	\$28,100	\$32,400	\$40,000	\$48,500	\$62,000
OH	126	\$13.73	\$15.87	\$18.98	\$20.60	\$24.04	97	\$29,900	\$33,800	\$39,500	\$43,900	\$50,000
OR	15		\$18.97	\$21.30	\$25.96		13					
PA	39	\$13.94	\$15.99	\$19.74	\$23.56	\$28.85	34	\$29,800	\$35,000	\$41,500	\$50,000	\$60,000
TX	18		\$12.50	\$18.27	\$23.32		16		\$28,800	\$42,100	\$49,500	
WA	16		\$17.27	\$19.23	\$20.99		11					
WI	43	\$13.57	\$16.83	\$19.09	\$21.63	\$23.37	36	\$27,400	\$35,300	\$39,900	\$45,000	\$50,400

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

Exhibit 4.31  
DTR Compensation by Location (Selected Metro Areas)

	HOURLY WAGE						TOTAL CASH COMPENSATION (those employed full time, 1+ years)					
	# answering	10th	25th	50th	75th	90th	# answering	10th	25th	50th	75th	90th
All DTRs	747	\$13.67	\$16.30	\$19.23	\$23.08	\$28.65	610	\$29,500	\$34,600	\$40,000	\$50,000	\$60,000
Employment Location (Metropolitan Area)												
Buffalo-Niagara Falls NY	22		\$15.38	\$16.89	\$20.51		19		\$30,000	\$34,000	\$40,900	
Chicago-Naperville- Joliet IL-IN-WI	22		\$17.31	\$20.55	\$25.21		20		\$39,600	\$43,000	\$55,400	
Cincinnati- Middletown OH-KY-IN	26		\$16.27	\$19.23	\$20.51		20		\$36,300	\$41,400	\$45,000	
Cleveland-Elyria- Mentor OH	17		\$15.63	\$20.00	\$21.30		11					
Columbus OH	19		\$15.38	\$19.23	\$20.19		17		\$33,300	\$40,000	\$44,400	
Dayton OH	17		\$16.99	\$18.96	\$22.31		16		\$33,500	\$36,500	\$45,000	
Los Angeles-Long Beach- Santa Ana CA	36	\$11.38	\$18.65	\$21.75	\$24.41	\$31.97	31	\$27,100	\$40,000	\$46,700	\$51,000	\$69,400
Miami-Fort Lauderdale- Pompano Beach FL	15		\$16.83	\$23.08	\$25.48		14					
Milwaukee-Waukesha- West Allis WI	21		\$17.11	\$19.23	\$21.88		17		\$36,400	\$40,000	\$45,000	
Minneapolis-St. Paul- Bloomington MN-WI	29		\$16.11	\$19.11	\$21.70		20		\$34,400	\$39,000	\$50,400	
New York- Northern New Jersey- Long Island NY-NJ-PA	24		\$18.23	\$21.84	\$29.87		18		\$39,000	\$47,700	\$59,300	
Philadelphia-Camden- Wilmington PA-NJ-DE-MD	19		\$20.19	\$21.60	\$23.27		15		\$41,000	\$46,000	\$50,000	

Note: Results not shown if fewer than 15 valid values; 10th and 90th percentiles not shown if fewer than 30 valid values.

## 5. Compensation by Position

### Notes

Tables in this section report compensation by position.

Respondents were asked to match their job to one of 59 core position descriptions developed by the Academy, regardless of whether the position title was similar to their own. 93% of responding practitioners selected one of the core positions; thus these data can be thought of as representing the vast majority of dietetics practice.

Sufficient responses were received to report at least minimal compensation data for 49 of the 59 listed positions. The brief description for each position is reproduced at the top of its table. A number of Clinical Dietitian, Specialist positions have been aggregated as Clinical Dietitian, Specialist – Other. Similarly, a number of Outpatient Dietitian, Specialist positions have been aggregated as Outpatient Dietitian, Specialist – Other.

For each position, results are broken out by a number of factors to demonstrate the relative effects on compensation: years in field, years in position, education, credentials held, employment sector, and responsibilities.

Note that all factors are based on respondent self-reports and are thus subject to some variation in how terms were understood.

Two measures are reported: *hourly wage* and *total cash compensation*.

In accordance with Bureau of Labor Statistics practice, hourly wage may be converted to an annualized salary by multiplying the wage by 40 hours per week and 52 weeks per year.

Total cash compensation is reported only for practitioners employed or self-employed in the position full time for at least one year, and includes sources of compensation beyond salary/wages, such as bonuses, commissions, on-call pay, etc. Total cash compensation provides a more accurate picture of compensation than wages alone for positions where a significant fraction of compensation does not come from salary (e.g., consultants, salespeople, executives).

In addition to the number answering, three percentile values are reported for each measure: 25% of practitioners earn less than the 25th percentile, 50% earn less than the 50th percentile, and so on. Percentiles are suppressed if there are fewer than 15 valid responses.

The first row of each table shows total 2013 results for that position. It is followed by that same data from the 2011 survey, and the resulting percentage change over two years (where calculable). Note, the lower the tabulation bases, the greater the statistical variability. That is, the results for positions with fewer answering practitioners would be subject to greater influence by very high or very low reports.

# Exhibit 5.1

## Compensation: Dietetic Technician, Clinical

Conducts nutrition screening and routine assessments. Coordinates menu selections with diet order. Develops and implements nutrition care plans for assigned patients. Provides individualized or group nutrition education. Monitors quality and accuracy of food served to patients.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles 25th	- - percentiles 50th	- - percentiles 75th	# answering	- - percentiles 25th	- - percentiles 50th	- - percentiles 75th
TOTAL - 2013	326	\$15.87	\$19.23	\$21.63	253	\$33,400	\$40,000	\$45,100
TOTAL - 2011	341	\$16.45	\$18.46	\$21.63	275	\$34,000	\$38,400	\$45,800
% change		-3.5%	4.2%	0.0%		-1.8%	4.2%	-1.5%
Years in Field								
20+ years	169	\$18.27	\$20.00	\$22.12	135	\$38,000	\$42,000	\$49,000
10 - 19 years	78	\$15.89	\$19.23	\$21.41	66	\$31,900	\$38,000	\$43,700
5 - 9 years	19	\$15.00	\$17.62	\$21.63	15	\$33,000	\$39,000	\$49,900
1 - 4 years	50	\$12.50	\$15.00	\$18.01	31	\$26,000	\$31,200	\$34,600
< 1 year	4				1			
NET: < 5 years	54	\$13.12	\$15.00	\$18.01	32	\$26,500	\$30,600	\$34,500
Years in Position								
10+ years	195	\$17.44	\$19.71	\$21.91	161	\$36,000	\$41,000	\$48,000
5 - 9 years	49	\$15.38	\$19.23	\$22.36	42	\$32,600	\$39,500	\$45,000
< 5 years	80	\$13.78	\$15.87	\$19.23	50	\$28,900	\$33,000	\$37,900
Education (Highest Degree)								
doctoral degree								
master's degree	11				9			
bachelor's degree	106	\$15.38	\$19.23	\$21.63	72	\$32,000	\$37,700	\$45,000
associate's degree	209	\$15.94	\$19.23	\$21.60	172	\$34,000	\$40,000	\$45,000
Credentials Held								
RD	6				2			
DTR	318	\$15.87	\$19.23	\$21.61	251	\$33,300	\$40,000	\$45,100
state license/certification	17	\$15.48	\$18.75	\$19.71	15	\$34,400	\$40,000	\$42,000
specialty certification(s)	17	\$17.20	\$19.18	\$22.59	15	\$32,200	\$39,000	\$48,000
Employment Sector								
self-employed	2							
for-profit	98	\$14.93	\$19.07	\$21.22	63	\$31,000	\$39,000	\$45,000
non-profit (other than government)	165	\$15.95	\$19.23	\$21.15	135	\$33,900	\$40,000	\$45,000
government	39	\$18.27	\$21.15	\$23.56	38	\$38,000	\$44,500	\$49,200
Responsibilities								
director, manager or higher	25	\$19.00	\$20.67	\$25.96	21	\$39,300	\$44,900	\$54,800
supervisor, coordinator, staff	296	\$15.64	\$19.23	\$21.38	228	\$33,000	\$39,500	\$45,000
supervise 1+ employees	101	\$16.83	\$19.23	\$22.12	82	\$35,000	\$40,000	\$49,900
supervise none	225	\$15.38	\$19.23	\$21.35	171	\$32,000	\$39,000	\$45,000
have budget responsibility	28	\$16.51	\$19.23	\$23.08	24	\$34,800	\$41,000	\$50,000
no budget responsibility	295	\$15.75	\$19.23	\$21.60	226	\$33,000	\$39,800	\$45,000
most patients/clients high risk	40	\$17.08	\$19.23	\$23.08	29	\$35,200	\$40,500	\$50,700
most patients/clients < high risk	280	\$15.69	\$19.23	\$21.43	218	\$33,000	\$39,900	\$45,000
do not work with patients/clients	4				4			

Note: Results not shown if fewer than 15 valid values.



## Exhibit 5.2

### Compensation: Clinical Dietitian

Performs comprehensive nutrition assessments. Develops and implements nutrition care plans. Provides medical nutrition therapy and nutrition education. May coordinate and supervise activities of DTRs and students.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	967	\$22.12	\$25.96	\$30.29	671	\$45,400	\$53,400	\$62,000
TOTAL - 2011	952	\$21.15	\$24.55	\$28.85	668	\$43,000	\$50,900	\$60,000
% change		4.6%	5.7%	5.0%		5.6%	4.9%	3.3%
Years in Field								
20+ years	328	\$25.69	\$28.85	\$32.99	226	\$54,000	\$60,200	\$70,000
10 - 19 years	227	\$24.37	\$27.43	\$32.69	144	\$49,900	\$56,800	\$66,300
5 - 9 years	166	\$21.63	\$24.20	\$28.13	117	\$44,300	\$50,000	\$56,500
1 - 4 years	230	\$19.99	\$21.63	\$24.04	177	\$41,800	\$45,000	\$49,700
< 1 year	6							
NET: < 5 years	236	\$19.96	\$21.63	\$24.04	177	\$41,800	\$45,000	\$49,700
Years in Position								
10+ years	348	\$25.24	\$28.85	\$33.12	251	\$53,000	\$60,000	\$70,000
5 - 9 years	198	\$22.60	\$25.96	\$29.81	141	\$47,000	\$54,000	\$62,000
< 5 years	417	\$20.55	\$23.21	\$27.57	279	\$42,000	\$47,000	\$54,100
Education (Highest Degree)								
doctoral degree	9				6			
master's degree	380	\$22.46	\$26.26	\$30.23	271	\$46,500	\$55,000	\$62,400
bachelor's degree	574	\$22.00	\$25.48	\$30.24	391	\$45,000	\$52,000	\$61,200
associate's degree	3				2			
Credentials Held								
RD	956	\$22.24	\$25.96	\$30.34	664	\$45,400	\$53,500	\$62,000
DTR	5				2			
state license/certification	471	\$22.27	\$25.64	\$29.71	322	\$45,700	\$53,100	\$61,800
specialty certification(s)	149	\$24.63	\$28.19	\$32.97	112	\$50,500	\$59,300	\$68,800
Employment Sector								
self-employed	19	\$23.21	\$31.65	\$40.38	7			
for-profit	315	\$22.12	\$25.64	\$29.81	207	\$45,000	\$52,000	\$60,000
non-profit (other than government)	499	\$22.12	\$25.74	\$29.81	346	\$45,300	\$53,000	\$61,800
government	74	\$22.79	\$27.81	\$31.85	67	\$47,000	\$57,000	\$66,500
Responsibilities								
director, manager or higher	108	\$23.20	\$27.38	\$32.90	93	\$47,800	\$58,000	\$69,300
supervisor, coordinator, staff	848	\$22.12	\$25.64	\$29.92	570	\$45,200	\$52,800	\$61,000
supervise 1+ employees	288	\$24.19	\$27.88	\$32.69	223	\$50,000	\$57,300	\$67,000
supervise none	677	\$21.63	\$25.00	\$29.32	446	\$45,000	\$50,600	\$60,500
have budget responsibility	69	\$23.08	\$28.80	\$34.71	62	\$49,500	\$60,000	\$70,500
no budget responsibility	888	\$22.12	\$25.64	\$29.99	601	\$45,000	\$52,900	\$61,000
most patients/clients high risk	311	\$22.12	\$26.20	\$30.77	218	\$45,000	\$53,700	\$62,100
most patients/clients < high risk	650	\$22.12	\$25.73	\$30.05	449	\$45,500	\$53,000	\$62,000
do not work with patients/clients	2				1			

Note: Results not shown if fewer than 15 valid values.

### Exhibit 5.3

#### Compensation: Clinical Dietitian, Specialist – Bariatrics

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles 25th	- - percentiles 50th	- - percentiles 75th	# answering	- - percentiles 25th	- - percentiles 50th	- - percentiles 75th
TOTAL - 2013	51	\$22.33	\$26.92	\$30.53	31	\$43,500	\$50,000	\$60,000
TOTAL - 2011	43	\$25.00	\$28.52	\$35.90	27	\$53,200	\$59,300	\$74,000
% change		-10.7%	-5.6%	-15.0%		-18.2%	-15.7%	-18.9%
Years in Field								
20+ years	13				6			
10 - 19 years	10				4			
5 - 9 years	13				10			
1 - 4 years	15	\$20.67	\$22.44	\$24.05	11			
< 1 year								
NET: < 5 years	15	\$20.67	\$22.44	\$24.05	11			
Years in Position								
10+ years	7				3			
5 - 9 years	15	\$22.08	\$28.85	\$31.82	9			
< 5 years	29	\$21.37	\$24.04	\$28.02	19	\$43,000	\$48,800	\$53,000
Education (Highest Degree)								
doctoral degree								
master's degree	25	\$22.26	\$26.92	\$30.87	15	\$43,500	\$50,000	\$61,000
bachelor's degree	26	\$22.01	\$26.48	\$29.79	16	\$43,200	\$51,500	\$60,000
associate's degree								
Credentials Held								
RD	51	\$22.33	\$26.92	\$30.53	31	\$43,500	\$50,000	\$60,000
DTR								
state license/certification	20	\$19.76	\$26.92	\$29.30	14			
specialty certification(s)	4				2			
Employment Sector								
self-employed	2							
for-profit	25	\$21.69	\$26.92	\$30.87	15	\$43,000	\$50,000	\$60,000
non-profit (other than government)	20	\$22.60	\$27.05	\$28.85	12			
government								
Responsibilities								
director, manager or higher	5				3			
supervisor, coordinator, staff	46	\$22.41	\$26.92	\$29.80	28	\$44,400	\$51,500	\$60,000
supervise 1+ employees	10				6			
supervise none	41	\$21.80	\$26.04	\$29.30	25	\$43,400	\$50,000	\$60,000
have budget responsibility	2				2			
no budget responsibility	49	\$22.20	\$26.92	\$30.27	29	\$43,400	\$50,000	\$60,000
most patients/clients high risk	15	\$23.08	\$28.85	\$31.20	9			
most patients/clients < high risk	35	\$21.53	\$26.04	\$29.33	22	\$43,200	\$53,000	\$60,300
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.4

## Compensation: Clinical Dietitian, Specialist – Diabetes

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	140	\$26.18	\$29.01	\$35.53	80	\$55,000	\$62,300	\$72,800
TOTAL - 2011	115	\$24.04	\$28.72	\$33.00	75	\$52,300	\$58,200	\$68,000
% change		8.9%	1.0%	7.7%		5.2%	7.0%	7.1%
Years in Field								
20+ years	81	\$26.46	\$30.77	\$36.30	43	\$56,000	\$65,000	\$75,300
10 - 19 years	35	\$25.48	\$28.85	\$36.06	19	\$53,000	\$58,200	\$70,700
5 - 9 years	14				12			
1 - 4 years	7				6			
< 1 year								
NET: < 5 years	7				6			
Years in Position								
10+ years	65	\$26.44	\$31.00	\$36.06	38	\$56,000	\$63,800	\$73,300
5 - 9 years	30	\$24.04	\$27.75	\$34.21	14			
< 5 years	44	\$24.24	\$28.53	\$35.03	28	\$55,000	\$59,000	\$75,000
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	56	\$25.36	\$28.53	\$36.30	32	\$55,000	\$63,800	\$75,500
bachelor's degree	83	\$26.15	\$29.49	\$35.10	47	\$55,000	\$60,000	\$70,000
associate's degree								
Credentials Held								
RD	139	\$26.26	\$29.12	\$35.58	79	\$55,000	\$62,500	\$73,000
DTR								
state license/certification	54	\$26.40	\$28.85	\$33.55	33	\$56,800	\$62,000	\$70,000
specialty certification(s)	117	\$26.44	\$30.05	\$36.06	68	\$56,000	\$63,400	\$74,800
Employment Sector								
self-employed	10				1			
for-profit	39	\$24.04	\$28.85	\$34.07	25	\$54,000	\$62,000	\$71,800
non-profit (other than government)	74	\$26.23	\$28.85	\$34.25	42	\$56,000	\$62,800	\$74,300
government	10				7			
Responsibilities								
director, manager or higher	18	\$24.76	\$37.26	\$42.30	9			
supervisor, coordinator, staff	121	\$26.20	\$28.85	\$34.02	71	\$55,000	\$62,000	\$71,000
supervise 1+ employees	35	\$26.26	\$28.89	\$36.06	23	\$55,000	\$60,000	\$75,000
supervise none	104	\$26.04	\$29.17	\$35.31	56	\$55,000	\$62,800	\$72,000
have budget responsibility	16	\$25.00	\$34.56	\$38.46	11			
no budget responsibility	122	\$26.11	\$28.85	\$34.00	67	\$55,200	\$62,000	\$70,700
most patients/clients high risk	27	\$25.48	\$27.88	\$37.18	17	\$55,000	\$60,100	\$76,300
most patients/clients < high risk	113	\$26.35	\$29.49	\$35.24	63	\$55,200	\$62,700	\$71,900
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.5

## Compensation: Clinical Dietitian, Specialist – Eating Disorders

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	36	\$22.54	\$25.36	\$38.22	26	\$48,600	\$54,100	\$75,000
TOTAL - 2011	27	\$22.60	\$25.48	\$38.46	18	\$47,300	\$52,500	\$63,900
% change		-0.3%	-0.5%	-0.6%		2.7%	3.0%	17.4%
Years in Field								
20+ years	9				5			
10 - 19 years	6				5			
5 - 9 years	9				7			
1 - 4 years	12				9			
< 1 year								
NET: < 5 years	12				9			
Years in Position								
10+ years	7				5			
5 - 9 years	9				8			
< 5 years	19	\$23.08	\$25.48	\$34.62	13			
Education (Highest Degree)								
doctoral degree								
master's degree	20	\$24.04	\$28.73	\$39.86	13			
bachelor's degree	16	\$21.72	\$23.80	\$29.52	13			
associate's degree								
Credentials Held								
RD	34	\$23.37	\$25.48	\$38.70	24	\$50,100	\$55,500	\$77,000
DTR	1				1			
state license/certification	14				8			
specialty certification(s)	5				4			
Employment Sector								
self-employed	8				5			
for-profit	18	\$22.27	\$25.12	\$38.84	14			
non-profit (other than government)	9				7			
government								
Responsibilities								
director, manager or higher	10				7			
supervisor, coordinator, staff	26	\$22.90	\$25.00	\$35.21	19	\$48,000	\$51,500	\$61,000
supervise 1+ employees	14				12			
supervise none	20	\$22.09	\$24.04	\$35.68	13			
have budget responsibility	8				6			
no budget responsibility	27	\$23.46	\$25.48	\$39.42	19	\$48,800	\$53,100	\$71,000
most patients/clients high risk	17	\$23.80	\$25.24	\$37.02	12			
most patients/clients < high risk	19	\$21.63	\$25.48	\$38.46	14			
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.6

## Compensation: Clinical Dietitian, Specialist – Oncology

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	55	\$22.60	\$28.26	\$31.73	40	\$47,400	\$58,900	\$68,500
TOTAL - 2011	63	\$24.10	\$28.85	\$31.25	48	\$48,500	\$56,900	\$63,500
% change		-6.2%	-2.0%	1.5%		-2.3%	3.5%	7.9%
Years in Field								
20+ years	18	\$26.24	\$30.25	\$35.07	12			
10 - 19 years	10				8			
5 - 9 years	17	\$22.84	\$28.85	\$31.61	12			
1 - 4 years	8				7			
< 1 year	1							
NET: < 5 years	9				7			
Years in Position								
10+ years	18	\$27.32	\$30.25	\$34.61	14			
5 - 9 years	13				10			
< 5 years	24	\$20.19	\$23.09	\$28.52	16	\$42,100	\$46,000	\$55,400
Education (Highest Degree)								
doctoral degree								
master's degree	25	\$22.12	\$28.26	\$30.02	19	\$47,000	\$57,200	\$67,000
bachelor's degree	30	\$22.72	\$28.13	\$33.99	21	\$47,600	\$60,000	\$69,800
associate's degree								
Credentials Held								
RD	55	\$22.60	\$28.26	\$31.73	40	\$47,400	\$58,900	\$68,500
DTR								
state license/certification	26	\$20.58	\$28.13	\$30.65	18	\$51,000	\$58,500	\$70,700
specialty certification(s)	30	\$24.57	\$28.85	\$34.15	23	\$57,200	\$63,000	\$69,000
Employment Sector								
self-employed	1				1			
for-profit	16	\$22.72	\$27.40	\$30.65	12			
non-profit (other than government)	37	\$22.61	\$28.57	\$32.45	26	\$45,000	\$59,400	\$69,400
government								
Responsibilities								
director, manager or higher	3				3			
supervisor, coordinator, staff	51	\$22.60	\$28.26	\$31.73	37	\$47,600	\$58,800	\$67,000
supervise 1+ employees	11				11			
supervise none	44	\$21.87	\$26.68	\$30.18	29	\$47,100	\$56,000	\$63,100
have budget responsibility								
no budget responsibility	55	\$22.60	\$28.26	\$31.73	40	\$47,400	\$58,900	\$68,500
most patients/clients high risk	38	\$22.36	\$27.65	\$33.99	27	\$47,000	\$59,000	\$69,000
most patients/clients < high risk	17	\$22.15	\$28.26	\$31.01	13			
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.7

## Compensation: Clinical Dietitian, Specialist – Psychiatric

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles 25th	50th	- - 75th	# answering	- - percentiles 25th	50th	- - 75th
TOTAL - 2013	37	\$22.60	\$25.48	\$29.93	28	\$49,900	\$53,000	\$59,800
TOTAL - 2011	23	\$21.63	\$25.13	\$31.25	19	\$43,500	\$50,000	\$62,000
% change		4.5%	1.4%	-4.2%		14.7%	6.0%	-3.5%
Years in Field								
20+ years	12				8			
10 - 19 years	15	\$25.00	\$26.78	\$32.07	11			
5 - 9 years	2				1			
1 - 4 years	7				7			
< 1 year								
NET: < 5 years	7				7			
Years in Position								
10+ years	11				10			
5 - 9 years	8				5			
< 5 years	17	\$22.60	\$25.00	\$30.46	13			
Education (Highest Degree)								
doctoral degree					12			
master's degree	13							
bachelor's degree	24	\$22.20	\$25.24	\$29.99	16	\$44,000	\$52,000	\$55,700
associate's degree								
Credentials Held								
RD	37	\$22.60	\$25.48	\$29.93	28	\$49,900	\$53,000	\$59,800
DTR								
state license/certification	14				11			
specialty certification(s)	2				2			
Employment Sector								
self-employed	1				1			
for-profit	7				4			
non-profit (other than government)	7				4			
government	21	\$23.31	\$25.48	\$28.31	18	\$50,800	\$54,000	\$58,600
Responsibilities								
director, manager or higher	4				4			
supervisor, coordinator, staff	33	\$22.60	\$25.48	\$29.93	24	\$49,900	\$53,000	\$59,800
supervise 1+ employees	15	\$24.04	\$26.67	\$33.51	13			
supervise none	22	\$21.80	\$25.24	\$28.88	15	\$47,000	\$52,000	\$55,700
have budget responsibility	3				3			
no budget responsibility	34	\$22.56	\$25.48	\$29.87	25	\$48,500	\$53,000	\$59,700
most patients/clients high risk	1				1			
most patients/clients < high risk	36	\$22.60	\$25.48	\$29.50	27	\$49,900	\$53,000	\$59,400
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.8

## Compensation: Clinical Dietitian, Specialist – Renal

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	201	\$25.00	\$28.21	\$31.49	149	\$52,000	\$60,000	\$67,900
TOTAL - 2011	215	\$24.62	\$27.53	\$30.77	150	\$50,000	\$57,300	\$66,000
% change		1.5%	2.5%	2.3%		4.0%	4.7%	2.9%
Years in Field								
20+ years	97	\$26.74	\$29.00	\$33.17	75	\$57,500	\$62,500	\$69,200
10 - 19 years	56	\$25.64	\$28.46	\$31.85	41	\$53,000	\$62,500	\$70,500
5 - 9 years	31	\$23.08	\$25.00	\$28.37	21	\$47,600	\$52,000	\$58,900
1 - 4 years	15	\$20.19	\$23.56	\$25.00	11			
< 1 year								
NET: < 5 years	15	\$20.19	\$23.56	\$25.00	11			
Years in Position								
10+ years	83	\$26.44	\$29.07	\$32.09	66	\$57,900	\$62,800	\$69,400
5 - 9 years	54	\$24.82	\$26.92	\$30.04	43	\$52,000	\$58,000	\$65,000
< 5 years	64	\$24.01	\$26.45	\$31.85	40	\$48,700	\$53,500	\$67,700
Education (Highest Degree)								
doctoral degree								
master's degree	79	\$25.96	\$28.40	\$31.25	55	\$56,500	\$62,000	\$69,000
bachelor's degree	122	\$24.22	\$28.04	\$32.06	94	\$51,100	\$58,300	\$66,900
associate's degree								
Credentials Held								
RD	200	\$25.00	\$28.17	\$31.61	148	\$52,000	\$60,000	\$67,700
DTR								
state license/certification	88	\$25.00	\$28.06	\$31.97	62	\$52,000	\$59,000	\$68,700
specialty certification(s)	41	\$26.16	\$29.09	\$33.65	37	\$57,200	\$62,500	\$71,000
Employment Sector								
self-employed	1							
for-profit	143	\$25.00	\$28.00	\$30.77	103	\$52,000	\$59,000	\$65,000
non-profit (other than government)	36	\$25.13	\$28.30	\$33.63	30	\$51,100	\$60,200	\$70,600
government	7				7			
Responsibilities								
director, manager or higher	13				8			
supervisor, coordinator, staff	186	\$25.00	\$28.04	\$31.25	140	\$52,000	\$59,700	\$67,400
supervise 1+ employees	33	\$25.06	\$29.07	\$33.65	28	\$54,300	\$63,500	\$69,900
supervise none	168	\$25.00	\$28.04	\$31.13	121	\$51,400	\$60,000	\$66,900
have budget responsibility	6				6			
no budget responsibility	195	\$25.00	\$28.13	\$31.25	143	\$52,000	\$60,000	\$67,700
most patients/clients high risk	96	\$25.00	\$27.88	\$31.19	72	\$52,000	\$59,000	\$65,000
most patients/clients < high risk	105	\$25.04	\$28.85	\$32.07	77	\$51,700	\$62,000	\$68,700
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.9

## Compensation: Clinical Dietitian, Specialist – Other

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty). Specialties aggregated here include Cardiac, Developmental disorders, HIV/AIDS, Substance abuse, Surgery, and Transplant.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles 25th	50th	- - 75th	# answering	- - percentiles 25th	50th	- - 75th
TOTAL - 2013	92	\$24.23	\$27.40	\$32.01	72	\$50,100	\$57,500	\$65,500
TOTAL - 2011	110	\$21.93	\$25.48	\$31.25	87	\$46,500	\$53,000	\$62,000
% change		10.5%	7.5%	2.4%		7.7%	8.5%	5.6%
Years in Field								
20+ years	39	\$27.00	\$29.41	\$36.06	29	\$56,000	\$61,000	\$78,200
10 - 19 years	27	\$24.14	\$26.74	\$30.00	17	\$51,500	\$56,000	\$65,000
5 - 9 years	18	\$22.83	\$26.68	\$29.32	18	\$47,600	\$54,600	\$67,300
1 - 4 years	8				8			
< 1 year								
NET: < 5 years	8				8			
Years in Position								
10+ years	41	\$25.96	\$29.33	\$34.41	28	\$57,300	\$61,400	\$78,500
5 - 9 years	19	\$24.14	\$26.74	\$32.17	17	\$51,400	\$56,500	\$78,300
< 5 years	32	\$21.70	\$25.80	\$29.26	27	\$45,000	\$51,000	\$58,700
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	40	\$23.08	\$26.80	\$35.09	31	\$46,400	\$55,000	\$68,100
bachelor's degree	50	\$25.00	\$27.40	\$31.71	39	\$52,000	\$58,700	\$65,600
associate's degree	1				1			
Credentials Held								
RD	90	\$24.12	\$27.29	\$32.18	70	\$49,800	\$56,800	\$66,000
DTR	2				2			
state license/certification	44	\$23.42	\$26.59	\$31.12	33	\$47,200	\$54,000	\$63,700
specialty certification(s)	27	\$25.64	\$30.00	\$33.65	24	\$56,600	\$61,300	\$75,600
Employment Sector								
self-employed	4							
for-profit	21	\$21.94	\$27.18	\$30.21	17	\$43,200	\$56,500	\$65,800
non-profit (other than government)	47	\$24.52	\$26.92	\$30.25	37	\$50,600	\$56,000	\$63,900
government	20	\$23.40	\$29.73	\$35.97	18	\$46,800	\$61,800	\$69,600
Responsibilities								
director, manager or higher	7				5			
supervisor, coordinator, staff	83	\$24.52	\$27.18	\$31.54	65	\$49,600	\$56,500	\$65,300
supervise 1+ employees	26	\$25.06	\$29.09	\$35.80	23	\$52,500	\$61,000	\$77,500
supervise none	66	\$23.51	\$26.96	\$30.37	49	\$48,800	\$56,000	\$63,900
have budget responsibility	5				4			
no budget responsibility	87	\$24.52	\$27.40	\$31.25	68	\$50,100	\$56,800	\$65,000
most patients/clients high risk	35	\$25.00	\$29.41	\$33.65	29	\$50,500	\$61,200	\$68,500
most patients/clients < high risk	57	\$23.46	\$26.92	\$29.60	43	\$49,000	\$55,000	\$61,700
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.



# Exhibit 5.10

## Compensation: Pediatric/Neonatal Dietitian

Performs nutrition assessments and consults for pediatric patients. Develops, implements, and monitors effectiveness of age-appropriate nutrition care plans. Provides nutrition counseling and education.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	161	\$23.04	\$26.44	\$32.00	124	\$47,900	\$55,300	\$66,000
TOTAL - 2011	164	\$22.87	\$25.54	\$30.59	124	\$46,700	\$52,000	\$62,900
% change		0.7%	3.5%	4.6%		2.6%	6.3%	4.9%
Years in Field								
20+ years	36	\$28.12	\$32.30	\$35.46	30	\$59,100	\$67,300	\$73,600
10 - 19 years	55	\$25.00	\$28.14	\$34.00	35	\$52,000	\$58,800	\$72,800
5 - 9 years	31	\$22.50	\$25.48	\$29.33	27	\$47,500	\$54,000	\$63,000
1 - 4 years	39	\$20.67	\$22.84	\$24.04	32	\$42,900	\$47,500	\$50,900
< 1 year								
NET: < 5 years	39	\$20.67	\$22.84	\$24.04	32	\$42,900	\$47,500	\$50,900
Years in Position								
10+ years	47	\$27.14	\$31.73	\$35.10	37	\$57,500	\$66,500	\$73,000
5 - 9 years	47	\$25.00	\$28.14	\$33.65	36	\$52,000	\$57,900	\$64,800
< 5 years	66	\$21.26	\$23.04	\$25.57	51	\$43,000	\$49,000	\$53,000
Education (Highest Degree)								
doctoral degree	2				2			
master's degree	74	\$23.49	\$25.91	\$31.63	59	\$50,700	\$56,400	\$66,000
bachelor's degree	85	\$22.52	\$26.92	\$32.45	63	\$45,000	\$55,000	\$66,500
associate's degree								
Credentials Held								
RD	161	\$23.04	\$26.44	\$32.00	124	\$47,900	\$55,300	\$66,000
DTR								
state license/certification	73	\$23.80	\$26.92	\$31.62	53	\$49,200	\$56,000	\$66,300
specialty certification(s)	70	\$24.48	\$29.05	\$34.22	56	\$51,700	\$60,400	\$72,400
Employment Sector								
self-employed	4				3			
for-profit	33	\$23.32	\$27.40	\$32.16	24	\$49,300	\$56,500	\$65,900
non-profit (other than government)	112	\$23.02	\$26.11	\$31.70	88	\$47,900	\$55,000	\$68,800
government	6				4			
Responsibilities								
director, manager or higher	6				4			
supervisor, coordinator, staff	150	\$23.08	\$26.44	\$32.00	118	\$47,800	\$55,000	\$66,100
supervise 1+ employees	33	\$25.01	\$32.69	\$36.13	28	\$52,000	\$65,800	\$74,700
supervise none	128	\$22.89	\$25.91	\$29.95	96	\$47,800	\$54,200	\$62,400
have budget responsibility	9				8			
no budget responsibility	152	\$23.02	\$26.33	\$31.70	116	\$48,300	\$55,000	\$66,000
most patients/clients high risk	99	\$24.04	\$27.88	\$33.65	78	\$50,900	\$59,500	\$70,100
most patients/clients < high risk	62	\$22.54	\$25.00	\$29.25	46	\$43,900	\$51,200	\$60,200
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.11

## Compensation: Nutrition Support Dietitian

Obtains and interprets nutrition assessment data to triage critically ill patients. Develops and implements individualized nutrition support care plans. Monitors nutritional status of patients receiving nutrition support.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th percentile	50th percentile	75th percentile	# answering	25th percentile	50th percentile	75th percentile
TOTAL - 2013	168	\$24.04	\$27.88	\$32.14	146	\$50,300	\$58,500	\$68,600
TOTAL - 2011	167	\$24.18	\$27.40	\$32.31	134	\$50,400	\$57,000	\$68,500
% change		-0.6%	1.8%	-0.5%		-0.2%	2.6%	0.1%
Years in Field								
20+ years	57	\$28.22	\$31.25	\$33.65	48	\$58,600	\$65,900	\$74,800
10 - 19 years	50	\$25.80	\$28.37	\$33.08	42	\$53,000	\$58,600	\$68,500
5 - 9 years	38	\$22.00	\$23.95	\$27.62	37	\$47,000	\$50,800	\$59,200
1 - 4 years	17	\$21.42	\$23.08	\$24.27	15	\$46,000	\$48,000	\$58,000
< 1 year	1							
NET: < 5 years	18	\$21.19	\$22.96	\$24.15	15	\$46,000	\$48,000	\$58,000
Years in Position								
10+ years	78	\$27.14	\$30.86	\$33.65	65	\$55,100	\$64,000	\$70,200
5 - 9 years	42	\$23.13	\$26.04	\$31.07	40	\$48,000	\$54,200	\$64,900
< 5 years	47	\$21.87	\$24.04	\$28.37	41	\$46,800	\$55,000	\$63,000
Education (Highest Degree)								
doctoral degree	3				3			
master's degree	73	\$25.45	\$29.81	\$33.65	62	\$52,800	\$64,300	\$70,200
bachelor's degree	92	\$23.81	\$26.95	\$31.05	81	\$50,000	\$56,000	\$64,300
associate's degree								
Credentials Held								
RD	166	\$24.04	\$27.94	\$32.28	145	\$50,500	\$58,600	\$68,700
DTR	2				1			
state license/certification	68	\$23.33	\$26.52	\$31.19	57	\$49,100	\$55,000	\$65,000
specialty certification(s)	116	\$25.08	\$28.32	\$32.92	103	\$51,000	\$58,800	\$68,700
Employment Sector								
self-employed	1							
for-profit	48	\$23.08	\$25.24	\$31.01	41	\$48,000	\$55,000	\$65,000
non-profit (other than government)	96	\$24.75	\$28.83	\$32.29	83	\$51,000	\$59,000	\$68,000
government	14				13			
Responsibilities								
director, manager or higher	10				10			
supervisor, coordinator, staff	156	\$24.01	\$27.83	\$31.25	134	\$50,000	\$58,000	\$67,300
supervise 1+ employees	37	\$25.48	\$31.25	\$33.65	33	\$51,500	\$60,000	\$70,100
supervise none	130	\$23.96	\$27.40	\$31.25	112	\$50,000	\$57,000	\$67,400
have budget responsibility	6				5			
no budget responsibility	160	\$24.01	\$27.88	\$31.25	140	\$50,000	\$58,000	\$67,700
most patients/clients high risk	128	\$23.90	\$27.59	\$31.25	113	\$50,000	\$58,000	\$65,500
most patients/clients < high risk	38	\$24.04	\$30.25	\$33.65	32	\$52,500	\$63,400	\$75,800
do not work with patients/clients	1				1			

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.12

Compensation: Outpatient Dietitian, General

Assesses the nutritional health of outpatients. Develops and implements individualized care plans. Provides nutrition education to individuals and groups.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles - - 25th 50th 75th			# answering	- - percentiles - - 25th 50th 75th		
TOTAL - 2013	256	\$23.57	\$28.70	\$33.14	151	\$49,000	\$60,400	\$70,000
TOTAL - 2011	276	\$23.08	\$27.41	\$32.87	166	\$49,000	\$57,300	\$68,000
% change		2.1%	4.7%	0.8%		0.0%	5.4%	2.9%
Years in Field								
20+ years	92	\$26.92	\$31.43	\$36.38	54	\$56,200	\$66,100	\$74,200
10 - 19 years	70	\$24.80	\$28.85	\$33.69	33	\$58,100	\$66,000	\$80,200
5 - 9 years	46	\$21.63	\$27.16	\$30.81	32	\$43,500	\$57,500	\$65,900
1 - 4 years	42	\$20.92	\$23.20	\$27.18	29	\$43,000	\$48,000	\$56,400
< 1 year	4				1			
NET: < 5 years	46	\$20.67	\$23.04	\$26.95	30	\$42,800	\$48,000	\$56,300
Years in Position								
10+ years	85	\$27.08	\$31.73	\$37.27	46	\$58,000	\$68,700	\$79,100
5 - 9 years	57	\$23.32	\$28.37	\$31.87	37	\$46,600	\$61,300	\$69,300
< 5 years	114	\$22.60	\$26.13	\$30.17	68	\$47,000	\$55,600	\$64,100
Education (Highest Degree)								
doctoral degree								
master's degree	135	\$24.23	\$28.85	\$33.00	82	\$50,000	\$61,700	\$70,000
bachelor's degree	119	\$23.08	\$28.31	\$33.17	68	\$48,000	\$60,100	\$70,000
associate's degree	2				1			
Credentials Held								
RD	248	\$24.04	\$28.85	\$33.17	146	\$50,000	\$61,000	\$70,000
DTR	4				2			
state license/certification	106	\$23.56	\$28.25	\$32.00	68	\$49,300	\$59,100	\$68,500
specialty certification(s)	67	\$28.85	\$32.00	\$37.50	45	\$60,000	\$65,700	\$78,900
Employment Sector								
self-employed	14				3			
for-profit	58	\$22.90	\$27.22	\$30.59	34	\$42,400	\$55,100	\$64,400
non-profit (other than government)	111	\$23.08	\$27.24	\$32.69	58	\$49,000	\$59,100	\$70,000
government	65	\$27.74	\$31.25	\$34.49	52	\$58,000	\$65,600	\$73,500
Responsibilities								
director, manager or higher	29	\$24.04	\$32.05	\$40.87	16	\$49,800	\$73,000	\$85,000
supervisor, coordinator, staff	223	\$23.56	\$28.31	\$32.21	132	\$49,200	\$60,000	\$68,700
supervise 1+ employees	48	\$23.31	\$30.47	\$38.17	36	\$44,500	\$64,500	\$80,700
supervise none	208	\$23.57	\$28.34	\$32.21	115	\$50,000	\$60,000	\$68,300
have budget responsibility	23	\$23.56	\$30.57	\$38.46	16	\$46,400	\$60,700	\$74,000
no budget responsibility	233	\$23.77	\$28.50	\$32.76	135	\$50,000	\$60,200	\$70,000
most patients/clients high risk	32	\$23.67	\$26.79	\$33.65	19	\$49,000	\$55,000	\$80,500
most patients/clients < high risk	221	\$23.77	\$28.85	\$33.02	131	\$49,000	\$61,000	\$70,000
do not work with patients/clients	1				1			

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.13

Compensation: Outpatient Dietitian, Specialist – Diabetes

In addition to the duties described for the Outpatient Dietitian, provides medical nutrition therapy for outpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles	- - percentiles	- - percentiles	# answering	- - percentiles	- - percentiles	- - percentiles
		25th	50th	75th		25th	50th	75th
TOTAL - 2013	276	\$25.63	\$29.81	\$34.22	187	\$53,300	\$63,000	\$72,500
TOTAL - 2011	270	\$24.52	\$28.66	\$33.65	169	\$51,300	\$60,000	\$72,000
% change		4.5%	4.0%	1.7%		3.9%	5.0%	0.7%
Years in Field								
20+ years	143	\$27.88	\$31.25	\$35.23	97	\$60,000	\$65,000	\$75,000
10 - 19 years	71	\$25.64	\$29.81	\$34.62	49	\$53,500	\$64,900	\$75,700
5 - 9 years	38	\$23.53	\$28.43	\$32.10	23	\$48,000	\$58,200	\$63,000
1 - 4 years	24	\$20.36	\$22.58	\$26.59	18	\$41,900	\$45,600	\$52,300
< 1 year								
NET: < 5 years	24	\$20.36	\$22.58	\$26.59	18	\$41,900	\$45,600	\$52,300
Years in Position								
10+ years	113	\$27.43	\$31.25	\$35.26	79	\$60,000	\$66,900	\$75,000
5 - 9 years	76	\$25.64	\$29.80	\$33.91	48	\$51,300	\$62,000	\$70,300
< 5 years	85	\$23.90	\$28.85	\$32.57	60	\$48,000	\$58,800	\$66,100
Education (Highest Degree)								
doctoral degree	2				1			
master's degree	134	\$26.18	\$30.67	\$35.56	92	\$56,300	\$63,000	\$73,300
bachelor's degree	140	\$25.00	\$29.61	\$33.16	94	\$50,500	\$63,000	\$72,100
associate's degree								
Credentials Held								
RD	276	\$25.63	\$29.81	\$34.22	187	\$53,300	\$63,000	\$72,500
DTR								
state license/certification	140	\$25.36	\$29.67	\$33.65	97	\$52,200	\$62,000	\$70,400
specialty certification(s)	241	\$26.44	\$30.29	\$34.86	164	\$56,800	\$64,700	\$73,000
Employment Sector								
self-employed	4							
for-profit	75	\$26.30	\$30.19	\$35.40	54	\$55,700	\$65,000	\$72,800
non-profit (other than government)	166	\$25.00	\$29.57	\$33.69	107	\$50,700	\$61,100	\$71,000
government	22	\$28.61	\$33.84	\$36.60	19	\$60,000	\$67,000	\$76,000
Responsibilities								
director, manager or higher	19	\$27.76	\$35.58	\$40.24	14			
supervisor, coordinator, staff	256	\$25.59	\$29.73	\$33.75	173	\$52,700	\$62,000	\$71,100
supervise 1+ employees	68	\$25.59	\$31.49	\$36.06	53	\$52,800	\$66,000	\$76,500
supervise none	208	\$25.64	\$29.33	\$33.65	134	\$53,700	\$61,800	\$71,000
have budget responsibility	36	\$27.13	\$34.94	\$39.66	26	\$60,300	\$71,200	\$89,200
no budget responsibility	239	\$25.48	\$29.65	\$33.65	161	\$52,700	\$62,000	\$70,900
most patients/clients high risk	51	\$25.00	\$28.85	\$38.94	37	\$50,000	\$61,000	\$81,500
most patients/clients < high risk	224	\$25.69	\$29.81	\$33.75	149	\$54,400	\$63,000	\$70,900
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.14

Compensation: Outpatient Dietitian, Specialist – Oncology

In addition to the duties described for the Outpatient Dietitian, provides medical nutrition therapy for outpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles 25th	- - percentiles 50th	- - percentiles 75th	# answering	- - percentiles 25th	- - percentiles 50th	- - percentiles 75th
TOTAL - 2013	36	\$24.22	\$27.58	\$30.43	28	\$50,500	\$55,500	\$63,000
TOTAL - 2011	44	\$22.27	\$25.68	\$29.99	27	\$48,400	\$54,200	\$62,300
% change		8.8%	7.4%	1.5%		4.3%	2.4%	1.1%
Years in Field								
20+ years	9				4			
10 - 19 years	10				10			
5 - 9 years	8				7			
1 - 4 years	9				7			
< 1 year								
NET: < 5 years	9				7			
Years in Position								
10+ years	9				7			
5 - 9 years	10				7			
< 5 years	17	\$21.88	\$26.44	\$29.81	14			
Education (Highest Degree)								
doctoral degree								
master's degree	9				4			
bachelor's degree	27	\$22.12	\$25.96	\$28.85	24	\$50,500	\$55,000	\$60,000
associate's degree								
Credentials Held								
RD	36	\$24.22	\$27.58	\$30.43	28	\$50,500	\$55,500	\$63,000
DTR								
state license/certification	12				9			
specialty certification(s)	21	\$25.55	\$28.37	\$30.67	18	\$53,700	\$58,000	\$64,900
Employment Sector								
self-employed								
for-profit	18	\$21.15	\$25.24	\$28.84	15	\$44,600	\$52,000	\$61,000
non-profit (other than government)	16	\$26.25	\$28.85	\$30.72	12			
government								
Responsibilities								
director, manager or higher	3				3			
supervisor, coordinator, staff	33	\$24.40	\$27.69	\$30.29	25	\$52,000	\$56,000	\$62,400
supervise 1+ employees	7				7			
supervise none	29	\$24.52	\$27.69	\$30.38	21	\$49,000	\$56,000	\$62,400
have budget responsibility	2				2			
no budget responsibility	34	\$24.58	\$27.58	\$30.14	26	\$50,000	\$55,500	\$61,700
most patients/clients high risk	25	\$25.06	\$28.46	\$30.67	19	\$52,900	\$58,000	\$64,000
most patients/clients < high risk	11				9			
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.15

## Compensation: Outpatient Dietitian, Specialist – Pediatrics

In addition to the duties described for the Outpatient Dietitian, provides medical nutrition therapy for outpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles - - 25th 50th 75th			# answering	- - percentiles - - 25th 50th 75th		
TOTAL - 2013	74	\$23.08	\$28.49	\$32.86	47	\$47,800	\$54,000	\$65,000
TOTAL - 2011	65	\$22.60	\$27.88	\$32.84	40	\$47,700	\$57,600	\$68,500
% change		2.1%	2.2%	0.1%		0.2%	-6.3%	-5.1%
Years in Field								
20+ years	23	\$25.96	\$30.93	\$36.06	17	\$52,000	\$65,000	\$76,500
10 - 19 years	27	\$24.45	\$28.97	\$36.54	13			
5 - 9 years	11				8			
1 - 4 years	13				9			
< 1 year								
NET: < 5 years	13				9			
Years in Position								
10+ years	33	\$24.24	\$30.93	\$36.30	17	\$46,500	\$62,100	\$75,000
5 - 9 years	16	\$25.00	\$28.84	\$33.00	12			
< 5 years	25	\$21.59	\$24.09	\$28.73	18	\$45,000	\$49,300	\$60,300
Education (Highest Degree)								
doctoral degree	2				2			
master's degree	47	\$24.04	\$28.37	\$31.94	33	\$48,000	\$55,000	\$63,700
bachelor's degree	25	\$21.59	\$25.00	\$34.81	12			
associate's degree								
Credentials Held								
RD	74	\$23.08	\$28.49	\$32.86	47	\$47,800	\$54,000	\$65,000
DTR								
state license/certification	44	\$23.32	\$27.61	\$32.74	29	\$48,000	\$55,000	\$67,600
specialty certification(s)	27	\$26.44	\$30.93	\$36.06	16	\$53,100	\$61,500	\$68,000
Employment Sector								
self-employed	2							
for-profit	12				6			
non-profit (other than government)	48	\$24.04	\$28.91	\$33.52	31	\$47,800	\$55,000	\$65,000
government	10				8			
Responsibilities								
director, manager or higher	2							
supervisor, coordinator, staff	70	\$23.08	\$27.61	\$32.86	45	\$46,900	\$54,000	\$65,000
supervise 1+ employees	10				5			
supervise none	64	\$24.04	\$28.49	\$32.02	42	\$48,000	\$54,500	\$63,100
have budget responsibility	2				1			
no budget responsibility	72	\$23.08	\$28.19	\$32.74	46	\$47,400	\$54,000	\$63,100
most patients/clients high risk	39	\$23.08	\$30.29	\$36.06	22	\$48,000	\$57,500	\$75,800
most patients/clients < high risk	34	\$23.80	\$26.44	\$30.48	24	\$45,000	\$54,500	\$62,000
do not work with patients/clients	1				1			

Note: Results not shown if fewer than 15 valid values.

**Exhibit 5.16**
**Compensation: Outpatient Dietitian, Specialist – Renal**

In addition to the duties described for the Outpatient Dietitian, provides medical nutrition therapy for outpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	214	\$25.48	\$28.59	\$31.54	151	\$53,000	\$59,500	\$66,300
TOTAL - 2011	233	\$24.04	\$27.04	\$30.56	153	\$51,000	\$57,700	\$64,600
% change		6.0%	5.7%	3.2%		3.9%	3.1%	2.6%
Years in Field								
20+ years	101	\$27.13	\$29.18	\$32.91	68	\$56,100	\$62,000	\$70,500
10 - 19 years	63	\$25.54	\$28.85	\$31.25	49	\$53,400	\$60,500	\$65,700
5 - 9 years	34	\$23.44	\$25.48	\$29.00	24	\$49,100	\$54,700	\$60,900
1 - 4 years	13				9			
< 1 year								
NET: < 5 years	13				9			
Years in Position								
10+ years	95	\$27.25	\$29.71	\$32.41	72	\$56,800	\$62,000	\$67,000
5 - 9 years	62	\$25.42	\$27.18	\$31.22	42	\$53,000	\$56,900	\$66,000
< 5 years	57	\$23.32	\$26.00	\$30.02	37	\$48,000	\$56,000	\$64,000
Education (Highest Degree)								
doctoral degree								
master's degree	82	\$25.18	\$28.02	\$31.27	60	\$53,000	\$59,300	\$66,600
bachelor's degree	132	\$25.48	\$28.70	\$32.04	91	\$53,300	\$59,500	\$66,300
associate's degree								
Credentials Held								
RD	214	\$25.48	\$28.59	\$31.54	151	\$53,000	\$59,500	\$66,300
DTR								
state license/certification	98	\$25.48	\$28.09	\$31.32	74	\$53,800	\$59,700	\$66,000
specialty certification(s)	29	\$25.24	\$29.00	\$33.65	19	\$52,400	\$62,900	\$72,000
Employment Sector								
self-employed	3				1			
for-profit	162	\$25.48	\$28.09	\$31.25	113	\$53,200	\$59,500	\$66,000
non-profit (other than government)	29	\$25.38	\$28.85	\$33.34	22	\$52,400	\$58,600	\$66,500
government	5				5			
Responsibilities								
director, manager or higher	6				5			
supervisor, coordinator, staff	204	\$25.48	\$28.47	\$31.63	143	\$53,000	\$59,200	\$66,000
supervise 1+ employees	29	\$25.48	\$27.40	\$31.25	21	\$53,000	\$59,200	\$65,900
supervise none	185	\$25.38	\$28.80	\$31.70	130	\$53,000	\$59,900	\$66,300
have budget responsibility	4				4			
no budget responsibility	210	\$25.48	\$28.47	\$31.54	147	\$53,000	\$59,500	\$66,000
most patients/clients high risk	110	\$25.26	\$28.69	\$32.01	77	\$53,800	\$59,500	\$67,000
most patients/clients < high risk	104	\$25.48	\$28.49	\$31.40	74	\$52,800	\$59,800	\$65,600
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.17

Compensation: Outpatient Dietitian, Specialist – Weight Management

In addition to the duties described for the Outpatient Dietitian, provides medical nutrition therapy for outpatients in a specialty area (devotes more than 50% of time to this specialty).

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles	- - percentiles	- - percentiles	# answering	- - percentiles	- - percentiles	- - percentiles
		25th	50th	75th		25th	50th	75th
TOTAL - 2013	94	\$22.00	\$28.31	\$32.62	69	\$47,000	\$57,000	\$67,400
TOTAL - 2011	92	\$22.03	\$25.72	\$31.93	53	\$46,500	\$54,000	\$67,600
% change		-0.1%	10.1%	2.2%		1.1%	5.6%	-0.3%
Years in Field								
20+ years	24	\$26.27	\$29.64	\$33.48	17	\$55,000	\$65,000	\$69,200
10 - 19 years	23	\$25.00	\$30.77	\$36.06	14			
5 - 9 years	20	\$18.96	\$26.23	\$32.23	17	\$42,100	\$55,000	\$65,100
1 - 4 years	26	\$20.19	\$22.30	\$26.55	21	\$42,000	\$48,400	\$55,100
< 1 year								
NET: < 5 years	26	\$20.19	\$22.30	\$26.55	21	\$42,000	\$48,400	\$55,100
Years in Position								
10+ years	15	\$25.11	\$32.69	\$34.36	12			
5 - 9 years	27	\$24.04	\$31.25	\$36.06	20	\$52,000	\$65,600	\$74,900
< 5 years	52	\$20.31	\$24.43	\$29.95	37	\$42,500	\$50,000	\$61,400
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	48	\$24.04	\$28.99	\$33.41	36	\$51,600	\$62,300	\$67,900
bachelor's degree	45	\$21.81	\$24.21	\$32.15	32	\$42,400	\$50,200	\$65,600
associate's degree								
Credentials Held								
RD	93	\$22.02	\$28.37	\$32.64	68	\$47,200	\$58,500	\$67,600
DTR	1				1			
state license/certification	43	\$20.31	\$28.25	\$32.59	35	\$42,200	\$60,300	\$67,800
specialty certification(s)	12				9			
Employment Sector								
self-employed	5				2			
for-profit	28	\$20.91	\$24.43	\$31.92	18	\$42,000	\$47,700	\$54,100
non-profit (other than government)	38	\$21.79	\$26.92	\$31.25	29	\$49,500	\$57,000	\$65,400
government	19	\$30.29	\$32.69	\$35.10	18	\$63,500	\$70,400	\$73,600
Responsibilities								
director, manager or higher	8				6			
supervisor, coordinator, staff	84	\$22.70	\$28.85	\$32.66	63	\$47,800	\$60,100	\$67,800
supervise 1+ employees	22	\$23.80	\$29.12	\$32.62	19	\$51,000	\$63,000	\$73,000
supervise none	71	\$22.00	\$27.40	\$32.69	49	\$46,400	\$55,000	\$65,600
have budget responsibility	8				6			
no budget responsibility	86	\$22.00	\$27.88	\$31.94	63	\$47,000	\$57,000	\$65,800
most patients/clients high risk	19	\$20.19	\$27.40	\$31.73	15	\$47,000	\$55,000	\$65,500
most patients/clients < high risk	75	\$22.00	\$28.85	\$32.69	54	\$46,700	\$60,100	\$68,700
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.



**Exhibit 5.18**
**Compensation: Outpatient Dietitian, Specialist – Other**

In addition to the duties described for the Outpatient Dietitian, provides medical nutrition therapy for outpatients in a specialty area (devotes more than 50% of time to this specialty). Specialties aggregated here include Allergy, Cardiac rehabilitation, and Eating disorders.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	43	\$24.04	\$27.40	\$32.05	17	\$54,300	\$62,400	\$75,700
TOTAL - 2011	39	\$23.08	\$26.44	\$32.31	23	\$45,000	\$52,000	\$70,000
% change		4.2%	3.6%	-0.8%		20.7%	20.0%	8.1%
Years in Field								
20+ years	16	\$27.52	\$29.91	\$37.14	8			
10 - 19 years	11				6			
5 - 9 years	10							
1 - 4 years	4				2			
< 1 year								
NET: < 5 years	4				2			
Years in Position								
10+ years	16	\$27.52	\$31.41	\$37.26	9			
5 - 9 years	13				5			
< 5 years	14				3			
Education (Highest Degree)								
doctoral degree	1							
master's degree	25	\$25.32	\$28.85	\$33.17	9			
bachelor's degree	17	\$21.84	\$25.32	\$29.33	8			
associate's degree								
Credentials Held								
RD	43	\$24.04	\$27.40	\$32.05	17	\$54,300	\$62,400	\$75,700
DTR								
state license/certification	20	\$24.04	\$27.16	\$30.58	12			
specialty certification(s)	7				3			
Employment Sector								
self-employed	7				1			
for-profit	12				5			
non-profit (other than government)	20	\$23.32	\$26.27	\$30.34	9			
government	1							
Responsibilities								
director, manager or higher	9				3			
supervisor, coordinator, staff	33	\$23.56	\$26.92	\$30.23	14			
supervise 1+ employees	6				4			
supervise none	37	\$23.08	\$26.92	\$32.05	13			
have budget responsibility	5				3			
no budget responsibility	38	\$23.08	\$26.92	\$30.53	14			
most patients/clients high risk	11				5			
most patients/clients < high risk	32	\$24.28	\$27.64	\$31.73	12			
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.19

Compensation: Home Care Dietitian

Provides nutrition services to patients in a home care setting. Consults with case managers and physicians on screening and assessment of patients. Monitors and evaluates nutrition care of high-risk patients.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles - - 25th 50th 75th			# answering	- - percentiles - - 25th 50th 75th		
TOTAL - 2013	58	\$26.13	\$31.09	\$35.22	39	\$57,700	\$65,100	\$74,600
TOTAL - 2011	60	\$23.68	\$26.96	\$33.20	40	\$50,200	\$58,000	\$70,000
% change		10.3%	15.3%	6.1%		14.9%	12.2%	6.6%
Years in Field								
20+ years	21	\$27.95	\$32.21	\$36.06	11			
10 - 19 years	19	\$28.85	\$31.25	\$37.26	12			
5 - 9 years	11				10			
1 - 4 years	7				6			
< 1 year								
NET: < 5 years	7				6			
Years in Position								
10+ years	21	\$26.80	\$31.67	\$37.26	12			
5 - 9 years	8				5			
< 5 years	29	\$26.04	\$29.81	\$32.98	22	\$57,300	\$63,700	\$70,000
Education (Highest Degree)								
doctoral degree								
master's degree	20	\$27.91	\$31.73	\$38.46	14			
bachelor's degree	38	\$25.15	\$30.29	\$34.71	25	\$55,500	\$66,200	\$74,800
associate's degree								
Credentials Held								
RD	58	\$26.13	\$31.09	\$35.22	39	\$57,700	\$65,100	\$74,600
DTR								
state license/certification	30	\$25.16	\$28.95	\$33.99	21	\$52,000	\$65,000	\$71,600
specialty certification(s)	22	\$28.99	\$32.39	\$36.36	16	\$62,700	\$72,700	\$81,100
Employment Sector								
self-employed	3							
for-profit	25	\$24.96	\$30.28	\$37.26	17	\$55,500	\$70,000	\$78,100
non-profit (other than government)	13				8			
government	16	\$29.93	\$31.25	\$34.50	14			
Responsibilities								
director, manager or higher	3				1			
supervisor, coordinator, staff	55	\$26.22	\$30.92	\$34.62	38	\$57,600	\$65,000	\$73,300
supervise 1+ employees	10				7			
supervise none	48	\$25.47	\$30.29	\$34.50	32	\$57,500	\$65,000	\$72,400
have budget responsibility								
no budget responsibility	58	\$26.13	\$31.09	\$35.22	39	\$57,700	\$65,100	\$74,600
most patients/clients high risk	19	\$27.17	\$31.25	\$37.26	11			
most patients/clients < high risk	39	\$25.85	\$30.92	\$34.62	28	\$57,500	\$65,000	\$72,400
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.20

## Compensation: Clinical Dietitian, Long Term Care

Develops and implements nutrition care plans for residents. Documents progress and recommendations. Provides nutrition education for residents, families, and staff. May consult with foodservice staff on food preparation, service, and delivery. May provide services as a consultant to more than one facility or be employed by single facility.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	497	\$24.04	\$28.00	\$34.62	312	\$50,000	\$58,000	\$70,000
TOTAL - 2011	615	\$23.08	\$27.40	\$32.69	374	\$47,000	\$54,400	\$65,000
% change		4.2%	2.2%	5.9%		6.4%	6.6%	7.7%
Years in Field								
20+ years	211	\$25.00	\$30.77	\$38.46	118	\$53,000	\$65,500	\$76,900
10 - 19 years	135	\$24.38	\$28.84	\$34.62	86	\$51,500	\$62,000	\$68,400
5 - 9 years	67	\$24.00	\$26.44	\$31.50	52	\$46,400	\$54,700	\$61,000
1 - 4 years	75	\$20.67	\$24.04	\$26.15	53	\$42,600	\$50,000	\$54,500
< 1 year	5							
NET: < 5 years	80	\$20.67	\$24.04	\$26.10	53	\$42,600	\$50,000	\$54,500
Years in Position								
10+ years	191	\$24.95	\$31.55	\$38.46	119	\$52,000	\$63,000	\$78,000
5 - 9 years	125	\$24.80	\$28.85	\$33.65	84	\$52,000	\$62,000	\$69,800
< 5 years	181	\$22.84	\$25.48	\$29.81	109	\$45,000	\$52,000	\$60,300
Education (Highest Degree)								
doctoral degree	2							
master's degree	181	\$24.04	\$29.17	\$35.82	110	\$50,000	\$60,000	\$71,500
bachelor's degree	308	\$24.04	\$27.88	\$33.91	197	\$50,000	\$58,000	\$70,000
associate's degree	6				5			
Credentials Held								
RD	484	\$24.04	\$28.34	\$34.62	302	\$50,000	\$58,100	\$70,000
DTR	8				7			
state license/certification	238	\$24.04	\$28.00	\$34.62	147	\$50,000	\$58,000	\$70,000
specialty certification(s)	48	\$25.30	\$30.08	\$35.80	33	\$52,500	\$64,000	\$75,300
Employment Sector								
self-employed	92	\$26.71	\$32.48	\$44.87	22	\$58,900	\$78,000	\$104,800
for-profit	241	\$24.04	\$27.88	\$33.65	169	\$50,000	\$58,000	\$70,000
non-profit (other than government)	109	\$24.00	\$26.44	\$29.81	77	\$50,000	\$56,000	\$66,300
government	36	\$21.72	\$25.38	\$34.38	35	\$46,200	\$56,200	\$70,000
Responsibilities								
director, manager or higher	170	\$24.04	\$27.88	\$36.06	128	\$50,000	\$57,500	\$72,800
supervisor, coordinator, staff	325	\$24.00	\$28.13	\$33.61	184	\$48,500	\$58,300	\$68,900
supervise 1+ employees	273	\$24.04	\$27.88	\$33.89	199	\$50,000	\$59,500	\$70,000
supervise none	222	\$24.03	\$28.54	\$34.97	111	\$48,400	\$56,000	\$68,500
have budget responsibility	75	\$24.04	\$27.88	\$34.62	66	\$51,000	\$60,600	\$75,400
no budget responsibility	417	\$24.02	\$28.00	\$34.62	242	\$49,000	\$58,000	\$70,000
most patients/clients high risk	150	\$24.04	\$28.29	\$34.68	102	\$50,000	\$60,000	\$71,000
most patients/clients < high risk	344	\$24.04	\$27.88	\$34.62	207	\$50,000	\$56,300	\$70,000
do not work with patients/clients	1				1			

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.21

Compensation: Dietetic Technician, Long Term Care

Performs nutrition screening and routine assessments, and provides basic nutrition care. Monitors resident satisfaction and tolerance of meals. May monitor food production and meal service.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	95	\$15.38	\$19.23	\$22.60	77	\$32,000	\$40,600	\$49,200
TOTAL - 2011	100	\$16.36	\$19.23	\$22.94	72	\$35,000	\$40,800	\$47,700
% change		-6.0%	0.0%	-1.5%		-8.6%	-0.5%	3.1%
Years in Field								
20+ years	33	\$17.97	\$20.51	\$24.10	32	\$36,600	\$43,500	\$55,300
10 - 19 years	30	\$15.75	\$19.41	\$22.01	25	\$32,500	\$41,000	\$48,000
5 - 9 years	11				8			
1 - 4 years	19	\$12.31	\$14.86	\$16.03	12			
< 1 year	2							
NET: < 5 years	21	\$12.31	\$14.86	\$16.77	12			
Years in Position								
10+ years	41	\$18.13	\$21.00	\$24.10	37	\$37,500	\$45,000	\$51,900
5 - 9 years	18	\$17.55	\$19.71	\$21.87	16	\$36,300	\$41,000	\$46,500
< 5 years	36	\$13.87	\$15.38	\$18.20	24	\$27,500	\$31,800	\$40,700
Education (Highest Degree)								
doctoral degree								
master's degree	5				5			
bachelor's degree	25	\$15.38	\$20.00	\$24.02	18	\$40,300	\$46,000	\$60,000
associate's degree	65	\$15.38	\$17.79	\$20.84	54	\$31,600	\$37,000	\$45,300
Credentials Held								
RD	2				2			
DTR	92	\$15.38	\$19.23	\$22.08	75	\$32,000	\$40,000	\$48,100
state license/certification	6				5			
specialty certification(s)	13				11			
Employment Sector								
self-employed								
for-profit	48	\$15.50	\$19.23	\$23.08	40	\$32,300	\$42,300	\$49,400
non-profit (other than government)	35	\$14.86	\$19.23	\$20.51	27	\$31,500	\$40,000	\$47,800
government	4				4			
Responsibilities								
director, manager or higher	20	\$19.89	\$23.08	\$28.85	19	\$43,700	\$50,000	\$65,000
supervisor, coordinator, staff	73	\$15.19	\$17.79	\$20.47	56	\$31,800	\$37,500	\$44,600
supervise 1+ employees	51	\$16.41	\$19.71	\$23.44	48	\$33,900	\$41,500	\$52,600
supervise none	43	\$14.90	\$17.50	\$20.88	28	\$31,600	\$37,500	\$46,500
have budget responsibility	22	\$18.99	\$21.31	\$24.52	20	\$41,300	\$50,000	\$55,900
no budget responsibility	71	\$15.00	\$17.98	\$20.88	55	\$31,700	\$38,000	\$45,000
most patients/clients high risk	30	\$15.72	\$19.08	\$23.59	25	\$32,500	\$40,600	\$52,900
most patients/clients < high risk	62	\$15.38	\$19.23	\$22.01	49	\$32,500	\$41,000	\$48,000
do not work with patients/clients	1				1			

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.22

## Compensation: WIC Nutritionist

Contributes to the development, implementation, and evaluation of the nutrition education component of the WIC program. Provides nutrition therapy and education for WIC clients. Offers technical assistance to WIC staff. May provide supervision and training for WIC staff.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	435	\$19.71	\$24.04	\$28.21	348	\$41,100	\$49,500	\$60,000
TOTAL - 2011	461	\$19.23	\$22.44	\$26.92	366	\$40,000	\$47,000	\$57,000
% change		2.5%	7.1%	4.8%		2.8%	5.3%	5.3%
Years in Field								
20+ years	177	\$22.50	\$26.43	\$31.25	144	\$46,100	\$55,000	\$65,800
10 - 19 years	105	\$20.89	\$25.41	\$28.98	80	\$43,000	\$51,800	\$60,000
5 - 9 years	70	\$19.23	\$22.00	\$24.27	57	\$39,300	\$46,000	\$49,200
1 - 4 years	76	\$16.85	\$18.99	\$22.66	61	\$35,000	\$40,000	\$48,000
< 1 year	1							
NET: < 5 years	77	\$16.88	\$18.99	\$22.64	61	\$35,000	\$40,000	\$48,000
Years in Position								
10+ years	215	\$22.18	\$26.40	\$31.25	174	\$46,900	\$54,100	\$66,200
5 - 9 years	82	\$19.97	\$23.56	\$27.23	68	\$41,300	\$48,900	\$56,500
< 5 years	136	\$17.32	\$20.05	\$23.62	106	\$36,000	\$42,900	\$48,200
Education (Highest Degree)								
doctoral degree	5				5			
master's degree	154	\$22.03	\$25.00	\$30.02	121	\$46,400	\$51,000	\$64,900
bachelor's degree	241	\$19.23	\$23.56	\$27.91	194	\$40,100	\$48,100	\$58,400
associate's degree	35	\$16.35	\$17.79	\$21.63	28	\$34,200	\$36,500	\$42,800
Credentials Held								
RD	362	\$20.90	\$25.00	\$29.12	287	\$44,000	\$51,000	\$62,000
DTR	64	\$15.42	\$17.59	\$21.05	53	\$31,200	\$36,200	\$43,400
state license/certification	161	\$20.67	\$24.25	\$28.11	131	\$42,400	\$50,000	\$57,100
specialty certification(s)	5				3			
Employment Sector								
self-employed	4							
for-profit	8				6			
non-profit (other than government)	99	\$19.23	\$25.00	\$30.65	74	\$42,300	\$51,000	\$64,200
government	299	\$19.71	\$23.63	\$27.78	248	\$40,300	\$48,900	\$59,800
Responsibilities								
director, manager or higher	58	\$25.61	\$30.77	\$35.81	52	\$52,600	\$65,500	\$82,000
supervisor, coordinator, staff	374	\$19.23	\$23.08	\$26.92	293	\$40,000	\$48,000	\$55,000
supervise 1+ employees	240	\$21.72	\$26.44	\$31.13	210	\$46,000	\$54,500	\$65,000
supervise none	195	\$18.03	\$21.63	\$24.68	138	\$36,900	\$43,000	\$50,000
have budget responsibility	91	\$22.60	\$28.00	\$33.65	82	\$46,800	\$57,500	\$70,000
no budget responsibility	334	\$19.23	\$23.08	\$26.46	258	\$40,000	\$47,800	\$54,800
most patients/clients high risk	76	\$20.44	\$23.43	\$29.69	65	\$42,200	\$48,000	\$60,500
most patients/clients < high risk	328	\$19.23	\$23.56	\$27.47	255	\$40,000	\$48,500	\$57,100
do not work with patients/clients	30	\$24.76	\$28.43	\$37.00	27	\$50,000	\$58,200	\$70,000

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.23

## Compensation: Public Health Nutritionist

Contributes to the planning, development, coordination, and evaluation of public health nutrition programs. Assesses community nutritional needs and develops related standards and services. May counsel patients on normal and therapeutic nutrition. May provide supervision and training for public health department staff.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles	- - percentiles	- - percentiles	# answering	- - percentiles	- - percentiles	- - percentiles
		25th	50th	75th		25th	50th	75th
TOTAL - 2013	192	\$23.08	\$27.50	\$34.62	167	\$48,300	\$60,000	\$74,600
TOTAL - 2011	180	\$22.14	\$26.92	\$33.29	152	\$48,000	\$56,000	\$69,800
% change		4.2%	2.2%	4.0%		0.6%	7.1%	6.9%
Years in Field								
20+ years	74	\$28.84	\$33.65	\$41.48	67	\$60,000	\$72,000	\$88,300
10 - 19 years	48	\$23.22	\$26.92	\$32.29	43	\$48,000	\$60,000	\$70,000
5 - 9 years	32	\$20.87	\$24.04	\$27.40	28	\$44,300	\$50,000	\$69,800
1 - 4 years	36	\$20.52	\$23.08	\$27.55	27	\$40,000	\$48,000	\$55,000
< 1 year								
NET: < 5 years	36	\$20.52	\$23.08	\$27.55	27	\$40,000	\$48,000	\$55,000
Years in Position								
10+ years	72	\$26.68	\$33.59	\$39.75	67	\$59,900	\$69,000	\$87,000
5 - 9 years	39	\$22.86	\$25.96	\$28.85	35	\$45,500	\$57,000	\$72,000
< 5 years	81	\$21.00	\$25.28	\$32.02	65	\$45,500	\$51,000	\$64,300
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	116	\$24.04	\$29.57	\$36.06	103	\$50,000	\$63,000	\$78,200
bachelor's degree	73	\$20.91	\$25.96	\$32.88	63	\$45,000	\$56,000	\$70,000
associate's degree	2							
Credentials Held								
RD	185	\$23.08	\$27.40	\$34.86	162	\$48,800	\$60,000	\$75,000
DTR	6				4			
state license/certification	83	\$23.08	\$27.60	\$35.38	76	\$48,900	\$61,600	\$76,600
specialty certification(s)	18	\$23.08	\$27.02	\$34.11	17	\$46,200	\$56,000	\$71,300
Employment Sector								
self-employed	4				2			
for-profit	9				7			
non-profit (other than government)	40	\$20.83	\$23.84	\$30.63	33	\$42,500	\$48,300	\$56,900
government	126	\$24.59	\$29.81	\$36.06	115	\$51,000	\$65,000	\$77,400
Responsibilities								
director, manager or higher	38	\$27.04	\$32.88	\$37.27	36	\$57,700	\$68,400	\$77,300
supervisor, coordinator, staff	152	\$22.89	\$26.92	\$33.65	129	\$48,000	\$57,000	\$71,000
supervise 1+ employees	90	\$24.14	\$28.84	\$35.46	83	\$49,300	\$61,000	\$73,000
supervise none	102	\$22.96	\$27.16	\$34.62	84	\$48,000	\$57,600	\$75,000
have budget responsibility	82	\$23.39	\$28.38	\$34.29	76	\$47,800	\$60,000	\$72,000
no budget responsibility	106	\$23.08	\$27.40	\$35.17	87	\$50,000	\$60,000	\$75,000
most patients/clients high risk	35	\$21.03	\$26.92	\$32.21	27	\$43,700	\$57,000	\$70,000
most patients/clients < high risk	84	\$22.02	\$25.96	\$33.27	71	\$46,000	\$55,400	\$69,000
do not work with patients/clients	67	\$25.48	\$31.73	\$38.46	64	\$52,600	\$67,000	\$87,800

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.24

## Compensation: Cooperative Extension Educator/Specialist

Develops, implements, and evaluates educational programs and materials addressing family and community needs. Conducts family and consumer educational programs. Responds to general, family, consumer, food safety, food, and nutrition questions. May involve a faculty appointment to an affiliated university.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	66	\$20.09	\$25.00	\$31.45	51	\$41,000	\$54,500	\$70,000
TOTAL - 2011	70	\$19.23	\$24.40	\$28.85	58	\$42,500	\$50,000	\$60,000
% change		4.5%	2.5%	9.0%		-3.5%	9.0%	16.7%
Years in Field								
20+ years	25	\$22.96	\$28.85	\$36.89	21	\$49,800	\$60,000	\$75,600
10 - 19 years	18	\$19.59	\$25.40	\$29.29	14			
5 - 9 years	10				6			
1 - 4 years	11				9			
< 1 year								
NET: < 5 years	11				9			
Years in Position								
10+ years	25	\$21.15	\$28.37	\$34.56	22	\$48,800	\$62,500	\$73,600
5 - 9 years	16	\$20.07	\$25.60	\$27.62	16	\$41,800	\$53,300	\$67,500
< 5 years	24	\$18.87	\$21.94	\$27.32	13			
Education (Highest Degree)								
doctoral degree	6				5			
master's degree	40	\$21.92	\$26.44	\$30.01	35	\$44,900	\$55,000	\$65,000
bachelor's degree	13				8			
associate's degree	7				3			
Credentials Held								
RD	56	\$20.79	\$26.44	\$33.39	45	\$42,500	\$55,000	\$70,700
DTR	8				4			
state license/certification	20	\$19.83	\$24.52	\$30.65	18	\$40,800	\$53,500	\$66,300
specialty certification(s)	4				2			
Employment Sector								
self-employed	2							
for-profit								
non-profit (other than government)	24	\$18.65	\$25.00	\$27.76	20	\$39,800	\$54,800	\$63,300
government	31	\$20.19	\$24.04	\$33.65	25	\$41,500	\$48,700	\$70,500
Responsibilities								
director, manager or higher	9				6			
supervisor, coordinator, staff	57	\$19.75	\$24.36	\$28.61	45	\$40,000	\$50,000	\$62,500
supervise 1+ employees	38	\$22.63	\$27.64	\$33.77	34	\$46,800	\$57,500	\$73,400
supervise none	28	\$18.58	\$20.81	\$25.00	17	\$37,900	\$42,000	\$53,500
have budget responsibility	37	\$24.04	\$27.88	\$33.89	32	\$50,500	\$58,500	\$74,600
no budget responsibility	29	\$18.39	\$20.67	\$24.68	19	\$37,800	\$41,000	\$47,500
most patients/clients high risk	5				4			
most patients/clients < high risk	33	\$19.40	\$24.04	\$28.12	24	\$39,100	\$47,500	\$59,800
do not work with patients/clients	26	\$21.83	\$26.59	\$35.38	21	\$43,000	\$52,000	\$74,400

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.25

Compensation: School/Child Care Nutritionist

Plans, develops, and implements school and childcare nutrition programs and resources. Monitors and evaluates menus and foodservice programs. Consults with parents and school leaders on nutritional needs of high-risk children.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	72	\$20.83	\$28.85	\$34.98	61	\$45,100	\$60,000	\$72,500
TOTAL - 2011	68	\$20.67	\$27.35	\$35.44	54	\$44,800	\$59,500	\$70,900
% change		0.8%	5.5%	-1.3%		0.7%	0.8%	2.3%
Years in Field								
20+ years	26	\$28.85	\$31.25	\$39.66	23	\$60,000	\$65,000	\$81,000
10 - 19 years	16	\$24.92	\$31.01	\$37.86	12			
5 - 9 years	9				8			
1 - 4 years	18	\$19.11	\$20.09	\$24.10	18	\$38,800	\$42,700	\$50,300
< 1 year	1							
NET: < 5 years	19	\$18.75	\$19.71	\$24.04	18	\$38,800	\$42,700	\$50,300
Years in Position								
10+ years	19	\$26.37	\$31.25	\$38.46	16	\$57,000	\$67,000	\$80,000
5 - 9 years	13				12			
< 5 years	39	\$19.71	\$24.28	\$29.33	33	\$41,800	\$50,200	\$62,000
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	24	\$28.97	\$36.06	\$38.46	19	\$61,000	\$75,000	\$81,000
bachelor's degree	45	\$19.71	\$24.52	\$30.53	40	\$42,100	\$50,300	\$64,800
associate's degree	2				1			
Credentials Held								
RD	64	\$22.52	\$28.85	\$36.06	55	\$48,000	\$61,000	\$75,000
DTR	5				5			
state license/certification	24	\$20.88	\$27.89	\$31.35	21	\$45,400	\$60,000	\$64,800
specialty certification(s)	4				3			
Employment Sector								
self-employed	2				1			
for-profit	3				2			
non-profit (other than government)	19	\$16.59	\$22.44	\$29.33	16	\$36,800	\$49,000	\$63,300
government	43	\$24.52	\$30.29	\$38.46	37	\$51,400	\$63,000	\$80,000
Responsibilities								
director, manager or higher	10				9			
supervisor, coordinator, staff	62	\$20.66	\$28.73	\$31.95	52	\$43,300	\$59,800	\$65,500
supervise 1+ employees	38	\$20.31	\$27.61	\$35.58	35	\$42,500	\$60,000	\$80,000
supervise none	34	\$21.42	\$28.85	\$35.34	26	\$46,700	\$61,200	\$67,500
have budget responsibility	29	\$21.15	\$28.62	\$35.81	25	\$44,300	\$60,000	\$80,000
no budget responsibility	42	\$20.66	\$28.85	\$35.34	35	\$44,700	\$59,400	\$65,600
most patients/clients high risk	2				1			
most patients/clients < high risk	29	\$20.55	\$26.37	\$33.89	26	\$42,400	\$52,500	\$72,800
do not work with patients/clients	40	\$21.37	\$28.85	\$35.82	33	\$50,300	\$60,000	\$76,000

Note: Results not shown if fewer than 15 valid values.



Exhibit 5.26

Compensation: Nutrition Coordinator for Head Start Program

Designs and implements nutrition programs that meet the nutritional needs and feeding requirements of each child. Provides counseling to parents of children at nutritional risk. Plans menus and special meals. May supervise foodservice operations.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	25	\$19.91	\$25.41	\$31.58	15	\$41,000	\$54,800	\$65,000
TOTAL - 2011	25	\$19.23	\$22.05	\$24.85	21	\$38,700	\$43,000	\$50,000
% change		3.5%	15.2%	27.1%		5.9%	27.4%	30.0%
Years in Field								
20+ years	8				4			
10 - 19 years	6				4			
5 - 9 years	2				2			
1 - 4 years	8				5			
< 1 year	1							
NET: < 5 years	9				5			
Years in Position								
10+ years	11				6			
5 - 9 years	3				2			
< 5 years	11				7			
Education (Highest Degree)								
doctoral degree								
master's degree	10				6			
bachelor's degree	15	\$19.83	\$24.10	\$32.05	9			
associate's degree								
Credentials Held								
RD	21	\$21.37	\$25.96	\$32.85	13			
DTR	3				2			
state license/certification	6				3			
specialty certification(s)								
Employment Sector								
self-employed	2							
for-profit								
non-profit (other than government)	13				9			
government	9				6			
Responsibilities								
director, manager or higher	8				6			
supervisor, coordinator, staff	17	\$19.77	\$24.04	\$30.77	9			
supervise 1+ employees	16	\$20.58	\$25.69	\$33.25	11			
supervise none	9				4			
have budget responsibility	9				7			
no budget responsibility	16	\$19.76	\$24.38	\$33.25	8			
most patients/clients high risk	5				4			
most patients/clients < high risk	18	\$19.81	\$24.04	\$32.45	9			
do not work with patients/clients	2				2			

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.27

## Compensation: Nutritionist for Food Bank or Assistance Program

Performs client nutrition assessments and follow-ups, and refers and advocates for clients to other service providers. Conducts nutrition education workshops for clients, staff, and community groups. Monitors and evaluates nutritional content and quality assurance of food products. May supervise and train staff.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	23	\$21.68	\$24.04	\$29.81	16	\$48,000	\$52,000	\$61,500
TOTAL - 2011	22	\$20.00	\$22.84	\$29.14	16	\$41,700	\$45,600	\$52,500
% change		8.4%	5.3%	2.3%		15.1%	14.0%	17.1%
Years in Field								
20+ years	8				6			
10 - 19 years	6				3			
5 - 9 years	5				4			
1 - 4 years	4				3			
< 1 year								
NET: < 5 years	4				3			
Years in Position								
10+ years	4				3			
5 - 9 years	8				8			
< 5 years	10				5			
Education (Highest Degree)								
doctoral degree					5			
master's degree	6				11			
bachelor's degree	16	\$22.56	\$25.00	\$30.81				
associate's degree	1							
Credentials Held								
RD	19	\$22.50	\$25.96	\$31.25	14			
DTR	1							
state license/certification	8				5			
specialty certification(s)	3				3			
Employment Sector								
self-employed	2							
for-profit								
non-profit (other than government)	16	\$21.19	\$24.04	\$29.73	14			
government	2				2			
Responsibilities								
director, manager or higher	6				6			
supervisor, coordinator, staff	17	\$21.18	\$24.04	\$29.17	10			
supervise 1+ employees	15	\$20.67	\$24.04	\$28.85	13			
supervise none	8				3			
have budget responsibility	11				9			
no budget responsibility	10				5			
most patients/clients high risk	13				10			
most patients/clients < high risk	6				3			
do not work with patients/clients	4				3			

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.28

Compensation: Executive-level Professional

Plans, controls, and directs services/operations for multiple departments, product lines, or facilities. Accountable for quality of services, financial results, and achievement of organizational objectives.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	70	\$37.50	\$44.23	\$55.56	66	\$78,000	\$97,500	\$125,500
TOTAL - 2011	106	\$33.65	\$41.95	\$52.16	103	\$73,000	\$100,000	\$119,000
% change		11.4%	5.4%	6.5%		6.8%	-2.5%	5.5%
Years in Field								
20+ years	52	\$38.46	\$47.84	\$57.69	48	\$80,100	\$102,000	\$133,000
10 - 19 years	14				14			
5 - 9 years	1				1			
1 - 4 years	2				2			
< 1 year								
NET: < 5 years	2				2			
Years in Position								
10+ years	43	\$35.10	\$41.67	\$55.54	41	\$75,300	\$90,000	\$124,400
5 - 9 years	13				13			
< 5 years	14				12			
Education (Highest Degree)								
doctoral degree	4				4			
master's degree	40	\$38.10	\$47.11	\$57.69	38	\$80,000	\$100,000	\$131,000
bachelor's degree	25	\$37.98	\$44.23	\$52.77	23	\$78,000	\$97,000	\$125,000
associate's degree	1				1			
Credentials Held								
RD	66	\$38.34	\$44.47	\$56.15	63	\$80,000	\$98,000	\$127,000
DTR	2				2			
state license/certification	26	\$36.31	\$40.38	\$51.08	24	\$75,600	\$87,500	\$118,300
specialty certification(s)	6				5			
Employment Sector								
self-employed								
for-profit	31	\$38.46	\$49.52	\$57.69	30	\$83,000	\$110,500	\$141,400
non-profit (other than government)	17	\$39.70	\$44.71	\$58.89	15	\$84,000	\$100,000	\$150,000
government	18	\$30.37	\$37.98	\$47.11	17	\$62,900	\$78,000	\$99,500
Responsibilities								
director, manager or higher	63	\$38.46	\$44.71	\$57.69	61	\$80,000	\$99,000	\$128,500
supervisor, coordinator, staff	7				5			
supervise 1+ employees	65	\$37.74	\$44.23	\$55.41	62	\$79,500	\$97,500	\$125,500
supervise none	5				4			
have budget responsibility	60	\$38.46	\$45.43	\$57.69	58	\$80,000	\$99,500	\$127,800
no budget responsibility	10				8			
most patients/clients high risk	6				5			
most patients/clients < high risk	13				13			
do not work with patients/clients	50	\$40.19	\$49.04	\$59.68	47	\$80,400	\$100,000	\$145,500

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.29

Compensation: Director of Food and Nutrition Services

Plans, coordinates, and evaluates the personnel and activities of the food and nutrition services department. Directs food and equipment purchasing. Manages budget and human resource needs of staff. Develops and implements department policies and procedures.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	-- 75th	# answering	-- percentiles -- 25th	50th	-- 75th
TOTAL - 2013	335	\$28.85	\$36.06	\$44.86	321	\$60,200	\$75,000	\$96,400
TOTAL - 2011	323	\$27.16	\$34.13	\$42.31	303	\$61,000	\$74,000	\$90,000
% change		6.2%	5.7%	6.0%		-1.3%	1.4%	7.1%
Years in Field								
20+ years	203	\$32.69	\$38.46	\$48.05	198	\$68,000	\$82,000	\$102,200
10 - 19 years	72	\$25.96	\$32.52	\$38.46	70	\$53,500	\$69,100	\$81,000
5 - 9 years	37	\$24.52	\$31.49	\$36.78	35	\$55,900	\$65,500	\$78,000
1 - 4 years	17	\$22.48	\$25.00	\$37.41	14			
< 1 year	2							
NET: < 5 years	19	\$20.40	\$25.00	\$36.35	14			
Years in Position								
10+ years	164	\$31.26	\$38.16	\$47.77	161	\$66,400	\$81,000	\$101,700
5 - 9 years	74	\$25.58	\$32.59	\$39.96	73	\$54,800	\$69,300	\$84,300
< 5 years	95	\$27.40	\$33.65	\$40.38	87	\$59,500	\$72,500	\$88,000
Education (Highest Degree)								
doctoral degree	2				2			
master's degree	156	\$33.65	\$38.70	\$49.88	149	\$70,800	\$85,000	\$106,000
bachelor's degree	146	\$26.44	\$33.17	\$40.20	139	\$57,000	\$70,000	\$90,000
associate's degree	31	\$19.23	\$24.04	\$31.25	31	\$40,000	\$51,000	\$65,000
Credentials Held								
RD	285	\$30.77	\$36.54	\$45.67	272	\$65,800	\$78,500	\$98,800
DTR	44	\$18.49	\$22.56	\$31.25	43	\$40,000	\$50,400	\$65,000
state license/certification	142	\$30.17	\$34.88	\$43.48	136	\$63,300	\$75,000	\$93,600
specialty certification(s)	50	\$23.56	\$31.25	\$39.42	47	\$52,000	\$67,600	\$87,000
Employment Sector								
self-employed	2				2			
for-profit	80	\$25.00	\$30.53	\$38.46	76	\$56,400	\$65,600	\$80,800
non-profit (other than government)	160	\$30.41	\$37.86	\$45.92	153	\$65,000	\$80,000	\$99,500
government	78	\$31.62	\$36.30	\$47.14	76	\$66,600	\$75,500	\$101,100
Responsibilities								
director, manager or higher	318	\$28.85	\$36.06	\$45.19	306	\$61,500	\$76,100	\$97,100
supervisor, coordinator, staff	16	\$22.58	\$27.96	\$34.32	14			
supervise 1+ employees	330	\$28.79	\$36.06	\$45.19	317	\$60,600	\$75,400	\$96,500
supervise none	2				1			
have budget responsibility	320	\$28.85	\$36.06	\$45.55	308	\$61,000	\$75,600	\$97,400
no budget responsibility	10				9			
most patients/clients high risk	39	\$25.00	\$33.60	\$44.86	38	\$54,700	\$72,300	\$98,500
most patients/clients < high risk	172	\$25.96	\$32.79	\$38.41	164	\$55,800	\$69,000	\$80,800
do not work with patients/clients	117	\$34.86	\$42.31	\$50.48	112	\$72,100	\$89,400	\$109,300

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.30

## Compensation: Director of Clinical Nutrition

Directs administrative and clinical operations of the clinical nutrition services department, providing leadership and oversight to ensure quality and effective clinical nutrition services. Directs the activities of all departmental personnel and programs. Determines resource needs and oversees departmental operational and capital budgets. Oversees department's performance improvement activities in accordance with organizational and regulatory agency requirements.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	-- percentiles -- 75th	# answering	-- percentiles -- 25th	50th	-- percentiles -- 75th
TOTAL - 2013	46	\$28.85	\$36.06	\$45.25	42	\$61,500	\$75,000	\$95,900
TOTAL - 2011	74	\$31.13	\$34.25	\$43.27	71	\$66,000	\$73,000	\$93,000
% change		-7.3%	5.3%	4.6%		-6.8%	2.7%	3.1%
Years in Field								
20+ years	29	\$33.27	\$40.87	\$46.98	27	\$72,000	\$87,700	\$100,500
10 - 19 years	9				8			
5 - 9 years	7				6			
1 - 4 years	1				1			
< 1 year								
NET: < 5 years	1				1			
Years in Position								
10+ years	24	\$30.95	\$39.71	\$45.29	22	\$67,700	\$83,600	\$97,400
5 - 9 years	13				13			
< 5 years	9				7			
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	27	\$34.62	\$40.00	\$45.19	24	\$72,000	\$81,400	\$95,500
bachelor's degree	16	\$27.04	\$30.53	\$43.93	15	\$56,000	\$63,000	\$97,000
associate's degree	2				2			
Credentials Held								
RD	44	\$30.29	\$36.54	\$45.37	40	\$63,300	\$75,000	\$96,600
DTR	2				2			
state license/certification	25	\$29.58	\$36.06	\$43.80	24	\$60,500	\$74,500	\$100,300
specialty certification(s)	14				14			
Employment Sector								
self-employed								
for-profit	13				12			
non-profit (other than government)	23	\$34.62	\$40.87	\$45.91	20	\$74,300	\$86,500	\$101,300
government	8				8			
Responsibilities								
director, manager or higher	40	\$30.42	\$38.22	\$45.79	37	\$63,500	\$75,000	\$97,700
supervisor, coordinator, staff	6				5			
supervise 1+ employees	43	\$28.85	\$36.06	\$45.19	40	\$62,300	\$75,000	\$96,600
supervise none	2				1			
have budget responsibility	30	\$28.85	\$39.95	\$46.09	28	\$64,400	\$85,200	\$99,900
no budget responsibility	13				11			
most patients/clients high risk	15	\$30.29	\$34.62	\$45.43	13			
most patients/clients < high risk	15	\$24.04	\$28.85	\$37.02	15	\$55,000	\$60,000	\$77,600
do not work with patients/clients	16	\$36.90	\$42.00	\$46.27	14			

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.31

Compensation: Clinical Nutrition Manager

Plans, organizes, and manages clinical nutrition services. Recruits, trains, supervises, and evaluates clinical nutrition staff. Develops and implements policies and procedures. Manages human resources and budget. May also perform duties of a patient services manager.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - 25th	percentiles 50th	- - 75th	# answering	- - 25th	percentiles 50th	- - 75th
TOTAL - 2013	202	\$28.85	\$33.65	\$38.46	188	\$60,000	\$72,000	\$80,500
TOTAL - 2011	220	\$28.85	\$32.75	\$36.54	201	\$60,000	\$70,000	\$79,300
% change		0.0%	2.7%	5.3%		0.0%	2.9%	1.5%
Years in Field								
20+ years	85	\$32.81	\$36.15	\$41.16	78	\$69,600	\$76,800	\$85,300
10 - 19 years	66	\$28.73	\$34.13	\$37.98	64	\$59,400	\$73,100	\$80,000
5 - 9 years	34	\$26.44	\$28.68	\$32.69	32	\$53,500	\$60,800	\$69,500
1 - 4 years	14				11			
< 1 year								
NET: < 5 years	14				11			
Years in Position								
10+ years	89	\$32.41	\$36.80	\$40.87	84	\$70,000	\$77,300	\$85,000
5 - 9 years	52	\$28.24	\$33.29	\$36.59	49	\$59,600	\$70,000	\$78,800
< 5 years	61	\$25.54	\$29.33	\$34.38	55	\$53,000	\$62,000	\$72,500
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	127	\$29.25	\$34.62	\$38.94	119	\$62,000	\$74,000	\$83,000
bachelor's degree	74	\$26.80	\$32.21	\$36.49	68	\$56,300	\$69,000	\$78,400
associate's degree								
Credentials Held								
RD	200	\$28.85	\$33.65	\$38.02	187	\$60,000	\$72,000	\$80,300
DTR								
state license/certification	94	\$28.37	\$33.33	\$37.56	87	\$59,200	\$72,000	\$80,000
specialty certification(s)	33	\$32.05	\$35.73	\$38.70	32	\$67,700	\$74,700	\$81,500
Employment Sector								
self-employed	1							
for-profit	60	\$25.90	\$30.09	\$34.98	55	\$56,000	\$65,000	\$76,000
non-profit (other than government)	116	\$28.95	\$34.62	\$38.46	108	\$60,400	\$73,000	\$81,000
government	22	\$34.38	\$37.98	\$42.79	22	\$72,900	\$79,800	\$91,100
Responsibilities								
director, manager or higher	162	\$28.85	\$34.06	\$38.46	152	\$61,200	\$72,500	\$81,900
supervisor, coordinator, staff	38	\$25.10	\$30.29	\$36.06	34	\$51,800	\$65,500	\$75,000
supervise 1+ employees	198	\$28.85	\$33.65	\$38.46	186	\$60,000	\$72,000	\$80,400
supervise none	3				1			
have budget responsibility	95	\$31.25	\$35.73	\$38.94	90	\$65,000	\$75,000	\$83,300
no budget responsibility	104	\$26.93	\$31.73	\$37.22	95	\$58,000	\$68,000	\$79,900
most patients/clients high risk	52	\$29.39	\$33.98	\$37.98	50	\$64,800	\$73,300	\$79,900
most patients/clients < high risk	103	\$26.44	\$31.73	\$36.15	93	\$56,000	\$68,000	\$76,300
do not work with patients/clients	45	\$32.68	\$36.97	\$43.17	44	\$70,100	\$79,300	\$91,000

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.32

Compensation: Assistant Foodservice Director

Manages daily operations of foodservice department. Directs and supervises the preparation and service of food. Recruits, trains, supervises, and evaluates foodservice staff. Assists in managing budget.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	112	\$23.08	\$30.29	\$36.90	108	\$47,400	\$66,000	\$78,000
TOTAL - 2011	87	\$24.04	\$29.81	\$36.06	81	\$51,700	\$63,500	\$75,600
% change		-4.0%	1.6%	2.3%		-8.3%	3.9%	3.2%
Years in Field								
20+ years	47	\$30.29	\$36.06	\$40.87	45	\$65,000	\$75,000	\$90,000
10 - 19 years	23	\$25.00	\$30.29	\$36.54	22	\$51,800	\$65,800	\$76,300
5 - 9 years	17	\$22.66	\$26.44	\$34.04	17	\$47,100	\$60,800	\$73,000
1 - 4 years	23	\$19.23	\$20.67	\$25.79	22	\$40,000	\$43,500	\$50,700
< 1 year								
NET: < 5 years	23	\$19.23	\$20.67	\$25.79	22	\$40,000	\$43,500	\$50,700
Years in Position								
10+ years	45	\$28.85	\$34.38	\$40.38	44	\$59,300	\$72,800	\$82,000
5 - 9 years	24	\$24.61	\$30.29	\$35.82	23	\$52,000	\$69,100	\$78,000
< 5 years	42	\$20.13	\$23.13	\$31.31	41	\$42,000	\$48,200	\$66,500
Education (Highest Degree)								
doctoral degree								
master's degree	43	\$28.85	\$35.10	\$40.87	42	\$59,700	\$75,000	\$86,700
bachelor's degree	64	\$21.63	\$28.16	\$33.65	61	\$44,800	\$59,000	\$73,500
associate's degree	5				5			
Credentials Held								
RD	94	\$24.79	\$32.35	\$38.46	91	\$51,000	\$69,100	\$80,500
DTR	16	\$18.53	\$21.15	\$27.77	15	\$40,000	\$45,000	\$59,000
state license/certification	37	\$24.04	\$29.81	\$35.22	36	\$49,300	\$63,300	\$77,800
specialty certification(s)	13				13			
Employment Sector								
self-employed								
for-profit	23	\$20.19	\$24.52	\$31.73	22	\$43,500	\$54,400	\$66,600
non-profit (other than government)	53	\$23.08	\$30.29	\$37.26	51	\$47,000	\$67,000	\$79,000
government	31	\$27.32	\$33.65	\$38.46	30	\$50,200	\$70,000	\$81,300
Responsibilities								
director, manager or higher	74	\$24.52	\$31.97	\$37.74	72	\$51,300	\$68,700	\$80,700
supervisor, coordinator, staff	37	\$20.07	\$27.47	\$34.74	35	\$42,000	\$51,700	\$71,500
supervise 1+ employees	107	\$23.08	\$30.29	\$36.54	104	\$48,000	\$66,000	\$78,000
supervise none	5				4			
have budget responsibility	68	\$27.67	\$32.55	\$39.18	66	\$56,500	\$69,600	\$82,000
no budget responsibility	40	\$20.01	\$23.32	\$32.97	38	\$42,000	\$48,500	\$70,000
most patients/clients high risk	12				12			
most patients/clients < high risk	37	\$22.42	\$28.26	\$35.82	35	\$47,300	\$58,800	\$78,000
do not work with patients/clients	58	\$22.60	\$32.28	\$37.50	56	\$47,000	\$67,600	\$77,800

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.33

Compensation: School Foodservice Director

Develops, implements, and maintains the foodservice program in a school setting. Directs and monitors food procurement and storage, and food production, assembly, and service to students. Plans menus to meet required nutritional standards and student acceptance.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	56	\$24.22	\$31.87	\$40.96	52	\$54,300	\$69,000	\$85,500
TOTAL - 2011	67	\$24.52	\$28.85	\$35.10	63	\$52,000	\$62,000	\$77,000
% change		-1.2%	10.5%	16.7%		4.4%	11.3%	11.0%
Years in Field								
20+ years	32	\$31.25	\$36.64	\$45.09	31	\$66,300	\$77,500	\$94,400
10 - 19 years	15	\$21.15	\$28.85	\$32.69	14			
5 - 9 years	6				5			
1 - 4 years	3				2			
< 1 year								
NET: < 5 years	3				2			
Years in Position								
10+ years	31	\$31.25	\$36.25	\$44.23	30	\$65,900	\$77,800	\$94,500
5 - 9 years	16	\$22.23	\$29.57	\$32.48	16	\$50,500	\$58,500	\$73,300
< 5 years	9				6			
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	23	\$31.25	\$33.65	\$47.12	21	\$62,500	\$70,000	\$95,000
bachelor's degree	26	\$23.08	\$29.09	\$39.90	24	\$52,500	\$63,800	\$83,400
associate's degree	6				6			
Credentials Held								
RD	48	\$26.80	\$32.28	\$42.26	44	\$58,300	\$70,000	\$88,200
DTR	7				7			
state license/certification	23	\$28.85	\$33.65	\$42.56	21	\$58,500	\$70,000	\$87,200
specialty certification(s)	1				1			
Employment Sector								
self-employed	2				1			
for-profit								
non-profit (other than government)	23	\$21.63	\$31.25	\$41.15	20	\$52,500	\$70,000	\$85,900
government	25	\$26.57	\$31.87	\$40.06	25	\$54,800	\$63,000	\$81,400
Responsibilities								
director, manager or higher	42	\$24.46	\$33.17	\$41.20	40	\$54,300	\$71,500	\$85,900
supervisor, coordinator, staff	14				12			
supervise 1+ employees	54	\$24.46	\$31.87	\$40.57	51	\$55,000	\$70,000	\$85,600
supervise none	2				1			
have budget responsibility	50	\$23.92	\$32.28	\$41.20	48	\$55,000	\$70,000	\$85,900
no budget responsibility	6				4			
most patients/clients high risk								
most patients/clients < high risk	17	\$24.52	\$33.65	\$39.33	17	\$51,000	\$70,000	\$82,800
do not work with patients/clients	34	\$21.63	\$31.25	\$39.90	30	\$53,400	\$65,600	\$79,800

Note: Results not shown if fewer than 15 valid values.



Exhibit 5.34

Compensation: Dietetic Technician, Foodservice Management

Oversees meal production, service, and delivery. Manages employee orientation, training, performance evaluations, scheduling, and assignment of tasks. Assures compliance with standards, policies, and procedures.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	82	\$16.41	\$19.23	\$25.96	77	\$35,000	\$44,800	\$54,500
TOTAL - 2011	78	\$16.83	\$20.59	\$24.04	66	\$35,000	\$44,000	\$52,000
% change		-2.5%	-6.6%	8.0%		0.0%	1.8%	4.8%
Years in Field								
20+ years	44	\$17.85	\$22.60	\$27.40	42	\$37,000	\$47,500	\$57,600
10 - 19 years	13				13			
5 - 9 years	6				6			
1 - 4 years	18	\$13.14	\$16.04	\$19.83	15	\$30,000	\$32,700	\$48,000
< 1 year								
NET: < 5 years	18	\$13.14	\$16.04	\$19.83	15	\$30,000	\$32,700	\$48,000
Years in Position								
10+ years	40	\$16.83	\$22.36	\$27.62	38	\$36,500	\$47,500	\$59,700
5 - 9 years	16	\$17.97	\$21.52	\$28.54	16	\$36,800	\$44,900	\$58,900
< 5 years	26	\$14.86	\$17.07	\$19.83	23	\$32,000	\$35,000	\$47,000
Education (Highest Degree)								
doctoral degree								
master's degree	5				4			
bachelor's degree	23	\$15.00	\$20.19	\$27.69	21	\$31,600	\$45,500	\$60,100
associate's degree	54	\$16.72	\$18.86	\$24.04	52	\$35,000	\$40,000	\$49,900
Credentials Held								
RD	2				2			
DTR	78	\$16.72	\$19.23	\$25.04	74	\$35,000	\$43,900	\$54,000
state license/certification								
specialty certification(s)	17	\$17.31	\$22.60	\$25.59	15	\$36,600	\$47,000	\$55,000
Employment Sector								
self-employed								
for-profit	22	\$14.73	\$17.00	\$21.51	20	\$31,400	\$36,200	\$46,500
non-profit (other than government)	39	\$17.31	\$20.19	\$25.96	37	\$35,300	\$45,500	\$54,500
government	14				13			
Responsibilities								
director, manager or higher	27	\$17.79	\$23.08	\$28.85	27	\$37,000	\$47,000	\$60,200
supervisor, coordinator, staff	54	\$15.86	\$18.60	\$23.02	49	\$32,800	\$40,000	\$49,800
supervise 1+ employees	67	\$16.83	\$20.19	\$26.44	64	\$35,100	\$45,000	\$55,000
supervise none	13				11			
have budget responsibility	37	\$16.83	\$24.04	\$28.74	35	\$37,000	\$48,000	\$61,000
no budget responsibility	38	\$16.14	\$18.50	\$22.60	35	\$32,500	\$37,000	\$48,000
most patients/clients high risk	11				11			
most patients/clients < high risk	41	\$16.35	\$19.23	\$23.56	38	\$33,700	\$41,000	\$50,300
do not work with patients/clients	27	\$17.58	\$22.60	\$28.37	26	\$35,400	\$48,400	\$61,500

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.35

Compensation: Private Practice Dietitian – Patient/Client Nutrition Care

Provides medical nutrition therapy or wellness, fitness, or sports nutrition counseling for individuals or groups in a private practice setting or healthcare provider's office.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles	- - percentiles	- - percentiles	# answering	- - percentiles	- - percentiles	- - percentiles
		25th	50th	75th		25th	50th	75th
TOTAL - 2013	91	\$19.95	\$28.85	\$41.67	38	\$40,000	\$51,000	\$75,000
TOTAL - 2011	105	\$19.23	\$27.40	\$41.60	46	\$40,000	\$60,000	\$86,100
% change		3.7%	5.3%	0.2%		0.0%	-15.0%	-12.9%
Years in Field								
20+ years	40	\$24.04	\$32.05	\$47.81	16	\$42,500	\$67,500	\$98,800
10 - 19 years	22	\$23.89	\$28.13	\$42.80	8			
5 - 9 years	17	\$17.21	\$21.63	\$30.05	5			
1 - 4 years	10				8			
< 1 year								
NET: < 5 years	10				8			
Years in Position								
10+ years	43	\$24.04	\$35.90	\$51.92	19	\$40,000	\$65,000	\$100,000
5 - 9 years	20	\$19.04	\$24.28	\$31.25	8			
< 5 years	28	\$19.23	\$24.04	\$30.65	11			
Education (Highest Degree)								
doctoral degree	3							
master's degree	53	\$19.23	\$25.12	\$38.46	26	\$40,000	\$50,500	\$71,300
bachelor's degree	35	\$20.60	\$28.85	\$42.07	12			
associate's degree								
Credentials Held								
RD	90	\$19.77	\$28.85	\$39.26	38	\$40,000	\$51,000	\$75,000
DTR								
state license/certification	45	\$22.04	\$28.85	\$46.75	20	\$45,000	\$51,500	\$73,800
specialty certification(s)	20	\$19.55	\$30.05	\$38.46	8			
Employment Sector								
self-employed	69	\$19.23	\$31.25	\$45.34	27	\$40,000	\$65,000	\$80,000
for-profit	18	\$20.37	\$23.74	\$25.57	11			
non-profit (other than government)	1							
government								
Responsibilities								
director, manager or higher	63	\$19.23	\$30.77	\$41.67	28	\$40,000	\$56,100	\$75,000
supervisor, coordinator, staff	27	\$20.60	\$24.52	\$35.00	9			
supervise 1+ employees	28	\$19.41	\$24.28	\$35.67	17	\$38,500	\$51,000	\$75,000
supervise none	61	\$19.91	\$28.85	\$45.34	21	\$41,000	\$50,000	\$75,000
have budget responsibility	44	\$18.20	\$24.58	\$36.02	20	\$33,300	\$51,500	\$70,000
no budget responsibility	47	\$21.63	\$29.98	\$46.50	18	\$44,300	\$50,500	\$96,300
most patients/clients high risk	14				7			
most patients/clients < high risk	77	\$19.59	\$27.40	\$38.46	31	\$42,000	\$51,000	\$70,000
do not work with patients/clients								

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.36

Compensation: Consultant – Community and/or Corporate Programs

Provides food and nutrition consultation services for community-based programs, such as meal programs, day care centers, or group homes. Develops and implements wellness events and programs for communities and/or corporations.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	104	\$24.04	\$29.21	\$38.46	57	\$50,500	\$62,000	\$84,000
TOTAL - 2011	71	\$23.08	\$25.64	\$32.05	22	\$43,800	\$52,000	\$62,600
% change		4.2%	13.9%	20.0%		15.3%	19.2%	34.2%
Years in Field								
20+ years	40	\$24.96	\$33.13	\$41.25	15	\$55,000	\$70,000	\$90,000
10 - 19 years	24	\$29.63	\$32.85	\$40.99	17	\$63,500	\$70,000	\$92,500
5 - 9 years	15	\$24.04	\$28.85	\$38.46	9			
1 - 4 years	23	\$20.00	\$25.00	\$28.85	14			
< 1 year								
NET: < 5 years	23	\$20.00	\$25.00	\$28.85	14			
Years in Position								
10+ years	27	\$25.64	\$33.08	\$43.27	13			
5 - 9 years	25	\$25.56	\$31.25	\$40.44	16	\$59,300	\$63,500	\$85,500
< 5 years	52	\$22.72	\$28.70	\$35.20	28	\$41,800	\$57,500	\$65,700
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	46	\$25.48	\$31.65	\$37.74	23	\$57,000	\$65,000	\$81,000
bachelor's degree	57	\$22.43	\$28.21	\$40.38	33	\$44,500	\$60,000	\$85,000
associate's degree								
Credentials Held								
RD	98	\$24.04	\$29.91	\$39.78	52	\$55,000	\$64,800	\$87,300
DTR	4				3			
state license/certification	49	\$23.26	\$28.55	\$34.09	28	\$46,600	\$60,100	\$68,000
specialty certification(s)	14				10			
Employment Sector								
self-employed	43	\$24.73	\$32.05	\$50.00	16	\$47,500	\$71,000	\$100,000
for-profit	27	\$24.04	\$28.37	\$30.29	21	\$47,000	\$59,000	\$63,800
non-profit (other than government)	18	\$23.68	\$28.53	\$36.30	9			
government	8				5			
Responsibilities								
director, manager or higher	40	\$27.54	\$33.13	\$46.88	26	\$58,800	\$69,500	\$97,000
supervisor, coordinator, staff	63	\$23.08	\$28.55	\$35.90	31	\$42,500	\$59,000	\$65,700
supervise 1+ employees	32	\$25.52	\$33.13	\$39.42	23	\$57,000	\$69,000	\$90,000
supervise none	70	\$23.08	\$28.85	\$38.82	33	\$43,300	\$60,100	\$76,000
have budget responsibility	34	\$25.24	\$32.56	\$43.27	25	\$54,100	\$68,000	\$98,000
no budget responsibility	70	\$22.76	\$28.85	\$35.90	32	\$42,900	\$60,000	\$70,000
most patients/clients high risk	15	\$20.51	\$25.85	\$35.90	8			
most patients/clients < high risk	63	\$25.00	\$29.81	\$37.50	33	\$53,000	\$62,000	\$76,000
do not work with patients/clients	24	\$23.59	\$29.93	\$46.88	15	\$47,000	\$64,500	\$100,000

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.37

Compensation: Consultant – Communications

Develops food and nutrition-related communications for consumer and/or professional audiences. May include writing speeches and presentations, developing nutrition education materials, programs, and nutrition content for Web sites, recipe development; and public speaking to consumer and health professional audiences.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles - - 25th 50th 75th			# answering	- - percentiles - - 25th 50th 75th		
TOTAL - 2013	18	\$24.36	\$33.30	\$46.63	7			
TOTAL - 2011	45	\$21.76	\$31.28	\$44.90	24	\$56,500	\$68,500	\$96,800
% change		11.9%	6.5%	3.9%				
Years in Field								
20+ years	7				2			
10 - 19 years	7				4			
5 - 9 years	2							
1 - 4 years	2				1			
< 1 year								
NET: < 5 years	2				1			
Years in Position								
10+ years	7				3			
5 - 9 years	5				3			
< 5 years	6				1			
Education (Highest Degree)								
doctoral degree								
master's degree	14				4			
bachelor's degree	4				3			
associate's degree								
Credentials Held								
RD	17	\$26.93	\$35.34	\$47.11	7			
DTR	1							
state license/certification	4				1			
specialty certification(s)	5				2			
Employment Sector								
self-employed	14				5			
for-profit	2							
non-profit (other than government)	1				1			
government								
Responsibilities								
director, manager or higher	14				6			
supervisor, coordinator, staff	4				1			
supervise 1+ employees	3				3			
supervise none	14				3			
have budget responsibility	5				1			
no budget responsibility	13				6			
most patients/clients high risk								
most patients/clients < high risk	7				3			
do not work with patients/clients	11				4			

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.38

Compensation: Sales Representative

Sells product and/or service. Establishes and maintains accounts with clients. Employed by pharmaceutical, medical/nutritional, food, or foodservice equipment or supplies company.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	56	\$31.25	\$36.06	\$43.15	47	\$79,000	\$93,500	\$115,000
TOTAL - 2011	84	\$31.25	\$36.06	\$42.91	76	\$77,100	\$90,000	\$109,800
% change		0.0%	0.0%	0.6%		2.5%	3.9%	4.7%
Years in Field								
20+ years	22	\$33.65	\$39.18	\$49.66	19	\$79,000	\$98,000	\$120,000
10 - 19 years	19	\$31.25	\$37.50	\$42.79	16	\$83,500	\$96,800	\$118,800
5 - 9 years	8				5			
1 - 4 years	7				7			
< 1 year								
NET: < 5 years	7				7			
Years in Position								
10+ years	10				8			
5 - 9 years	15	\$34.62	\$38.46	\$43.27	13			
< 5 years	31	\$30.29	\$35.58	\$43.27	26	\$74,500	\$85,000	\$100,000
Education (Highest Degree)								
doctoral degree	2				2			
master's degree	31	\$32.69	\$35.58	\$45.91	29	\$77,500	\$88,000	\$111,500
bachelor's degree	22	\$29.71	\$37.98	\$43.27	16	\$80,300	\$94,000	\$116,300
associate's degree	1							
Credentials Held								
RD	55	\$31.25	\$36.06	\$43.27	47	\$79,000	\$93,500	\$115,000
DTR	1							
state license/certification	23	\$31.25	\$35.58	\$40.87	21	\$75,500	\$85,000	\$98,500
specialty certification(s)	13				13			
Employment Sector								
self-employed	5				1			
for-profit	48	\$31.61	\$36.06	\$40.87	45	\$78,700	\$90,000	\$104,000
non-profit (other than government)	1							
government	1				1			
Responsibilities								
director, manager or higher	22	\$30.65	\$39.18	\$51.80	18	\$83,000	\$97,300	\$131,300
supervisor, coordinator, staff	34	\$32.33	\$36.06	\$40.87	29	\$75,500	\$88,000	\$101,500
supervise 1+ employees	11				11			
supervise none	45	\$30.53	\$35.34	\$40.87	36	\$76,600	\$86,500	\$100,000
have budget responsibility	28	\$30.53	\$36.06	\$42.31	24	\$79,800	\$94,000	\$120,800
no budget responsibility	28	\$31.61	\$37.26	\$43.27	23	\$78,400	\$93,500	\$115,000
most patients/clients high risk	7				7			
most patients/clients < high risk	14				11			
do not work with patients/clients	32	\$31.61	\$36.78	\$40.87	27	\$75,000	\$95,500	\$105,000

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.39

## Compensation: Public Relations and/or Marketing Professional

Provides food and nutrition expertise in researching, designing, developing, implementing, and managing public relations and/or marketing programs for clients. May serve as a consultant or be employed by a PR agency, association, industry, or other organization/agency.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles 25th	50th	- - 75th	# answering	- - percentiles 25th	50th	- - 75th
TOTAL - 2013	19	\$24.04	\$29.57	\$39.66	17	\$52,700	\$80,500	\$93,000
TOTAL - 2011	16	\$19.83	\$41.46	\$53.61	15	\$45,000	\$93,000	\$139,000
% change		21.2%	-28.7%	-26.0%		17.1%	-13.4%	-33.1%
Years in Field								
20+ years	5				5			
10 - 19 years	6				5			
5 - 9 years	3				3			
1 - 4 years	5				4			
< 1 year								
NET: < 5 years	5				4			
Years in Position								
10+ years	7				7			
5 - 9 years	4				3			
< 5 years	8				7			
Education (Highest Degree)								
doctoral degree								
master's degree	10				8			
bachelor's degree	9				9			
associate's degree								
Credentials Held								
RD	18	\$23.64	\$29.69	\$40.08	17	\$52,700	\$80,500	\$93,000
DTR								
state license/certification	3				3			
specialty certification(s)	1				1			
Employment Sector								
self-employed	2				1			
for-profit	11				10			
non-profit (other than government)	4				4			
government	1				1			
Responsibilities								
director, manager or higher	10				9			
supervisor, coordinator, staff	9				8			
supervise 1+ employees	11				9			
supervise none	8				8			
have budget responsibility	13				12			
no budget responsibility	6				5			
most patients/clients high risk	2				2			
most patients/clients < high risk	2				2			
do not work with patients/clients	15	\$24.04	\$29.57	\$39.66	13			

Note: Results not shown if fewer than 15 valid values.

**Exhibit 5.40**
**Compensation: Corporate Dietitian**

Provides nutrition and food information to customers and company employees; develops brochures, recipes, web site material, and promotional materials; organizes and attends special events, such as health fairs, trade shows, or media events. Employed by grocery retailer or other food-related company.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	93	\$25.48	\$31.25	\$39.66	76	\$58,000	\$65,500	\$87,300
TOTAL - 2011	68	\$23.61	\$27.05	\$34.38	55	\$48,000	\$61,500	\$75,700
% change		7.9%	15.5%	15.4%		20.8%	6.5%	15.3%
Years in Field								
20+ years	28	\$29.14	\$39.18	\$43.26	23	\$65,200	\$83,000	\$96,000
10 - 19 years	26	\$28.41	\$32.89	\$40.14	21	\$60,300	\$65,700	\$95,000
5 - 9 years	15	\$22.60	\$25.00	\$28.85	12			
1 - 4 years	22	\$22.26	\$26.44	\$31.63	19	\$46,500	\$56,100	\$69,000
< 1 year	1							
NET: < 5 years	23	\$22.31	\$26.44	\$31.49	19	\$46,500	\$56,100	\$69,000
Years in Position								
10+ years	22	\$32.23	\$40.87	\$46.98	20	\$67,000	\$91,800	\$103,800
5 - 9 years	23	\$26.44	\$33.05	\$38.46	17	\$58,300	\$65,000	\$82,300
< 5 years	48	\$23.16	\$27.86	\$32.35	39	\$51,600	\$60,000	\$70,800
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	53	\$26.44	\$31.49	\$40.87	44	\$58,100	\$67,400	\$91,800
bachelor's degree	39	\$23.08	\$28.85	\$34.13	31	\$55,000	\$63,000	\$77,500
associate's degree								
Credentials Held								
RD	92	\$25.48	\$31.25	\$39.18	75	\$58,000	\$65,400	\$85,000
DTR								
state license/certification	40	\$25.36	\$28.85	\$37.38	31	\$59,800	\$65,400	\$80,000
specialty certification(s)	12				9			
Employment Sector								
self-employed	4				1			
for-profit	74	\$25.36	\$29.57	\$40.08	61	\$58,000	\$66,000	\$91,800
non-profit (other than government)	8				8			
government	4				3			
Responsibilities								
director, manager or higher	38	\$30.65	\$38.94	\$46.63	36	\$64,900	\$83,800	\$99,000
supervisor, coordinator, staff	55	\$24.04	\$27.40	\$33.05	40	\$52,900	\$60,000	\$68,300
supervise 1+ employees	41	\$28.85	\$34.13	\$43.75	38	\$60,000	\$82,300	\$100,000
supervise none	51	\$23.41	\$28.85	\$33.65	37	\$52,100	\$60,000	\$70,000
have budget responsibility	29	\$26.20	\$32.81	\$42.79	27	\$63,000	\$72,000	\$95,000
no budget responsibility	64	\$25.12	\$30.14	\$36.06	49	\$56,000	\$64,000	\$77,800
most patients/clients high risk	6				4			
most patients/clients < high risk	45	\$24.86	\$28.75	\$33.43	33	\$53,600	\$60,000	\$71,800
do not work with patients/clients	39	\$25.48	\$33.65	\$42.79	36	\$58,500	\$70,400	\$94,500

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.41

Compensation: Research & Development Nutritionist

Develops recipes/products and marketing materials related to products; advises on Nutrition Facts panels and nutrient content/health claims; provides technical and written resources; designs research studies; analyzes and interprets nutrient research. May serve as a consultant or be employed by food, commodity, or medical/nutritional industry.

	# answering	HOURLY WAGE -- percentiles --			# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years) -- percentiles --		
		25th	50th	75th		25th	50th	75th
TOTAL - 2013	24	\$31.58	\$38.46	\$48.56	23	\$68,700	\$83,000	\$125,000
TOTAL - 2011	30	\$26.32	\$33.22	\$46.27	26	\$53,800	\$75,900	\$105,400
% change		20.0%	15.8%	4.9%		27.7%	9.4%	18.6%
Years in Field								
20+ years	5				5			
10 - 19 years	9				8			
5 - 9 years	2				2			
1 - 4 years	7				7			
< 1 year								
NET: < 5 years	7				7			
Years in Position								
10+ years	5				5			
5 - 9 years	6				5			
< 5 years	13				13			
Education (Highest Degree)								
doctoral degree	6				6			
master's degree	10				10			
bachelor's degree	8				7			
associate's degree								
Credentials Held								
RD	21	\$31.91	\$38.46	\$45.19	20	\$68,900	\$81,700	\$113,600
DTR	1				1			
state license/certification	6				5			
specialty certification(s)	1				1			
Employment Sector								
self-employed	1							
for-profit	17	\$33.60	\$40.38	\$52.88	17	\$70,800	\$92,000	\$134,500
non-profit (other than government)	2				2			
government	2				2			
Responsibilities								
director, manager or higher	7				6			
supervisor, coordinator, staff	17	\$30.05	\$37.50	\$42.74	17	\$65,100	\$80,000	\$98,900
supervise 1+ employees	12				12			
supervise none	12				11			
have budget responsibility	9				9			
no budget responsibility	15	\$27.64	\$38.46	\$49.52	14			
most patients/clients high risk	1				1			
most patients/clients < high risk	2				2			
do not work with patients/clients	20	\$33.09	\$39.90	\$50.24	19	\$69,500	\$92,000	\$129,000

Note: Results not shown if fewer than 15 valid values.



Exhibit 5.42

Compensation: Director of Nutrition

Responsibilities may include developing and executing the nutritional strategy of the company; tracking nutrition trends; identifying business opportunities; serving as company-wide resource on issues related to nutrition; representing the organization on nutritional and health committees and at meetings; managing a budget and staff.

	# answering	HOURLY WAGE -- percentiles --			# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years) -- percentiles --		
		25th	50th	75th		25th	50th	75th
TOTAL - 2013	42	\$28.85	\$33.53	\$40.62	38	\$60,000	\$69,800	\$96,500
TOTAL - 2011	48	\$29.09	\$35.34	\$48.08	46	\$62,800	\$82,300	\$116,600
% change		-0.8%	-5.1%	-15.5%		-4.5%	-15.2%	-17.2%
Years in Field								
20+ years	24	\$33.47	\$37.26	\$57.09	21	\$66,500	\$80,000	\$127,500
10 - 19 years	10				9			
5 - 9 years	3				3			
1 - 4 years	5				5			
< 1 year								
NET: < 5 years	5				5			
Years in Position								
10+ years	19	\$28.85	\$33.41	\$40.38	18	\$62,300	\$75,000	\$101,300
5 - 9 years	9				9			
< 5 years	14				11			
Education (Highest Degree)								
doctoral degree	1				1			
master's degree	28	\$28.85	\$30.05	\$39.90	25	\$60,000	\$63,500	\$83,500
bachelor's degree	13				12			
associate's degree								
Credentials Held								
RD	39	\$28.85	\$33.41	\$40.24	35	\$60,000	\$69,500	\$87,000
DTR	1				1			
state license/certification	21	\$28.85	\$33.41	\$39.66	19	\$57,000	\$69,500	\$101,000
specialty certification(s)	11				10			
Employment Sector								
self-employed	2				2			
for-profit	15	\$27.16	\$33.65	\$66.35	13			
non-profit (other than government)	14				13			
government	9				8			
Responsibilities								
director, manager or higher	37	\$28.85	\$33.65	\$43.51	34	\$60,800	\$70,500	\$105,800
supervisor, coordinator, staff	5				4			
supervise 1+ employees	34	\$28.61	\$31.49	\$40.52	33	\$60,000	\$68,000	\$89,400
supervise none	7				4			
have budget responsibility	30	\$28.85	\$33.05	\$40.62	28	\$60,300	\$69,800	\$99,500
no budget responsibility	11				9			
most patients/clients high risk	4				2			
most patients/clients < high risk	17	\$27.65	\$29.81	\$35.34	16	\$56,300	\$63,300	\$78,800
do not work with patients/clients	21	\$29.04	\$33.65	\$56.49	20	\$61,500	\$75,500	\$124,800

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.43

Compensation: Instructor/Lecturer

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. May participate in research and service.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - 25th	percentiles 50th	- - 75th	# answering	- - 25th	percentiles 50th	- - 75th
TOTAL - 2013	84	\$21.36	\$24.41	\$31.61	41	\$49,000	\$56,500	\$70,800
TOTAL - 2011	92	\$19.76	\$25.80	\$32.87	47	\$45,000	\$58,000	\$69,100
% change		8.1%	-5.4%	-3.8%		8.9%	-2.6%	2.5%
Years in Field								
20+ years	36	\$22.54	\$27.16	\$32.16	19	\$54,000	\$63,000	\$72,600
10 - 19 years	25	\$20.88	\$23.08	\$36.30	9			
5 - 9 years	9				5			
1 - 4 years	12				6			
< 1 year								
NET: < 5 years	12				6			
Years in Position								
10+ years	28	\$20.34	\$28.13	\$32.78	15	\$53,000	\$69,000	\$81,500
5 - 9 years	22	\$21.69	\$23.08	\$24.83	13			
< 5 years	34	\$21.06	\$24.76	\$35.46	13			
Education (Highest Degree)								
doctoral degree	14				7			
master's degree	60	\$20.71	\$24.76	\$31.61	28	\$51,300	\$59,600	\$72,100
bachelor's degree	9				5			
associate's degree	1				1			
Credentials Held								
RD	79	\$21.15	\$24.29	\$29.33	36	\$48,500	\$56,300	\$69,800
DTR	3				3			
state license/certification	32	\$22.38	\$23.56	\$28.85	15	\$48,000	\$59,300	\$66,000
specialty certification(s)	10				7			
Employment Sector								
self-employed	3				2			
for-profit	16	\$18.46	\$23.23	\$31.37	5			
non-profit (other than government)	29	\$19.95	\$24.29	\$34.94	14			
government	31	\$22.84	\$25.00	\$29.33	15	\$51,000	\$60,000	\$70,500
Responsibilities								
director, manager or higher	11				11			
supervisor, coordinator, staff	72	\$20.70	\$24.16	\$28.85	30	\$47,400	\$58,300	\$70,100
supervise 1+ employees	20	\$23.32	\$27.52	\$37.63	16	\$50,100	\$59,600	\$78,800
supervise none	64	\$20.71	\$24.04	\$28.85	25	\$47,300	\$56,000	\$70,500
have budget responsibility	17	\$23.32	\$26.44	\$35.66	14			
no budget responsibility	67	\$19.64	\$24.04	\$28.85	27	\$50,000	\$56,500	\$69,000
most patients/clients high risk	5				4			
most patients/clients < high risk	11				7			
do not work with patients/clients	63	\$20.67	\$24.04	\$28.85	28	\$50,100	\$60,000	\$70,400

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.44

Compensation: Assistant Professor

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. Advises graduate and undergraduate students. Directs graduate student thesis/dissertation research. May conduct nutrition or food-related research.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	61	\$26.68	\$31.25	\$36.06	57	\$59,300	\$67,500	\$78,000
TOTAL - 2011	52	\$24.50	\$29.33	\$34.09	43	\$55,800	\$63,000	\$73,500
% change		8.9%	6.5%	5.8%		6.3%	7.1%	6.1%
Years in Field								
20+ years	26	\$29.33	\$33.25	\$37.74	23	\$65,000	\$72,000	\$88,000
10 - 19 years	18	\$23.92	\$29.33	\$35.38	18	\$54,800	\$64,500	\$75,300
5 - 9 years	12				11			
1 - 4 years	4				4			
< 1 year								
NET: < 5 years	4				4			
Years in Position								
10+ years	13				12			
5 - 9 years	17	\$26.68	\$33.33	\$36.78	15	\$64,000	\$75,000	\$93,000
< 5 years	30	\$25.66	\$29.81	\$33.22	30	\$56,500	\$64,000	\$72,300
Education (Highest Degree)								
doctoral degree	42	\$28.01	\$32.16	\$37.74	41	\$61,800	\$71,000	\$86,500
master's degree	19	\$23.94	\$27.88	\$33.32	16	\$55,100	\$65,000	\$69,000
bachelor's degree								
associate's degree								
Credentials Held								
RD	61	\$26.68	\$31.25	\$36.06	57	\$59,300	\$67,500	\$78,000
DTR								
state license/certification	17	\$30.53	\$33.32	\$35.61	15	\$63,500	\$69,300	\$78,000
specialty certification(s)	11				9			
Employment Sector								
self-employed								
for-profit	9				8			
non-profit (other than government)	33	\$25.60	\$31.25	\$41.98	30	\$55,000	\$70,200	\$87,000
government	13				13			
Responsibilities								
director, manager or higher	9				9			
supervisor, coordinator, staff	50	\$25.48	\$30.77	\$35.34	46	\$58,100	\$66,000	\$76,300
supervise 1+ employees	30	\$26.56	\$31.51	\$36.06	30	\$64,800	\$71,200	\$78,000
supervise none	30	\$26.32	\$30.25	\$36.06	26	\$55,200	\$63,000	\$85,000
have budget responsibility	19	\$23.94	\$33.65	\$40.36	19	\$56,800	\$70,000	\$93,000
no budget responsibility	42	\$27.46	\$30.77	\$35.18	38	\$61,100	\$66,000	\$78,000
most patients/clients high risk	3				2			
most patients/clients < high risk	10				9			
do not work with patients/clients	44	\$26.56	\$30.25	\$35.50	42	\$59,600	\$67,000	\$77,300

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.45

Compensation: Associate Professor

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. Advises graduate and undergraduate students. Directs graduate student thesis/dissertation research. Plans and conducts nutrition or food-related research.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - 25th	percentiles 50th	- - 75th	# answering	- - 25th	percentiles 50th	- - 75th
TOTAL - 2013	47	\$31.25	\$36.06	\$46.70	41	\$69,400	\$80,000	\$95,800
TOTAL - 2011	50	\$29.64	\$33.41	\$42.55	47	\$64,000	\$74,900	\$90,000
% change		5.4%	7.9%	9.8%		8.4%	6.8%	6.4%
Years in Field								
20+ years	30	\$31.73	\$37.19	\$48.42	26	\$71,500	\$80,300	\$97,000
10 - 19 years	14				12			
5 - 9 years	2				2			
1 - 4 years								
< 1 year								
NET: < 5 years								
Years in Position								
10+ years	27	\$31.73	\$36.06	\$46.70	23	\$70,000	\$79,700	\$90,000
5 - 9 years	17	\$31.73	\$38.46	\$49.38	15	\$70,000	\$85,000	\$112,400
< 5 years	3				3			
Education (Highest Degree)								
doctoral degree	37	\$31.49	\$36.06	\$46.42	34	\$69,500	\$80,300	\$100,000
master's degree	10				7			
bachelor's degree								
associate's degree								
Credentials Held								
RD	45	\$31.73	\$36.54	\$47.39	39	\$70,000	\$80,500	\$96,000
DTR	2				2			
state license/certification	15	\$31.25	\$38.94	\$55.77	13			
specialty certification(s)	3				3			
Employment Sector								
self-employed								
for-profit	3				2			
non-profit (other than government)	20	\$31.25	\$37.02	\$49.90	18	\$65,000	\$84,500	\$103,500
government	16	\$33.17	\$37.50	\$57.26	14			
Responsibilities								
director, manager or higher	14				14			
supervisor, coordinator, staff	32	\$30.89	\$35.58	\$40.87	26	\$68,000	\$76,000	\$90,300
supervise 1+ employees	28	\$34.68	\$38.70	\$52.20	25	\$73,500	\$88,000	\$105,500
supervise none	19	\$30.77	\$31.73	\$36.06	16	\$65,000	\$74,000	\$88,800
have budget responsibility	21	\$34.38	\$38.46	\$51.78	19	\$70,000	\$80,500	\$111,000
no budget responsibility	26	\$31.13	\$34.74	\$41.35	22	\$67,300	\$76,000	\$92,100
most patients/clients high risk	2				2			
most patients/clients < high risk	11				10			
do not work with patients/clients	31	\$31.73	\$36.06	\$46.15	27	\$70,000	\$77,000	\$95,500

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.46

Compensation: Professor

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. Advises graduate and undergraduate students. Directs graduate student thesis/dissertation research. Establishes a nutrition or food-related research program.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	-- percentiles -- 25th	50th	75th	# answering	-- percentiles -- 25th	50th	75th
TOTAL - 2013	36	\$39.66	\$49.28	\$62.02	35	\$80,000	\$110,000	\$140,000
TOTAL - 2011	44	\$36.68	\$47.70	\$55.05	40	\$81,300	\$103,200	\$119,800
% change		8.1%	3.3%	12.7%		-1.6%	6.6%	16.9%
Years in Field								
20+ years	35	\$43.27	\$50.48	\$62.50	34	\$87,500	\$110,500	\$140,000
10 - 19 years								
5 - 9 years								
1 - 4 years								
< 1 year								
NET: < 5 years								
Years in Position								
10+ years	33	\$38.46	\$48.08	\$61.54	32	\$80,000	\$107,500	\$138,000
5 - 9 years	2				2			
< 5 years	1				1			
Education (Highest Degree)								
doctoral degree	31	\$43.27	\$50.96	\$63.46	31	\$90,000	\$112,000	\$140,000
master's degree	5				4			
bachelor's degree								
associate's degree								
Credentials Held								
RD	32	\$39.66	\$49.28	\$59.29	31	\$80,000	\$110,000	\$140,000
DTR								
state license/certification	11				10			
specialty certification(s)	1				1			
Employment Sector								
self-employed								
for-profit	1				1			
non-profit (other than government)	19	\$44.87	\$52.88	\$84.13	18	\$98,500	\$114,400	\$175,500
government	13				13			
Responsibilities								
director, manager or higher	13				13			
supervisor, coordinator, staff	22	\$42.07	\$48.08	\$53.52	22	\$87,500	\$105,000	\$119,900
supervise 1+ employees	25	\$44.23	\$52.88	\$65.39	25	\$93,500	\$116,000	\$174,000
supervise none	11				10			
have budget responsibility	19	\$48.08	\$53.01	\$84.13	19	\$101,000	\$117,800	\$175,000
no budget responsibility	17	\$34.53	\$43.27	\$49.28	16	\$70,000	\$91,500	\$115,400
most patients/clients high risk	2				2			
most patients/clients < high risk	4				4			
do not work with patients/clients	29	\$38.46	\$48.08	\$52.95	28	\$80,000	\$103,000	\$118,400

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.47

Compensation: Didactic Program Director

Assesses, plans, implements, and evaluates dietetics curriculum to meet and maintain CADE standards. Develops program information for potential and current students. Assures that educational competencies are included in appropriate courses. Recruits, advises, and counsels dietetic students. May teach undergraduate and graduate courses.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	- - percentiles - - 25th 50th 75th			# answering	- - percentiles - - 25th 50th 75th		
TOTAL - 2013	20	\$26.44	\$31.63	\$35.94	19	\$55,000	\$68,000	\$86,000
TOTAL - 2011	36	\$25.37	\$28.97	\$33.05	34	\$56,400	\$62,500	\$77,500
% change		4.2%	9.2%	8.7%		-2.5%	8.8%	11.0%
Years in Field								
20+ years	11				10			
10 - 19 years	8				8			
5 - 9 years	1				1			
1 - 4 years								
< 1 year								
NET: < 5 years								
Years in Position								
10+ years	10				9			
5 - 9 years	6				6			
< 5 years	4				4			
Education (Highest Degree)								
doctoral degree	9				9			
master's degree	11				10			
bachelor's degree								
associate's degree								
Credentials Held								
RD	20	\$26.44	\$31.63	\$35.94	19	\$55,000	\$68,000	\$86,000
DTR								
state license/certification	10				9			
specialty certification(s)	3				3			
Employment Sector								
self-employed								
for-profit	1				1			
non-profit (other than government)	10				10			
government	8				7			
Responsibilities								
director, manager or higher	14				14			
supervisor, coordinator, staff	6				5			
supervise 1+ employees	13				12			
supervise none	7				7			
have budget responsibility	9				8			
no budget responsibility	11				11			
most patients/clients high risk								
most patients/clients < high risk	1				1			
do not work with patients/clients	18	\$26.44	\$31.63	\$36.72	17	\$55,000	\$68,000	\$86,500

Note: Results not shown if fewer than 15 valid values.

Exhibit 5.48

Compensation: Dietetic Internship Director

Assesses, plans, implements, and evaluates dietetic internship program to meet and maintain CADE standards. Coordinates and directs staff involved in the program. Plans and coordinates class and rotation schedules with staff and affiliation sites. May teach classes or perform other responsibilities separate from internship program.

	# answering	HOURLY WAGE -- percentiles --			# answering	TOTAL CASH COMPENSATION (those employed full time, 1+ years) -- percentiles --		
		25th	50th	75th		25th	50th	75th
TOTAL - 2013	27	\$27.16	\$31.87	\$35.82	23	\$58,000	\$69,500	\$82,000
TOTAL - 2011	38	\$25.99	\$31.25	\$37.75	31	\$55,800	\$63,500	\$83,000
% change		4.5%	2.0%	-5.1%		3.9%	9.4%	-1.2%
Years in Field								
20+ years	12				10			
10 - 19 years	11				10			
5 - 9 years	3				2			
1 - 4 years	1				1			
< 1 year								
NET: < 5 years	1				1			
Years in Position								
10+ years	12				10			
5 - 9 years	6				6			
< 5 years	9				7			
Education (Highest Degree)								
doctoral degree	3				3			
master's degree	23	\$27.16	\$31.87	\$35.82	20	\$58,100	\$70,300	\$80,300
bachelor's degree	1							
associate's degree								
Credentials Held								
RD	27	\$27.16	\$31.87	\$35.82	23	\$58,000	\$69,500	\$82,000
DTR								
state license/certification	15	\$27.16	\$31.25	\$35.10	13			
specialty certification(s)	1				1			
Employment Sector								
self-employed								
for-profit	4				4			
non-profit (other than government)	10				9			
government	10				8			
Responsibilities								
director, manager or higher	16	\$29.34	\$32.55	\$35.82	14			
supervisor, coordinator, staff	10				8			
supervise 1+ employees	17	\$28.44	\$33.00	\$38.22	16	\$64,300	\$73,300	\$83,500
supervise none	9				6			
have budget responsibility	14				12			
no budget responsibility	12				10			
most patients/clients high risk	1				1			
most patients/clients < high risk	3				3			
do not work with patients/clients	21	\$25.24	\$30.80	\$33.75	17	\$53,300	\$65,000	\$74,600

Note: Results not shown if fewer than 15 valid values.

# Exhibit 5.49

## Compensation: Research Dietitian

Collects data according to established protocols for research studies. Analyzes, interprets, and summarizes diet records and other research data. May supervise personnel and manage operational aspects of research program. May participate in grant and protocol writing and design.

	HOURLY WAGE				TOTAL CASH COMPENSATION (those employed full time, 1+ years)			
	# answering	25th	50th	75th	# answering	25th	50th	75th
TOTAL - 2013	92	\$21.22	\$27.88	\$35.77	65	\$43,900	\$58,000	\$76,100
TOTAL - 2011	115	\$21.00	\$25.00	\$33.06	86	\$47,600	\$60,000	\$70,000
% change		1.0%	11.5%	8.2%		-7.8%	-3.3%	8.7%
Years in Field								
20+ years	31	\$28.85	\$34.62	\$42.31	23	\$60,000	\$70,000	\$81,700
10 - 19 years	21	\$22.84	\$28.85	\$38.58	15	\$54,700	\$65,000	\$84,900
5 - 9 years	9				7			
1 - 4 years	28	\$19.23	\$20.19	\$24.41	19	\$40,000	\$43,000	\$50,000
< 1 year	2				1			
NET: < 5 years	30	\$19.23	\$20.19	\$24.58	20	\$40,000	\$43,000	\$51,100
Years in Position								
10+ years	29	\$29.33	\$34.62	\$42.24	23	\$60,000	\$75,000	\$84,900
5 - 9 years	16	\$26.14	\$28.85	\$36.30	11			
< 5 years	46	\$19.23	\$21.88	\$28.45	31	\$40,000	\$46,400	\$58,000
Education (Highest Degree)								
doctoral degree	11				9			
master's degree	55	\$24.04	\$30.29	\$37.50	35	\$54,700	\$65,000	\$80,000
bachelor's degree	23	\$19.23	\$23.90	\$28.85	19	\$40,000	\$49,500	\$60,000
associate's degree	3				2			
Credentials Held								
RD	85	\$21.88	\$28.85	\$37.18	59	\$46,600	\$60,000	\$78,000
DTR	6				5			
state license/certification	38	\$21.95	\$25.72	\$31.77	26	\$45,800	\$56,000	\$67,500
specialty certification(s)	6				4			
Employment Sector								
self-employed	4							
for-profit	13				12			
non-profit (other than government)	43	\$20.14	\$26.67	\$33.65	28	\$44,300	\$59,600	\$73,800
government	27	\$20.19	\$27.88	\$34.62	23	\$43,000	\$54,700	\$75,000
Responsibilities								
director, manager or higher	21	\$26.44	\$33.65	\$43.75	12			
supervisor, coordinator, staff	71	\$20.19	\$25.96	\$33.41	53	\$43,400	\$55,000	\$70,000
supervise 1+ employees	52	\$23.82	\$28.85	\$35.77	42	\$50,000	\$59,600	\$75,700
supervise none	40	\$19.23	\$24.05	\$36.30	23	\$40,000	\$43,800	\$79,000
have budget responsibility	24	\$27.88	\$33.49	\$39.63	21	\$58,600	\$70,000	\$81,100
no budget responsibility	68	\$20.15	\$24.88	\$33.59	44	\$42,300	\$51,800	\$69,900
most patients/clients high risk	6				4			
most patients/clients < high risk	58	\$21.36	\$27.02	\$33.47	43	\$46,400	\$58,000	\$70,000
do not work with patients/clients	26	\$21.26	\$33.49	\$43.51	18	\$41,400	\$81,600	\$93,500

Note: Results not shown if fewer than 15 valid values.



## 6. Benefits

### Notes

The tables in this section present survey results showing the proportion of dietetics practitioners offered each of a variety of benefits as part of their employment or self-employment.

Results are broken out in several different ways:

Registration Status	RD DTR not registered
Full-time Status	full-time part-time
Employment Sector	self-employed for-profit non-profit government
Organization Size (# employed at all locations)	1 (self-employed) 2 - 99 100 - 999 1,000 - 9,999 10,000+
Work Setting (1)*	acute care facility - inpatient acute care facility - outpatient ambulatory/outpatient care facility long-term, extended care, or assisted living facility rehabilitation facility wellness center or health club private practice
Work Setting (2)	government agency or department community or public health program non-profit or not-for-profit agency/organization college, university, or teaching-hospital faculty food or equipment manufacturer, distributor, or retailer school food service (K-12) contract food management company
Location (Census Division)	New England Middle Atlantic East North Central West North Central South Atlantic East South Central West South Central Mountain Pacific

\* Note that other work settings asked about are not reported due to low numbers of responses.

For definitions of statistics reported, Census Divisions used to categorize employment location, and standard position descriptions, please refer to the *Appendix*.

Exhibit 6.1a

Retirement Benefits by Registration Status and Full-Time Status

As of April 1, 2013, what *retirement benefits* (if any) were offered as a part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
defined benefit plan (pension)	1883 25%	1625 25%	235 27%	23 29%	1565 29%	226 15%
NET: defined contribution plan	5389 72%	4734 73%	608 70%	47 59%	4300 81%	851 55%
defined contribution plan (e.g., 401(k)), employer contributes	4630 62%	4050 62%	535 62%	45 56%	3717 70%	704 46%
defined contribution plan, employer does NOT contribute	759 10%	684 10%	73 8%	2 3%	583 11%	147 10%
indicated one or more	6216 83%	5434 83%	721 83%	61 76%	4977 93%	953 62%
no retirement benefit offered	1170 16%	1025 16%	128 15%	17 21%	315 6%	564 37%
no answer	83 1%	64 1%	17 2%	2 3%	37 1%	26 2%

\* "practitioners" excludes those not currently in dietetics  
NET indicates selection of one or more items in category

Exhibit 6.1b

Retirement Benefits by Employment Sector and Organization Size

As of April 1, 2013, what *retirement benefits* (if any) were offered as a part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
base: practitioners* (multiple answers)	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
defined benefit plan (pension)	1883 25%	6 1%	203 9%	753 26%	812 58%	5 1%	255 23%	494 26%	725 31%	360 25%
NET: defined contribution plan	5389 72%	58 11%	1818 81%	2377 83%	843 60%	50 12%	644 57%	1409 73%	1918 82%	1243 87%
defined contribution plan (e.g., 401(k)), employer contributes	4630 62%	43 8%	1536 68%	2095 73%	709 51%	40 9%	535 47%	1198 62%	1689 72%	1061 74%
defined contribution plan, employer does NOT contribute	759 10%	15 3%	282 12%	282 10%	134 10%	10 2%	109 10%	211 11%	229 10%	182 13%
indicated one or more	6216 83%	61 11%	1868 83%	2624 92%	1320 94%	52 12%	791 70%	1687 87%	2191 93%	1348 95%
no retirement benefit offered	1170 16%	465 87%	361 16%	217 8%	63 5%	381 88%	325 29%	218 11%	140 6%	70 5%
no answer	83 1%	7 1%	29 1%	22 1%	17 1%	1 0%	15 1%	31 2%	19 1%	7 0%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.1c

Retirement Benefits by Work Setting (1)

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
base: practitioners* (multiple answers)	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
defined benefit plan (pension)	1883 25%	466 25%	91 25%	146 18%	119 13%	17 12%	7 7%	4 2%
NET: defined contribution plan	5389 72%	1563 85%	308 84%	666 84%	573 63%	100 73%	47 47%	30 14%
defined contribution plan (e.g., 401(k)), employer contributes	4630 62%	1416 77%	276 75%	531 67%	451 50%	75 55%	42 42%	26 12%
defined contribution plan, employer does NOT contribute	759 10%	147 8%	32 9%	135 17%	122 13%	25 18%	5 5%	4 2%
indicated one or more	6216 83%	1683 92%	337 92%	710 90%	641 71%	106 77%	50 50%	32 15%
no retirement benefit offered	1170 16%	135 7%	28 8%	73 9%	245 27%	30 22%	49 49%	174 83%
no answer	83 1%	17 1%	2 1%	9 1%	19 2%	1 1%	2 2%	3 1%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.1d

Retirement Benefits by Work Setting (2)

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
base: practitioners* (multiple answers)	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
defined benefit plan (pension)	1883 25%	269 61%	227 42%	39 15%	145 33%	15 15%	109 66%	8 7%
NET: defined contribution plan	5389 72%	246 56%	338 62%	203 78%	299 68%	81 84%	85 51%	100 90%
defined contribution plan (e.g., 401(k)), employer contributes	4630 62%	212 48%	273 50%	178 68%	272 62%	78 80%	67 40%	94 85%
defined contribution plan, employer does NOT contribute	759 10%	34 8%	65 12%	25 10%	27 6%	3 3%	18 11%	6 5%
indicated one or more	6216 83%	410 93%	474 87%	216 83%	384 87%	81 84%	157 95%	102 92%
no retirement benefit offered	1170 16%	30 7%	63 12%	43 16%	54 12%	14 14%	6 4%	9 8%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.1e

Retirement Benefits by Location (Census Division)

As of April 1, 2013, what *retirement benefits* (if any) were offered as a part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
base: practitioners* (multiple answers)	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
defined benefit plan (pension)	1883 25%	98 22%	282 27%	362 25%	189 26%	290 24%	100 25%	142 21%	116 25%	303 28%
NET: defined contribution plan	5389 72%	315 72%	693 66%	1040 73%	560 77%	894 75%	303 76%	503 73%	322 70%	756 71%
defined contribution plan (e.g., 401(k)), employer contributes	4630 62%	259 59%	565 54%	913 64%	501 68%	767 64%	265 66%	439 64%	284 62%	634 59%
defined contribution plan, employer does NOT contribute	759 10%	56 13%	128 12%	127 9%	59 8%	127 11%	38 10%	64 9%	38 8%	122 11%
indicated one or more	6216 83%	348 79%	827 79%	1219 85%	634 87%	1005 84%	352 88%	572 83%	371 81%	885 83%
no retirement benefit offered	1170 16%	87 20%	209 20%	197 14%	89 12%	175 15%	44 11%	110 16%	79 17%	179 17%
no answer	83 1%	5 1%	13 1%	16 1%	9 1%	19 2%	3 1%	4 1%	8 2%	6 1%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.2a

Insurance Benefits by Registration Status and Full-Time Status

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
life insurance						
employer offers/contributes	3930 53%	3437 53%	454 52%	39 49%	3286 62%	480 31%
employer offers/does not contribute	1873 25%	1616 25%	243 28%	14 18%	1482 28%	311 20%
disability insurance (long- and/or short term)						
employer offers/contributes	3057 41%	2698 41%	325 38%	34 43%	2526 47%	410 27%
employer offers/does not contribute	2488 33%	2150 33%	322 37%	16 20%	2021 38%	364 24%
accidental death & dismemberment (AD&D) insurance						
employer offers/contributes	2208 30%	1957 30%	230 27%	21 26%	1845 35%	276 18%
employer offers/does not contribute	2440 33%	2114 32%	305 35%	21 26%	1999 38%	339 22%
long-term care insurance						
employer offers/contributes	877 12%	774 12%	94 11%	9 11%	725 14%	110 7%
employer offers/does not contribute	2379 32%	2097 32%	261 30%	21 26%	1975 37%	317 21%
business travel insurance						
employer offers/contributes	641 9%	565 9%	62 7%	14 18%	551 10%	63 4%
employer offers/does not contribute	614 8%	542 8%	67 8%	5 6%	506 9%	82 5%

Exhibit 6.2a (continued)

Insurance Benefits by Registration Status and Full-Time Status

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
high-deductible medical insurance - for employees						
employer offers/contributes	2985 40%	2629 40%	326 38%	30 38%	2464 46%	403 26%
employer offers/does not contribute	1040 14%	878 13%	155 18%	7 9%	814 15%	170 11%
high-deductible medical insurance - for dependents						
employer offers/contributes	2710 36%	2396 37%	286 33%	28 35%	2236 42%	368 24%
employer offers/does not contribute	1178 16%	1006 15%	164 19%	8 10%	938 18%	181 12%
lower deductible medical insurance or managed care plan - for employees						
employer offers/contributes	3916 52%	3485 53%	392 45%	39 49%	3259 61%	511 33%
employer offers/does not contribute	1061 14%	906 14%	147 17%	8 10%	841 16%	173 11%
lower deductible medical insurance or managed care plan - for dependents						
employer offers/contributes	3520 47%	3127 48%	360 42%	33 41%	2930 55%	466 30%
employer offers/does not contribute	1252 17%	1091 17%	150 17%	11 14%	1008 19%	191 12%
healthcare reimbursement or flexible spending account						
employer offers/contributes	2253 30%	1991 31%	239 28%	23 29%	1866 35%	298 19%
employer offers/does not contribute	2941 39%	2588 40%	333 38%	20 25%	2395 45%	433 28%



Exhibit 6.2a (continued)

Insurance Benefits by Registration Status and Full-Time Status

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
retiree medical coverage						
employer offers/contributes	1179 16%	1028 16%	131 15%	20 25%	1013 19%	115 7%
employer offers/does not contribute	1002 13%	868 13%	127 15%	7 9%	831 16%	123 8%
dental insurance or group plan - for employees						
employer offers/contributes	4016 54%	3502 54%	470 54%	44 55%	3346 63%	505 33%
employer offers/does not contribute	1986 27%	1710 26%	259 30%	17 21%	1590 30%	306 20%
dental insurance or group plan - for dependents						
employer offers/contributes	3560 48%	3120 48%	406 47%	34 43%	2966 56%	451 29%
employer offers/does not contribute	2136 29%	1844 28%	271 31%	21 26%	1726 32%	323 21%
prescription drug benefit						
employer offers/contributes	3764 50%	3318 51%	406 47%	40 50%	3129 59%	480 31%
employer offers/does not contribute	1755 23%	1508 23%	234 27%	13 16%	1414 27%	266 17%
vision insurance or group plan						
employer offers/contributes	3482 47%	3051 47%	395 46%	36 45%	2894 54%	444 29%
employer offers/does not contribute	2105 28%	1815 28%	274 32%	16 20%	1713 32%	303 20%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.2b

Insurance Benefits by Employment Sector and Organization Size

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
base: practitioners* (multiple answers)	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
life insurance										
employer offers/contributes	3930 53%	19 4%	1170 52%	1725 60%	795 57%	22 5%	453 40%	1035 53%	1426 61%	901 63%
employer offers/does not contribute	1873 25%	10 2%	594 26%	737 26%	431 31%	10 2%	240 21%	539 28%	649 28%	397 28%
disability insurance (long- and/or short term)										
employer offers/contributes	3057 41%	18 3%	967 43%	1431 50%	481 34%	16 4%	342 30%	741 38%	1129 48%	767 54%
employer offers/does not contribute	2488 33%	11 2%	758 34%	970 34%	605 43%	15 3%	319 28%	763 39%	847 36%	487 34%
accidental death & dismemberment (AD&D) insurance										
employer offers/contributes	2208 30%	12 2%	696 31%	998 35%	379 27%	11 3%	236 21%	515 27%	801 34%	602 42%
employer offers/does not contribute	2440 33%	9 2%	784 35%	992 35%	534 38%	12 3%	283 25%	700 36%	875 37%	519 36%
long-term care insurance										
employer offers/contributes	877 12%	0 0%	300 13%	381 13%	149 11%	4 1%	98 9%	195 10%	310 13%	253 18%
employer offers/does not contribute	2379 32%	7 1%	663 29%	973 34%	614 44%	7 2%	266 24%	602 31%	909 39%	551 39%
business travel insurance										
employer offers/contributes	641 9%	6 1%	264 12%	224 8%	108 8%	4 1%	86 8%	149 8%	206 9%	188 13%
employer offers/does not contribute	614 8%	3 1%	232 10%	246 9%	105 8%	2 0%	58 5%	150 8%	200 9%	191 13%

Exhibit 6.2b (continued)

Insurance Benefits by Employment Sector and Organization Size

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
base: practitioners* (multiple answers)	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
high-deductible medical insurance - for employees										
employer offers/contributes	2985 40%	26 5%	977 43%	1242 43%	582 42%	23 5%	344 30%	776 40%	1062 45%	734 52%
employer offers/does not contribute	1040 14%	7 1%	455 20%	369 13%	148 11%	8 2%	127 11%	292 15%	347 15%	234 16%
high-deductible medical insurance - for dependents										
employer offers/contributes	2710 36%	13 2%	891 39%	1136 40%	534 38%	12 3%	289 26%	700 36%	972 41%	693 49%
employer offers/does not contribute	1178 16%	5 1%	487 22%	437 15%	182 13%	7 2%	153 14%	329 17%	401 17%	255 18%
lower deductible medical insurance or managed care plan - for employees										
employer offers/contributes	3916 52%	21 4%	1048 46%	1705 60%	936 67%	24 6%	434 38%	1019 53%	1459 62%	897 63%
employer offers/does not contribute	1061 14%	6 1%	434 19%	393 14%	167 12%	3 1%	137 12%	285 15%	357 15%	246 17%
lower deductible medical insurance or managed care plan - for dependents										
employer offers/contributes	3520 47%	10 2%	948 42%	1545 54%	838 60%	16 4%	357 32%	891 46%	1342 57%	843 59%
employer offers/does not contribute	1252 17%	7 1%	465 21%	471 16%	231 17%	5 1%	174 15%	344 18%	418 18%	274 19%
healthcare reimbursement or flexible spending account										
employer offers/contributes	2253 30%	6 1%	685 30%	979 34%	456 33%	11 3%	239 21%	556 29%	827 35%	572 40%
employer offers/does not contribute	2941 39%	8 2%	870 39%	1317 46%	593 42%	9 2%	313 28%	790 41%	1126 48%	637 45%

Exhibit 6.2b (continued)

Insurance Benefits by Employment Sector and Organization Size

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
base: practitioners* (multiple answers)	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
retiree medical coverage										
employer offers/contributes	1179 16%	1 0%	194 9%	370 13%	554 40%	6 1%	149 13%	289 15%	414 18%	298 21%
employer offers/does not contribute	1002 13%	2 0%	249 11%	376 13%	324 23%	2 0%	116 10%	246 13%	402 17%	221 16%
dental insurance or group plan - for employees										
employer offers/contributes	4016 54%	23 4%	1137 50%	1784 62%	842 60%	26 6%	497 44%	1070 55%	1429 61%	907 64%
employer offers/does not contribute	1986 27%	11 2%	704 31%	756 26%	414 30%	14 3%	247 22%	580 30%	697 30%	401 28%
dental insurance or group plan - for dependents										
employer offers/contributes	3560 48%	12 2%	1018 45%	1587 55%	742 53%	15 3%	405 36%	922 48%	1294 55%	848 60%
employer offers/does not contribute	2136 29%	9 2%	717 32%	838 29%	461 33%	13 3%	270 24%	639 33%	748 32%	414 29%
prescription drug benefit										
employer offers/contributes	3764 50%	22 4%	1045 46%	1642 57%	841 60%	25 6%	454 40%	985 51%	1360 58%	865 61%
employer offers/does not contribute	1755 23%	7 1%	620 27%	720 25%	318 23%	9 2%	211 19%	490 25%	628 27%	375 26%
vision insurance or group plan										
employer offers/contributes	3482 47%	17 3%	1021 45%	1520 53%	727 52%	21 5%	417 37%	884 46%	1260 54%	830 58%
employer offers/does not contribute	2105 28%	7 1%	701 31%	851 30%	440 31%	12 3%	248 22%	595 31%	759 32%	439 31%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.2c  
Insurance Benefits by Work Setting (1)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
base: practitioners* (multiple answers)	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
life insurance								
employer offers/contributes	3930 53%	1065 58%	214 58%	460 58%	392 43%	57 42%	30 30%	10 5%
employer offers/does not contribute	1873 25%	529 29%	110 30%	199 25%	224 25%	36 26%	17 17%	7 3%
disability insurance (long- and/or short term)								
employer offers/contributes	3057 41%	866 47%	178 49%	409 52%	250 28%	43 31%	25 25%	13 6%
employer offers/does not contribute	2488 33%	678 37%	133 36%	228 29%	339 37%	45 33%	20 20%	7 3%
accidental death & dismemberment (AD&D) insurance								
employer offers/contributes	2208 30%	622 34%	125 34%	270 34%	175 19%	35 26%	18 18%	8 4%
employer offers/does not contribute	2440 33%	692 38%	145 40%	255 32%	296 33%	39 28%	17 17%	6 3%
long-term care insurance								
employer offers/contributes	877 12%	256 14%	61 17%	106 13%	45 5%	16 12%	6 6%	1 0%
employer offers/does not contribute	2379 32%	662 36%	130 35%	265 33%	218 24%	35 26%	16 16%	5 2%
business travel insurance								
employer offers/contributes	641 9%	130 7%	30 8%	41 5%	52 6%	11 8%	5 5%	2 1%
employer offers/does not contribute	614 8%	181 10%	41 11%	80 10%	59 7%	10 7%	5 5%	1 0%

Exhibit 6.2c (continued)

Insurance Benefits by Work Setting (1)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
base: practitioners* (multiple answers)	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
high-deductible medical insurance - for employees								
employer offers/contributes	2985 40%	790 43%	163 44%	366 46%	327 36%	50 36%	27 27%	15 7%
employer offers/does not contribute	1040 14%	322 18%	50 14%	114 14%	142 16%	31 23%	10 10%	4 2%
high-deductible medical insurance - for dependents								
employer offers/contributes	2710 36%	743 40%	150 41%	346 44%	287 32%	46 34%	22 22%	11 5%
employer offers/does not contribute	1178 16%	348 19%	57 16%	118 15%	154 17%	33 24%	11 11%	2 1%
lower deductible medical insurance or managed care plan - for employees								
employer offers/contributes	3916 52%	1048 57%	224 61%	457 58%	352 39%	55 40%	28 28%	9 4%
employer offers/does not contribute	1061 14%	318 17%	51 14%	122 15%	141 16%	30 22%	13 13%	3 1%
lower deductible medical insurance or managed care plan - for dependents								
employer offers/contributes	3520 47%	971 53%	208 57%	424 54%	310 34%	48 35%	25 25%	5 2%
employer offers/does not contribute	1252 17%	359 20%	57 16%	134 17%	142 16%	30 22%	13 13%	3 1%
healthcare reimbursement or flexible spending account								
employer offers/contributes	2253 30%	608 33%	131 36%	273 34%	170 19%	39 28%	21 21%	3 1%
employer offers/does not contribute	2941 39%	909 50%	170 46%	346 44%	286 32%	44 32%	20 20%	4 2%

Exhibit 6.2c (continued)

Insurance Benefits by Work Setting (1)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
base: practitioners* (multiple answers)	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
retiree medical coverage								
employer offers/contributes	1179 16%	229 12%	53 14%	106 13%	76 8%	12 9%	8 8%	2 1%
employer offers/does not contribute	1002 13%	251 14%	51 14%	106 13%	70 8%	18 13%	7 7%	1 0%
dental insurance or group plan - for employees								
employer offers/contributes	4016 54%	1053 57%	222 60%	453 57%	391 43%	64 47%	33 33%	11 5%
employer offers/does not contribute	1986 27%	576 31%	97 26%	222 28%	267 30%	45 33%	19 19%	5 2%
dental insurance or group plan - for dependents								
employer offers/contributes	3560 48%	956 52%	199 54%	420 53%	332 37%	59 43%	31 31%	6 3%
employer offers/does not contribute	2136 29%	603 33%	108 29%	227 29%	278 31%	43 31%	18 18%	4 2%
prescription drug benefit								
employer offers/contributes	3764 50%	976 53%	206 56%	451 57%	353 39%	59 43%	26 26%	11 5%
employer offers/does not contribute	1755 23%	553 30%	96 26%	181 23%	209 23%	42 31%	17 17%	3 1%
vision insurance or group plan								
employer offers/contributes	3482 47%	927 51%	188 51%	420 53%	332 37%	54 39%	30 30%	9 4%
employer offers/does not contribute	2105 28%	634 35%	115 31%	221 28%	248 27%	42 31%	18 18%	3 1%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.2d

Insurance Benefits by Work Setting (2)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
base: practitioners* (multiple answers)	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
life insurance								
employer offers/contributes	3930 53%	243 55%	293 54%	147 56%	243 55%	53 55%	109 66%	77 69%
employer offers/does not contribute	1873 25%	133 30%	146 27%	57 22%	102 23%	28 29%	36 22%	24 22%
disability insurance (long- and/or short term)								
employer offers/contributes	3057 41%	131 30%	192 35%	134 51%	196 45%	50 52%	69 42%	59 53%
employer offers/does not contribute	2488 33%	193 44%	217 40%	70 27%	137 31%	27 28%	67 40%	41 37%
accidental death & dismemberment (AD&D) insurance								
employer offers/contributes	2208 30%	116 26%	118 22%	84 32%	157 36%	40 41%	54 33%	54 49%
employer offers/does not contribute	2440 33%	167 38%	209 38%	70 27%	135 31%	31 32%	51 31%	42 38%
long-term care insurance								
employer offers/contributes	877 12%	47 11%	56 10%	32 12%	60 14%	16 16%	12 7%	19 17%
employer offers/does not contribute	2379 32%	194 44%	187 34%	65 25%	172 39%	29 30%	64 39%	28 25%
business travel insurance								
employer offers/contributes	641 9%	38 9%	37 7%	27 10%	62 14%	27 28%	6 4%	31 28%
employer offers/does not contribute	614 8%	27 6%	40 7%	13 5%	46 10%	12 12%	15 9%	15 14%



Exhibit 6.2d (continued)

Insurance Benefits by Work Setting (2)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
base: practitioners* (multiple answers)	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
high-deductible medical insurance - for employees								
employer offers/contributes	2985 40%	184 42%	185 34%	104 40%	180 41%	53 55%	73 44%	57 51%
employer offers/does not contribute	1040 14%	42 10%	63 12%	26 10%	42 10%	15 15%	16 10%	22 20%
high-deductible medical insurance - for dependents								
employer offers/contributes	2710 36%	172 39%	161 30%	86 33%	163 37%	47 48%	62 37%	51 46%
employer offers/does not contribute	1178 16%	44 10%	84 15%	39 15%	50 11%	18 19%	30 18%	26 23%
lower deductible medical insurance or managed care plan - for employees								
employer offers/contributes	3916 52%	282 64%	305 56%	133 51%	282 64%	52 54%	106 64%	69 62%
employer offers/does not contribute	1061 14%	52 12%	70 13%	33 13%	41 9%	15 15%	14 8%	19 17%
lower deductible medical insurance or managed care plan - for dependents								
employer offers/contributes	3520 47%	262 59%	249 46%	107 41%	262 60%	48 49%	85 51%	61 55%
employer offers/does not contribute	1252 17%	69 16%	105 19%	50 19%	53 12%	17 18%	27 16%	21 19%
healthcare reimbursement or flexible spending account								
employer offers/contributes	2253 30%	150 34%	148 27%	90 34%	156 36%	44 45%	61 37%	32 29%
employer offers/does not contribute	2941 39%	182 41%	232 43%	70 27%	157 36%	32 33%	65 39%	56 50%

Exhibit 6.2d (continued)

Insurance Benefits by Work Setting (2)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
base: practitioners* (multiple answers)	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
retiree medical coverage								
employer offers/contributes	1179 16%	175 40%	132 24%	19 7%	127 29%	16 16%	52 31%	5 5%
employer offers/does not contribute	1002 13%	100 23%	89 16%	24 9%	94 21%	18 19%	40 24%	10 9%
dental insurance or group plan - for employees								
employer offers/contributes	4016 54%	269 61%	309 57%	150 57%	258 59%	58 60%	110 66%	69 62%
employer offers/does not contribute	1986 27%	128 29%	146 27%	59 23%	95 22%	22 23%	41 25%	33 30%
dental insurance or group plan - for dependents								
employer offers/contributes	3560 48%	236 53%	247 45%	121 46%	241 55%	53 55%	92 55%	63 57%
employer offers/does not contribute	2136 29%	134 30%	179 33%	78 30%	104 24%	23 24%	50 30%	38 34%
prescription drug benefit								
employer offers/contributes	3764 50%	254 57%	296 54%	126 48%	258 59%	54 56%	108 65%	63 57%
employer offers/does not contribute	1755 23%	95 21%	127 23%	52 20%	78 18%	22 23%	31 19%	37 33%
vision insurance or group plan								
employer offers/contributes	3482 47%	226 51%	260 48%	126 48%	214 49%	53 55%	87 52%	66 59%
employer offers/does not contribute	2105 28%	138 31%	159 29%	65 25%	109 25%	24 25%	45 27%	36 32%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.2e

Insurance Benefits by Location (Census Division)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
base: practitioners* (multiple answers)	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
life insurance										
employer offers/contributes	3930 53%	215 49%	463 44%	832 58%	435 59%	644 54%	219 55%	378 55%	234 51%	510 48%
employer offers/does not contribute	1873 25%	102 23%	283 27%	312 22%	162 22%	321 27%	104 26%	175 26%	115 25%	297 28%
disability insurance (long- and/or short term)										
employer offers/contributes	3057 41%	167 38%	386 37%	662 46%	349 48%	458 38%	145 36%	255 37%	194 42%	441 41%
employer offers/does not contribute	2488 33%	149 34%	326 31%	425 30%	216 30%	450 38%	161 40%	273 40%	136 30%	351 33%
accidental death & dismemberment (AD&D) insurance										
employer offers/contributes	2208 30%	110 25%	274 26%	465 32%	233 32%	339 28%	105 26%	194 28%	149 33%	339 32%
employer offers/does not contribute	2440 33%	123 28%	293 28%	435 30%	221 30%	447 37%	157 39%	278 41%	137 30%	348 33%
long-term care insurance										
employer offers/contributes	877 12%	41 9%	101 10%	182 13%	79 11%	153 13%	45 11%	88 13%	62 14%	126 12%
employer offers/does not contribute	2379 32%	132 30%	265 25%	389 27%	237 32%	462 39%	153 38%	269 39%	139 30%	333 31%
business travel insurance										
employer offers/contributes	641 9%	28 6%	84 8%	140 10%	62 8%	118 10%	37 9%	43 6%	47 10%	82 8%
employer offers/does not contribute	614 8%	20 5%	79 8%	116 8%	71 10%	113 9%	30 8%	68 10%	42 9%	75 7%

Exhibit 6.2e (continued)

Insurance Benefits by Location (Census Division)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
base: practitioners* (multiple answers)	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
high-deductible medical insurance - for employees										
employer offers/contributes	2985 40%	166 38%	323 31%	610 43%	326 45%	508 42%	156 39%	283 41%	214 47%	399 37%
employer offers/does not contribute	1040 14%	54 12%	160 15%	184 13%	99 14%	200 17%	69 17%	112 16%	60 13%	102 10%
high-deductible medical insurance - for dependents										
employer offers/contributes	2710 36%	157 36%	296 28%	573 40%	293 40%	456 38%	136 34%	246 36%	193 42%	360 34%
employer offers/does not contribute	1178 16%	51 12%	157 15%	190 13%	121 17%	229 19%	81 20%	141 21%	72 16%	136 13%
lower deductible medical insurance or managed care plan - for employees										
employer offers/contributes	3916 52%	211 48%	492 47%	748 52%	422 58%	612 51%	201 50%	342 50%	247 54%	639 60%
employer offers/does not contribute	1061 14%	56 13%	155 15%	186 13%	93 13%	210 18%	77 19%	118 17%	58 13%	108 10%
lower deductible medical insurance or managed care plan - for dependents										
employer offers/contributes	3520 47%	202 46%	459 44%	682 48%	374 51%	547 46%	177 44%	301 44%	224 49%	553 52%
employer offers/does not contribute	1252 17%	59 13%	150 14%	202 14%	128 17%	240 20%	90 23%	151 22%	75 16%	156 15%
healthcare reimbursement or flexible spending account										
employer offers/contributes	2253 30%	120 27%	251 24%	490 34%	257 35%	362 30%	115 29%	162 24%	161 35%	335 31%
employer offers/does not contribute	2941 39%	181 41%	400 38%	538 38%	299 41%	494 41%	172 43%	296 43%	157 34%	404 38%

Exhibit 6.2e (continued)

Insurance Benefits by Location (Census Division)

As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
base: practitioners* (multiple answers)	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
retiree medical coverage										
employer offers/contributes	1179 16%	51 12%	158 15%	232 16%	94 13%	193 16%	69 17%	95 14%	79 17%	206 19%
employer offers/does not contribute	1002 13%	45 10%	119 11%	183 13%	115 16%	191 16%	63 16%	110 16%	55 12%	121 11%
dental insurance or group plan - for employees										
employer offers/contributes	4016 54%	244 55%	525 50%	801 56%	413 56%	600 50%	176 44%	296 43%	249 54%	710 66%
employer offers/does not contribute	1986 27%	100 23%	285 27%	369 26%	181 25%	374 31%	150 38%	260 38%	110 24%	157 15%
dental insurance or group plan - for dependents										
employer offers/contributes	3560 48%	224 51%	469 45%	734 51%	372 51%	530 44%	151 38%	256 37%	222 48%	601 56%
employer offers/does not contribute	2136 29%	100 23%	291 28%	371 26%	202 28%	399 33%	162 41%	274 40%	125 27%	211 20%
prescription drug benefit										
employer offers/contributes	3764 50%	204 46%	533 51%	754 53%	368 50%	581 48%	181 45%	314 46%	228 50%	599 56%
employer offers/does not contribute	1755 23%	96 22%	232 22%	321 22%	171 23%	341 28%	126 32%	208 30%	103 22%	157 15%
vision insurance or group plan										
employer offers/contributes	3482 47%	185 42%	481 46%	689 48%	306 42%	511 43%	150 38%	272 40%	221 48%	665 62%
employer offers/does not contribute	2105 28%	102 23%	243 23%	412 29%	216 30%	419 35%	161 40%	252 37%	120 26%	180 17%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.3a

Other Benefits by Registration Status and Full-Time Status

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
NET: paid time off	6337 85%	5496 84%	776 90%	65 81%	5114 96%	932 60%
paid vacation, personal time off	6132 82%	5325 82%	750 87%	57 71%	4974 93%	892 58%
paid holidays	5378 72%	4647 71%	669 77%	62 78%	4429 83%	705 46%
paid sick days	5106 68%	4433 68%	614 71%	59 74%	4218 79%	670 43%
NET: professional/career development	5446 73%	4810 74%	585 68%	51 64%	4378 82%	825 53%
funding/time off for professional development (conferences, seminars, etc.)	4078 55%	3667 56%	372 43%	39 49%	3313 62%	600 39%
college tuition assistance - for employees	3441 46%	3011 46%	398 46%	32 40%	2850 53%	451 29%
professional registration or licensure fees	2328 31%	2095 32%	207 24%	26 33%	1920 36%	310 20%
professional society dues	1472 20%	1370 21%	82 9%	20 25%	1239 23%	174 11%
sign-on bonuses	409 5%	361 6%	43 5%	5 6%	347 7%	48 3%
paid dietetic internship	182 2%	154 2%	26 3%	2 3%	160 3%	10 1%
NET: quality of work life	6564 88%	5729 88%	769 89%	66 83%	5060 95%	1155 75%
on-site parking	4645 62%	4034 62%	572 66%	39 49%	3601 68%	798 52%
employee assistance program	3990 53%	3525 54%	440 51%	25 31%	3253 61%	584 38%

Exhibit 6.3a (continued)

Other Benefits by Registration Status and Full-Time Status

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
unpaid personal leave	3795 51%	3311 51%	447 52%	37 46%	3012 57%	619 40%
wellness program	3678 49%	3196 49%	450 52%	32 40%	2986 56%	532 34%
fitness benefit (e.g., discounted health club membership, on-site facilities)	3157 42%	2787 43%	344 40%	26 33%	2531 47%	482 31%
tax-advantaged dependent care reimbursement or flexible spending account	3004 40%	2707 41%	275 32%	22 28%	2491 47%	408 26%
extended and/or paid parental leave	2991 40%	2585 40%	368 42%	38 48%	2483 47%	386 25%
car allowance, mileage, or commuting subsidy	2575 34%	2257 35%	288 33%	30 38%	2054 39%	410 27%
comp time or flex time	2399 32%	2097 32%	276 32%	26 33%	1947 37%	339 22%
financial planning assistance	1755 23%	1554 24%	186 21%	15 19%	1446 27%	245 16%
telecommuting	943 13%	873 13%	58 7%	12 15%	757 14%	141 9%
child care subsidy or on-site facility	718 10%	622 10%	89 10%	7 9%	579 11%	100 6%
adoption assistance	686 9%	615 9%	67 8%	4 5%	575 11%	83 5%
tuition assistance - for dependents	611 8%	556 9%	53 6%	2 3%	505 9%	73 5%
stock options, ESOP (Employee Stock Ownership Plan)	593 8%	527 8%	61 7%	5 6%	506 9%	62 4%
profit sharing	577 8%	503 8%	68 8%	6 8%	466 9%	93 6%

Exhibit 6.3a (continued)

Other Benefits by Registration Status and Full-Time Status

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
other	96 1%	91 1%	3 0%	2 3%	71 1%	18 1%
indicated one or more	6844 92%	5954 91%	818 94%	72 90%	5229 98%	1229 80%
no benefits	535 7%	490 8%	39 5%	6 8%	75 1%	287 19%
no answer	90 1%	79 1%	9 1%	2 3%	25 0%	27 2%

\* "practitioners" excludes those not currently in dietetics



Exhibit 6.3b

Other Benefits by Employment Sector and Organization Size

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
base: practitioners* (multiple answers)	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
NET: paid time off	6337 85%	45 8%	1972 87%	2626 92%	1337 96%	47 11%	857 76%	1741 90%	2197 93%	1342 94%
paid vacation, personal time off	6132 82%	40 8%	1928 85%	2555 89%	1274 91%	41 9%	820 73%	1678 87%	2126 90%	1320 93%
paid holidays	5378 72%	36 7%	1587 70%	2156 75%	1290 92%	33 8%	762 67%	1510 78%	1812 77%	1135 80%
paid sick days	5106 68%	26 5%	1413 63%	2100 73%	1277 91%	33 8%	703 62%	1424 74%	1767 75%	1056 74%
NET: professional/career development	5446 73%	113 21%	1633 72%	2330 81%	1079 77%	87 20%	695 61%	1413 73%	1928 82%	1200 84%
funding/time off for professional development (conferences, seminars, etc.)	4078 55%	80 15%	1129 50%	1745 61%	918 66%	62 14%	530 47%	1087 56%	1429 61%	884 62%
college tuition assistance - for employees	3441 46%	10 2%	1055 47%	1686 59%	509 36%	12 3%	267 24%	780 40%	1344 57%	955 67%
professional registration or licensure fees	2328 31%	92 17%	942 42%	916 32%	252 18%	67 15%	326 29%	627 32%	695 30%	566 40%
professional society dues	1472 20%	68 13%	567 25%	621 22%	134 10%	49 11%	187 17%	406 21%	452 19%	354 25%
sign-on bonuses	409 5%	3 1%	199 9%	174 6%	18 1%	3 1%	32 3%	78 4%	142 6%	145 10%
paid dietetic internship	182 2%	2 0%	24 1%	51 2%	95 7%	3 1%	23 2%	47 2%	57 2%	48 3%
NET: quality of work life	6564 88%	187 35%	1989 88%	2683 94%	1339 96%	146 34%	922 82%	1751 90%	2238 95%	1348 95%
on-site parking	4645 62%	88 17%	1341 59%	1989 69%	974 70%	72 17%	596 53%	1308 68%	1654 70%	902 63%
employee assistance program	3990 53%	6 1%	1041 46%	1860 65%	880 63%	12 3%	333 29%	992 51%	1619 69%	954 67%

Exhibit 6.3b (continued)

Other Benefits by Employment Sector and Organization Size

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
base: practitioners* (multiple answers)	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
unpaid personal leave	3795 51%	70 13%	1095 48%	1616 56%	814 58%	51 12%	492 44%	1001 52%	1350 57%	820 58%
wellness program	3678 49%	13 2%	993 44%	1761 62%	724 52%	14 3%	348 31%	862 45%	1436 61%	939 66%
fitness benefit (e.g., discounted health club membership, on-site facilities)	3157 42%	20 4%	822 36%	1599 56%	554 40%	20 5%	252 22%	691 36%	1331 57%	791 56%
tax-advantaged dependent care reimbursement or flexible spending account	3004 40%	8 2%	805 36%	1395 49%	637 46%	13 3%	263 23%	751 39%	1192 51%	725 51%
extended and/or paid parental leave	2991 40%	15 3%	812 36%	1312 46%	704 50%	15 3%	347 31%	744 38%	1111 47%	713 50%
car allowance, mileage, or commuting subsidy	2575 34%	98 18%	815 36%	931 33%	593 42%	70 16%	446 39%	692 36%	758 32%	552 39%
comp time or flex time	2399 32%	59 11%	519 23%	887 31%	798 57%	36 8%	387 34%	655 34%	797 34%	476 33%
financial planning assistance	1755 23%	8 2%	431 19%	921 32%	298 21%	4 1%	138 12%	358 18%	764 33%	458 32%
telecommuting	943 13%	59 11%	299 13%	297 10%	239 17%	47 11%	146 13%	194 10%	296 13%	245 17%
child care subsidy or on-site facility	718 10%	4 1%	119 5%	423 15%	128 9%	8 2%	44 4%	107 6%	350 15%	195 14%
adoption assistance	686 9%	4 1%	253 11%	331 12%	67 5%	4 1%	33 3%	68 4%	260 11%	303 21%
tuition assistance - for dependents	611 8%	5 1%	177 8%	277 10%	111 8%	8 2%	49 4%	112 6%	202 9%	221 16%
stock options, ESOP	593 8%	4 1%	364 16%	146 5%	44 3%	5 1%	57 5%	116 6%	159 7%	247 17%
profit sharing	577 8%	13 2%	337 15%	171 6%	30 2%	7 2%	77 7%	99 5%	151 6%	228 16%

Exhibit 6.3b (continued)

Other Benefits by Employment Sector and Organization Size

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
base: practitioners* (multiple answers)	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
other	96 1%	4 1%	43 2%	30 1%	11 1%	5 1%	18 2%	26 1%	25 1%	20 1%
indicated one or more	6844 92%	213 40%	2119 94%	2760 96%	1374 98%	172 40%	990 88%	1837 95%	2294 98%	1383 97%
no benefits	535 7%	298 56%	112 5%	75 3%	19 1%	244 56%	123 11%	71 4%	45 2%	34 2%
no answer	90 1%	22 4%	27 1%	28 1%	7 1%	18 4%	18 2%	28 1%	11 0%	8 1%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.3c

Other Benefits by Work Setting (1)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
base: practitioners* (multiple answers)	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
NET: paid time off	6337 85%	1672 91%	336 92%	725 92%	715 79%	113 82%	60 59%	32 15%
paid vacation, personal time off	6132 82%	1643 90%	331 90%	713 90%	701 77%	112 82%	55 54%	27 13%
paid holidays	5378 72%	1270 69%	264 72%	568 72%	616 68%	98 72%	48 48%	26 12%
paid sick days	5106 68%	1273 69%	256 70%	531 67%	556 61%	87 64%	40 40%	18 9%
NET: professional/career development	5446 73%	1464 80%	298 81%	634 80%	541 60%	76 55%	43 43%	64 31%
funding/time off for professional development (conferences, seminars, etc.)	4078 55%	1036 56%	210 57%	483 61%	392 43%	54 39%	29 29%	44 21%
college tuition assistance - for employees	3441 46%	1112 61%	224 61%	439 55%	286 32%	45 33%	17 17%	4 2%
professional registration or licensure fees	2328 31%	587 32%	104 28%	267 34%	282 31%	34 25%	19 19%	53 25%
professional society dues	1472 20%	417 23%	61 17%	131 17%	153 17%	18 13%	7 7%	41 20%
sign-on bonuses	409 5%	133 7%	24 7%	84 11%	42 5%	7 5%	2 2%	1 0%
paid dietetic internship	182 2%	47 3%	8 2%	13 2%	7 1%	3 2%	0 0%	1 0%
NET: quality of work life	6564 88%	1694 92%	349 95%	728 92%	720 80%	109 80%	69 68%	80 38%
on-site parking	4645 62%	1280 70%	256 70%	545 69%	496 55%	76 55%	53 52%	43 21%
employee assistance program	3990 53%	1203 66%	247 67%	496 63%	321 35%	50 36%	23 23%	1 0%

Exhibit 6.3c (continued)

Other Benefits by Work Setting (1)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
base: practitioners* (multiple answers)	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
unpaid personal leave	3795 51%	1005 55%	231 63%	412 52%	382 42%	62 45%	37 37%	34 16%
wellness program	3678 49%	1171 64%	217 59%	412 52%	253 28%	41 30%	40 40%	8 4%
fitness benefit (e.g., discounted health club membership, on-site facilities)	3157 42%	1049 57%	218 59%	386 49%	174 19%	37 27%	49 49%	6 3%
tax-advantaged dependent care reimbursement or flexible spending account	3004 40%	883 48%	186 51%	390 49%	219 24%	36 26%	12 12%	3 1%
extended and/or paid parental leave	2991 40%	849 46%	180 49%	342 43%	243 27%	36 26%	22 22%	6 3%
car allowance, mileage, or commuting subsidy	2575 34%	423 23%	118 32%	302 38%	281 31%	33 24%	16 16%	34 16%
comp time or flex time	2399 32%	517 28%	124 34%	220 28%	220 24%	33 24%	23 23%	21 10%
financial planning assistance	1755 23%	574 31%	116 32%	216 27%	91 10%	9 7%	13 13%	3 1%
telecommuting	943 13%	88 5%	25 7%	72 9%	56 6%	5 4%	11 11%	27 13%
child care subsidy or on-site facility	718 10%	286 16%	44 12%	78 10%	36 4%	7 5%	7 7%	2 1%
adoption assistance	686 9%	225 12%	46 13%	120 15%	23 3%	5 4%	2 2%	1 0%
tuition assistance - for dependents	611 8%	112 6%	33 9%	92 12%	22 2%	3 2%	4 4%	2 1%
stock options, ESOP	593 8%	125 7%	32 9%	96 12%	56 6%	11 8%	6 6%	1 0%
profit sharing	577 8%	131 7%	33 9%	138 17%	37 4%	8 6%	4 4%	9 4%

Exhibit 6.3c (continued)

Other Benefits by Work Setting (1)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
base: practitioners* (multiple answers)	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
other	96 1%	19 1%	0 0%	9 1%	9 1%	4 3%	1 1%	3 1%
indicated one or more	6844 92%	1757 96%	354 96%	761 96%	788 87%	119 87%	78 77%	92 44%
no benefits	535 7%	55 3%	9 2%	28 4%	104 11%	17 12%	20 20%	105 50%
no answer	90 1%	23 1%	4 1%	3 0%	13 1%	1 1%	3 3%	12 6%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.3d

Other Benefits by Work Setting (2)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
base: practitioners* (multiple answers)	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
NET: paid time off	6337 85%	422 95%	485 89%	229 88%	351 80%	84 87%	159 96%	105 95%
paid vacation, personal time off	6132 82%	410 93%	477 88%	222 85%	290 66%	84 87%	144 87%	105 95%
paid holidays	5378 72%	418 95%	475 87%	212 81%	314 72%	82 85%	137 83%	92 83%
paid sick days	5106 68%	402 91%	449 82%	193 74%	310 71%	63 65%	155 93%	84 76%
NET: professional/career development	5446 73%	336 76%	396 73%	198 76%	345 79%	81 84%	133 80%	102 92%
funding/time off for professional development (conferences, seminars, etc.)	4078 55%	287 65%	323 59%	156 60%	262 60%	68 70%	118 71%	84 76%
college tuition assistance - for employees	3441 46%	158 36%	165 30%	104 40%	270 62%	53 55%	32 19%	75 68%
professional registration or licensure fees	2328 31%	76 17%	122 22%	92 35%	79 18%	69 71%	79 48%	95 86%
professional society dues	1472 20%	35 8%	41 8%	68 26%	70 16%	54 56%	54 33%	70 63%
sign-on bonuses	409 5%	4 1%	3 1%	11 4%	6 1%	8 8%	1 1%	23 21%
paid dietetic internship	182 2%	33 7%	42 8%	3 1%	7 2%	2 2%	0 0%	3 3%
NET: quality of work life	6564 88%	423 96%	501 92%	235 90%	394 90%	91 94%	158 95%	102 92%
on-site parking	4645 62%	307 69%	371 68%	162 62%	197 45%	73 75%	128 77%	64 58%
employee assistance program	3990 53%	306 69%	269 49%	115 44%	230 52%	54 56%	89 54%	68 61%

Exhibit 6.3d (continued)

Other Benefits by Work Setting (2)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
base: practitioners* (multiple answers)	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
unpaid personal leave	3795 51%	252 57%	295 54%	138 53%	206 47%	60 62%	89 54%	61 55%
wellness program	3678 49%	247 56%	258 47%	104 40%	241 55%	66 68%	76 46%	67 60%
fitness benefit (e.g., discounted health club membership, on-site facilities)	3157 42%	180 41%	174 32%	98 38%	211 48%	58 60%	54 33%	35 32%
tax-advantaged dependent care reimbursement or flexible spending account	3004 40%	211 48%	212 39%	90 34%	183 42%	46 47%	69 42%	47 42%
extended and/or paid parental leave	2991 40%	220 50%	244 45%	94 36%	182 41%	53 55%	65 39%	50 45%
car allowance, mileage, or commuting subsidy	2575 34%	185 42%	321 59%	144 55%	85 19%	49 51%	112 67%	59 53%
comp time or flex time	2399 32%	286 65%	277 51%	100 38%	123 28%	37 38%	52 31%	26 23%
financial planning assistance	1755 23%	93 21%	107 20%	50 19%	136 31%	41 42%	23 14%	27 24%
telecommuting	943 13%	124 28%	51 9%	66 25%	119 27%	34 35%	10 6%	25 23%
child care subsidy or on-site facility	718 10%	39 9%	18 3%	21 8%	66 15%	9 9%	10 6%	2 2%
adoption assistance	686 9%	20 5%	23 4%	22 8%	34 8%	23 24%	4 2%	8 7%
tuition assistance - for dependents	611 8%	17 4%	16 3%	8 3%	176 40%	9 9%	5 3%	8 7%
stock options, ESOP	593 8%	15 3%	15 3%	10 4%	12 3%	28 29%	4 2%	28 25%
profit sharing	577 8%	9 2%	16 3%	15 6%	7 2%	31 32%	1 1%	16 14%



Exhibit 6.3d (continued)

Other Benefits by Work Setting (2)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
base: practitioners* (multiple answers)	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
other	96 1%	4 1%	2 0%	3 1%	7 2%	3 3%	1 1%	6 5%
indicated one or more	6844 92%	430 97%	518 95%	242 93%	409 93%	91 94%	161 97%	108 97%
no benefits	535 7%	12 3%	20 4%	15 6%	25 6%	6 6%	4 2%	3 3%
no answer	90 1%	0 0%	7 1%	4 2%	5 1%	0 0%	1 1%	0 0%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.3e

Other Benefits by Location (Census Division)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
base: practitioners* (multiple answers)	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
NET: paid time off	6337 85%	359 82%	875 83%	1247 87%	641 88%	1024 85%	350 88%	582 85%	375 82%	882 82%
paid vacation, personal time off	6132 82%	355 81%	854 81%	1211 85%	619 85%	989 82%	339 85%	553 81%	355 78%	855 80%
paid holidays	5378 72%	327 74%	798 76%	1055 74%	526 72%	825 69%	270 68%	479 70%	304 66%	792 74%
paid sick days	5106 68%	315 72%	751 72%	973 68%	488 67%	784 65%	282 71%	453 66%	295 64%	763 71%
NET: professional/career development	5446 73%	312 71%	717 68%	1084 76%	564 77%	885 74%	288 72%	490 71%	334 73%	770 72%
funding/time off for professional development (conferences, seminars, etc.)	4078 55%	237 54%	515 49%	799 56%	444 61%	662 55%	212 53%	365 53%	255 56%	587 55%
college tuition assistance - for employees	3441 46%	216 49%	494 47%	744 52%	339 46%	560 47%	186 47%	294 43%	217 47%	389 36%
professional registration or licensure fees	2328 31%	130 30%	339 32%	446 31%	252 34%	392 33%	114 29%	227 33%	114 25%	314 29%
professional society dues	1472 20%	92 21%	212 20%	291 20%	151 21%	243 20%	85 21%	147 21%	103 22%	148 14%
sign-on bonuses	409 5%	18 4%	35 3%	89 6%	39 5%	68 6%	12 3%	63 9%	29 6%	56 5%
paid dietetic internship	182 2%	9 2%	9 1%	36 3%	8 1%	41 3%	7 2%	28 4%	6 1%	37 3%
NET: quality of work life	6564 88%	381 87%	876 84%	1287 90%	666 91%	1058 88%	358 90%	598 87%	405 88%	932 87%
on-site parking	4645 62%	274 62%	583 56%	951 66%	490 67%	753 63%	252 63%	408 59%	290 63%	642 60%
employee assistance program	3990 53%	255 58%	485 46%	781 55%	442 60%	645 54%	214 54%	314 46%	254 55%	600 56%

Exhibit 6.3e (continued)

Other Benefits by Location (Census Division)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
base: practitioners* (multiple answers)	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
unpaid personal leave	3795 51%	229 52%	489 47%	756 53%	399 55%	570 48%	180 45%	329 48%	243 53%	600 56%
wellness program	3678 49%	212 48%	417 40%	778 54%	407 56%	571 48%	217 54%	319 47%	240 52%	516 48%
fitness benefit (e.g., discounted health club membership, on-site facilities)	3157 42%	188 43%	358 34%	634 44%	356 49%	487 41%	168 42%	299 44%	198 43%	467 44%
tax-advantaged dependent care reimbursement or flexible spending account	3004 40%	175 40%	366 35%	605 42%	376 51%	478 40%	165 41%	249 36%	179 39%	411 38%
extended and/or paid parental leave	2991 40%	183 42%	380 36%	577 40%	319 44%	426 36%	149 37%	241 35%	190 41%	525 49%
car allowance, mileage, or commuting subsidy	2575 34%	136 31%	291 28%	572 40%	275 38%	411 34%	147 37%	243 35%	150 33%	348 33%
comp time or flex time	2399 32%	123 28%	307 29%	483 34%	246 34%	443 37%	126 32%	182 27%	142 31%	347 32%
financial planning assistance	1755 23%	119 27%	218 21%	351 25%	192 26%	270 23%	92 23%	145 21%	110 24%	258 24%
telecommuting	943 13%	60 14%	111 11%	167 12%	115 16%	182 15%	35 9%	80 12%	68 15%	125 12%
child care subsidy or on-site facility	718 10%	46 10%	103 10%	132 9%	97 13%	130 11%	42 11%	45 7%	41 9%	82 8%
adoption assistance	686 9%	35 8%	79 8%	189 13%	83 11%	109 9%	36 9%	57 8%	37 8%	61 6%
tuition assistance - for dependents	611 8%	35 8%	90 9%	118 8%	73 10%	101 8%	56 14%	34 5%	46 10%	58 5%
stock options, ESOP	593 8%	22 5%	71 7%	126 9%	54 7%	114 10%	36 9%	59 9%	41 9%	70 7%
profit sharing	577 8%	16 4%	57 5%	130 9%	58 8%	100 8%	30 8%	70 10%	32 7%	84 8%

Exhibit 6.3e (continued)

Other Benefits by Location (Census Division)

As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
base: practitioners* (multiple answers)	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
other	96 1%	3 1%	12 1%	23 2%	5 1%	18 2%	5 1%	11 2%	6 1%	13 1%
indicated one or more	6844 92%	395 90%	936 89%	1333 93%	681 93%	1105 92%	370 93%	630 92%	418 91%	973 91%
no benefits	535 7%	37 8%	96 9%	84 6%	48 7%	78 7%	24 6%	47 7%	35 8%	85 8%
no answer	90 1%	8 2%	17 2%	15 1%	3 0%	16 1%	5 1%	9 1%	5 1%	12 1%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.4a

Benefits Level by Registration Status and Full-Time Status

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? Which of these *insurance-related benefits*?

	all practitioners	REGISTRATION STATUS			FULL TIME?	
		RD	DTR	not	yes	no
LEVEL DETERMINED BY COUNT OF RETIREMENT AND INSURANCE BENEFITS						
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	5329 100%	1543 100%
high employer offers/contributes to 8+ of the 16 retirement and insurance-related benefits asked about	3387 45%	2997 46%	356 41%	34 43%	2843 53%	416 27%
medium employer offers 8+ of the 16 retirement and insurance-related benefits asked about, contributes to fewer than 8	2333 31%	2002 31%	309 36%	22 28%	1878 35%	357 23%
low all others	1733 23%	1511 23%	199 23%	23 29%	606 11%	764 50%
no answer	16 0%	13 0%	2 0%	1 1%	2 0%	6 0%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.4b

Benefits Level by Employment Sector and Organization Size

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? Which of these *insurance-related benefits*?

	all practitioners	EMPLOYMENT SECTOR				# OF EMPLOYEES (ALL LOCATIONS)				
		self- employed	for- profit	non- profit	govt	1	2 – 99	100 - 999	1,000 - 9,999	10,000+
LEVEL DETERMINED BY COUNT OF RETIREMENT AND INSURANCE BENEFITS										
base: practitioners*	7469 100%	533 100%	2258 100%	2863 100%	1400 100%	434 100%	1131 100%	1936 100%	2350 100%	1425 100%
high employer offers/contributes to 8+ of the 16 retirement and insurance-related benefits asked about	3387 45%	8 2%	948 42%	1496 52%	741 53%	14 3%	356 31%	824 43%	1284 55%	842 59%
medium employer offers 8+ of the 16 retirement and insurance-related benefits asked about, contributes to fewer than 8	2333 31%	7 1%	773 34%	951 33%	485 35%	10 2%	303 27%	731 38%	785 33%	443 31%
low all others	1733 23%	514 96%	533 24%	413 14%	169 12%	409 94%	468 41%	373 19%	280 12%	140 10%
no answer	16 0%	4 1%	4 0%	3 0%	5 0%	1 0%	4 0%	8 0%	1 0%	0 0%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.4c

Benefits Level by Work Setting (1)

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? Which of these *insurance-related benefits*?

	all practitioners	acute care - inpatient	acute care - outpatient	ambula- tory/ outpatient	long-term/ extended care	rehab	wellness ctr or health club	private practice
LEVEL DETERMINED BY COUNT OF RETIREMENT AND INSURANCE BENEFITS								
base: practitioners*	7469 100%	1835 100%	367 100%	792 100%	905 100%	137 100%	101 100%	209 100%
high employer offers/contributes to 8+ of the 16 retirement and insurance-related benefits asked about	3387 45%	939 51%	189 51%	412 52%	277 31%	51 37%	25 25%	5 2%
medium employer offers 8+ of the 16 retirement and insurance-related benefits asked about, contributes to fewer than 8	2333 31%	655 36%	119 32%	240 30%	304 34%	49 36%	20 20%	4 2%
low all others	1733 23%	238 13%	58 16%	140 18%	322 36%	37 27%	55 54%	199 95%
no answer	16 0%	3 0%	1 0%	0 0%	2 0%	0 0%	1 1%	1 0%

\* "practitioners" excludes those not currently in dietetics

Exhibit 6.4d

Benefits Level by Work Setting (2)

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? Which of these *insurance-related benefits*?

	all practitioners	govt agency/ dept	community/ public health program	nonprofit agency/ organization	faculty	food mfr/dist/ retailer	K-12 food service	food mgmt company
LEVEL DETERMINED BY COUNT OF RETIREMENT AND INSURANCE BENEFITS								
base: practitioners*	7469 100%	442 100%	545 100%	261 100%	439 100%	97 100%	166 100%	111 100%
high employer offers/contributes to 8+ of the 16 retirement and insurance-related benefits asked about	3387 45%	234 53%	224 41%	117 45%	243 55%	52 54%	88 53%	63 57%
medium employer offers 8+ of the 16 retirement and insurance-related benefits asked about, contributes to fewer than 8	2333 31%	143 32%	213 39%	78 30%	106 24%	26 27%	55 33%	39 35%
low all others	1733 23%	65 15%	106 19%	66 25%	90 21%	19 20%	22 13%	9 8%
no answer	16 0%	0 0%	2 0%	0 0%	0 0%	0 0%	1 1%	0 0%

\* "practitioners" excludes those not currently in dietetics



Exhibit 6.4e

Benefits Level by Location (Census Division)

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? Which of these *insurance-related benefits*?

	all practitioners	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
LEVEL DETERMINED BY COUNT OF RETIREMENT AND INSURANCE BENEFITS										
base: practitioners*	7469 100%	440 100%	1049 100%	1432 100%	732 100%	1199 100%	399 100%	686 100%	458 100%	1070 100%
high employer offers/contributes to 8+ of the 16 retirement and insurance-related benefits asked about	3387 45%	192 44%	432 41%	689 48%	357 49%	521 43%	164 41%	264 38%	218 48%	549 51%
medium employer offers 8+ of the 16 retirement and insurance-related benefits asked about, contributes to fewer than 8	2333 31%	125 28%	314 30%	428 30%	221 30%	417 35%	155 39%	271 40%	124 27%	277 26%
low all others	1733 23%	122 28%	300 29%	314 22%	154 21%	256 21%	79 20%	149 22%	113 25%	244 23%
no answer	16 0%	1 0%	3 0%	1 0%	0 0%	5 0%	1 0%	2 0%	3 1%	0 0%

\* "practitioners" excludes those not currently in dietetics



# 7. Respondent Profile

## Notes

The tables in this section present survey results profiling dietetics practitioners and their employment situations. Results to some questions are also shown for professionals not currently working in dietetics.

Included are tables describing employment status, demographic characteristics, professional qualifications, employment situations, and positions held. The first tables are based on all 9,058 survey respondents; most remaining tables are based on the 7,469 respondents who were employed or self-employed in a dietetics-related position at the time of the survey. Note that respondents were instructed to respond with reference to their *primary* dietetics-related position if they were employed or self-employed in more than one.

Results are shown for all respondents, all practitioners, as well as those not currently in dietetics. Among respondents and practitioners, further segmentation is done by registration status (RD, DTR, or neither).

The margins of error for percentages in each group are:

Segment	Base	Margin of Error
ALL RESPONDENTS		
total	9,058	±1.0%
RD	7,783	±1.1%
DTR	1,142	±2.5%
not	133	±8.3%
PRACTITIONERS		
total	7,469	±1.1%
RD	6,523	±1.2%
DTR	866	±2.9%
not	80	±10.7%
not currently in dietetics	1,589	±2.3%

For definitions of statistics reported, Census Divisions used to categorize employment location, standard position descriptions, and a facsimile of the questionnaire, please refer to the *Appendix*.

**Exhibit 7.1**  
**Employment Status**

Are you currently employed or self-employed in a dietetics-related position?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
yes, I am currently employed or self-employed in a dietetics-related position	7469 82%	6523 84%	866 76%	80 60%	7469 100%	6523 100%	866 100%	80 100%	0 0%
no, but would like to/expect to work in dietetics in the future	936 10%	709 9%	196 17%	31 23%	0 0%	0 0%	0 0%	0 0%	936 59%
no, and do not expect to seek work in dietetics in the future	653 7%	551 7%	80 7%	22 17%	0 0%	0 0%	0 0%	0 0%	653 41%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

**Exhibit 7.2**  
**Job Loss**

Whether or not you are currently working in a dietetics-related position, have you personally been let go from a dietetics-related job in the past 12 months due to economic conditions (such as staff reductions, facility closings, etc.)?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
yes	385 4%	302 4%	79 7%	4 3%	284 4%	234 4%	48 6%	2 3%	101 6%
no	8612 95%	7442 96%	1049 92%	121 91%	7135 96%	6253 96%	808 93%	74 93%	1477 93%
no answer	61 1%	39 1%	14 1%	8 6%	50 1%	36 1%	10 1%	4 5%	11 1%

### Exhibit 7.3

#### Reason(s) for Non-Employment in Dietetics

If not currently employed or self-employed in a dietetics-related position, your reason(s)?

	A L L R E S P O N D E N T S				P R A C T I T I O N E R S				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: those not currently working in dietetics (multiple answers)	1589 100%	1260 100%	276 100%	53 100%					1589 100%
changed career/profession	267 17%	220 17%	41 15%	6 11%					267 17%
found higher-paying job outside dietetics	243 15%	200 16%	41 15%	2 4%					243 15%
could not find dietetics employment	228 14%	113 9%	102 37%	13 25%					228 14%
promoted into a non-dietetics related position	97 6%	90 7%	6 2%	1 2%					97 6%
relocated or in the process of relocating	92 6%	74 6%	16 6%	2 4%					92 6%
at home raising a family	433 27%	395 31%	32 12%	6 11%					433 27%
retired	275 17%	232 18%	31 11%	12 23%					275 17%
currently a student	71 4%	37 3%	29 11%	5 9%					71 4%
disability/health problems	58 4%	39 3%	16 6%	3 6%					58 4%
other	161 10%	114 9%	34 12%	13 25%					161 10%
indicated one or more	1571 99%	1248 99%	272 99%	51 96%					1571 99%
no answer	18 1%	12 1%	4 1%	2 4%					18 1%

Exhibit 7.4  
Gender  
Your gender?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
female	8611 95%	7421 95%	1067 93%	123 92%	7087 95%	6200 95%	814 94%	73 91%	1524 96%
male	315 3%	248 3%	59 5%	8 6%	265 4%	219 3%	40 5%	6 8%	50 3%
no answer	132 1%	114 1%	16 1%	2 2%	117 2%	104 2%	12 1%	1 1%	15 1%

# Exhibit 7.5

## Age

Your age?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION STATUS RD	DTR	not	total	REGISTRATION STATUS RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
65 or older	432 5%	362 5%	48 4%	22 17%	284 4%	246 4%	27 3%	11 14%	148 9%
60 - 64	865 10%	737 9%	117 10%	11 8%	666 9%	570 9%	87 10%	9 11%	199 13%
55 - 59	1467 16%	1239 16%	214 19%	14 11%	1220 16%	1042 16%	170 20%	8 10%	247 16%
50 - 54	1196 13%	971 12%	214 19%	11 8%	996 13%	816 13%	174 20%	6 8%	200 13%
45 - 49	860 9%	721 9%	129 11%	10 8%	728 10%	619 9%	101 12%	8 10%	132 8%
40 - 44	874 10%	780 10%	90 8%	4 3%	715 10%	647 10%	66 8%	2 3%	159 10%
35 - 39	1009 11%	923 12%	75 7%	11 8%	845 11%	772 12%	66 8%	7 9%	164 10%
30 - 34	1009 11%	943 12%	59 5%	7 5%	873 12%	827 13%	40 5%	6 8%	136 9%
25 - 29	1069 12%	924 12%	120 11%	25 19%	919 12%	816 13%	88 10%	15 19%	150 9%
under 25	219 2%	135 2%	69 6%	15 11%	176 2%	125 2%	44 5%	7 9%	43 3%
mean:	45.9	45.7	47.3	45.0	45.4	45.2	47.5	45.1	47.9
standard error:	0.1	0.1	0.4	1.3	0.1	0.2	0.4	1.7	0.3
median:	47	46	51	46	46	45	51	46	50
no answer	58 1%	48 1%	7 1%	3 2%	47 1%	43 1%	3 0%	1 1%	11 1%

Exhibit 7.6  
Heritage/Race

Are you of Hispanic, Latino, or Spanish origin? What is your race?

	A L L R E S P O N D E N T S REGISTRATION STATUS				P R A C T I T I O N E R S REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
Hispanic, Latino or Spanish origin	357 4%	296 4%	46 4%	15 11%	288 4%	246 4%	33 4%	9 11%	69 4%
White (not Hispanic)	7677 85%	6655 86%	934 82%	88 66%	6336 85%	5569 85%	713 82%	54 68%	1341 84%
Asian (not Hispanic)	416 5%	363 5%	40 4%	13 10%	342 5%	302 5%	32 4%	8 10%	74 5%
Black or African American (not Hispanic)	291 3%	217 3%	60 5%	14 11%	239 3%	188 3%	42 5%	9 11%	52 3%
American Indian or Alaska Native (not Hispanic)	27 0%	21 0%	5 0%	1 1%	22 0%	18 0%	4 0%	0 0%	5 0%
Native Hawaiian or other Pacific Islander (not Hispanic)	12 0%	10 0%	2 0%	0 0%	12 0%	10 0%	2 0%	0 0%	0 0%
some other race (not Hispanic)	136 2%	104 1%	32 3%	0 0%	110 1%	87 1%	23 3%	0 0%	26 2%
no answer	142 2%	117 2%	23 2%	2 2%	120 2%	103 2%	17 2%	0 0%	22 1%



Exhibit 7.7  
Education (Highest Degree Held)  
What degree(s) have you earned?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
HIGHEST DEGREE HELD									
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
doctoral degree	333 4%	311 4%	4 0%	18 14%	253 3%	240 4%	2 0%	11 14%	80 5%
master's degree	3820 42%	3722 48%	57 5%	41 31%	3133 42%	3070 47%	34 4%	29 36%	687 43%
bachelor's degree	4228 47%	3744 48%	412 36%	72 54%	3553 48%	3210 49%	305 35%	38 48%	675 42%
associate's degree	673 7%	3 0%	668 58%	2 2%	528 7%	1 0%	525 61%	2 3%	145 9%
other	4 0%	3 0%	1 0%	0 0%	2 0%	2 0%	0 0%	0 0%	2 0%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Exhibit 7.8  
Highest Nutrition/Dietetics-Related Degree  
What degree(s) have you earned?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
HIGHEST NUTRITION/DIETETICS-RELATED DEGREE									
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
doctoral degree	236 3%	222 3%	2 0%	12 9%	196 3%	188 3%	1 0%	7 9%	40 3%
master's degree	3188 35%	3131 40%	22 2%	35 26%	2646 35%	2609 40%	13 2%	24 30%	542 34%
bachelor's degree	4798 53%	4396 56%	322 28%	80 60%	3987 53%	3701 57%	243 28%	43 54%	811 51%
associate's degree	795 9%	4 0%	788 69%	3 2%	610 8%	4 0%	603 70%	3 4%	185 12%
no nutrition/dietetics-related degree reported	41 0%	30 0%	8 1%	3 2%	30 0%	21 0%	6 1%	3 4%	11 1%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

# Exhibit 7.9

## Highest Nutrition/Dietetics Degree at Registration

From the list above, what was the *highest nutrition/dietetics-related* degree you held at the time you were *first registered* as an RD/RDN or DTR?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
doctoral degree	68 1%	63 1%	2 0%	3 2%	59 1%	55 1%	1 0%	3 4%	9 1%
master's degree	2229 25%	2201 28%	16 1%	12 9%	1885 25%	1867 29%	9 1%	9 11%	344 22%
bachelor's degree	5796 64%	5454 70%	298 26%	44 33%	4794 64%	4546 70%	226 26%	22 28%	1002 63%
associate's degree	838 9%	25 0%	811 71%	2 2%	642 9%	23 0%	618 71%	1 1%	196 12%
other	38 0%	30 0%	6 1%	2 2%	31 0%	24 0%	5 1%	2 3%	7 0%
never registered as an RD/RDN or DTR	72 1%	2 0%	4 0%	66 50%	46 1%	2 0%	3 0%	41 51%	26 2%
no answer	17 0%	8 0%	5 0%	4 3%	12 0%	6 0%	4 0%	2 3%	5 0%

Exhibit 7.10

Year of First Employment in Dietetics

In what year did you first begin working in dietetics/nutrition?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
2010 or later	981 11%	762 10%	191 17%	28 21%	910 12%	724 11%	160 18%	26 33%	71 4%
2005 - 2009	1295 14%	1177 15%	113 10%	5 4%	1136 15%	1042 16%	90 10%	4 5%	159 10%
2000 - 2004	1098 12%	1005 13%	82 7%	11 8%	934 13%	864 13%	63 7%	7 9%	164 10%
1995 - 1999	1054 12%	894 11%	159 14%	1 1%	891 12%	755 12%	135 16%	1 1%	163 10%
1990 - 1994	926 10%	774 10%	142 12%	10 8%	779 10%	656 10%	114 13%	9 11%	147 9%
1985 - 1989	962 11%	826 11%	129 11%	7 5%	795 11%	685 11%	104 12%	6 8%	167 11%
1980 - 1984	1025 11%	898 12%	116 10%	11 8%	844 11%	737 11%	98 11%	9 11%	181 11%
1975 - 1979	962 11%	863 11%	90 8%	9 7%	752 10%	679 10%	70 8%	3 4%	210 13%
before 1975	522 6%	470 6%	33 3%	19 14%	360 5%	331 5%	20 2%	9 11%	162 10%
mean:	1994	1993	1995	1991	1994	1994	1995	1996	1990
standard error:	0	0	0	2	0	0	0	2	0
median:	1995	1995	1995	1992	1995	1996	1995	1999	1989
have not yet begun work in field	157 2%	58 1%	74 6%	25 19%	0 0%	0 0%	0 0%	0 0%	157 10%
no answer	76 1%	56 1%	13 1%	7 5%	68 1%	50 1%	12 1%	6 8%	8 1%

Exhibit 7.11  
Years in Field

Excluding time you might have taken off to return to school, raise a family, or work in other areas, how many *total years of work experience* do you have in dietetics/nutrition?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION RD	DTR	not	total	REGISTRATION RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
40 years or more	251 3%	226 3%	15 1%	10 8%	196 3%	177 3%	12 1%	7 9%	55 3%
30 - 39 years	1566 17%	1366 18%	180 16%	20 15%	1367 18%	1203 18%	151 17%	13 16%	199 13%
20 - 29 years	1845 20%	1569 20%	254 22%	22 17%	1606 22%	1369 21%	222 26%	15 19%	239 15%
15 - 19 years	1015 11%	859 11%	152 13%	4 3%	875 12%	740 11%	132 15%	3 4%	140 9%
10 - 14 years	1278 14%	1167 15%	101 9%	10 8%	1050 14%	970 15%	74 9%	6 8%	228 14%
5 - 9 years	1373 15%	1247 16%	115 10%	11 8%	1091 15%	1001 15%	84 10%	6 8%	282 18%
3 - 4 years	692 8%	615 8%	72 6%	5 4%	550 7%	494 8%	52 6%	4 5%	142 9%
1 - 2 years	735 8%	557 7%	159 14%	19 14%	589 8%	459 7%	114 13%	16 20%	146 9%
less than 1 year	184 2%	82 1%	75 7%	27 20%	41 1%	25 0%	10 1%	6 8%	143 9%
mean:	17.0	17.3	15.7	14.9	17.7	17.7	17.5	16.7	14.0
standard error:	0.1	0.1	0.4	1.3	0.1	0.1	0.4	1.6	0.3
median:	15	15	16	10	16	16	18	16	10
no answer	119 1%	95 1%	19 2%	5 4%	104 1%	85 1%	15 2%	4 5%	15 1%

Exhibit 7.12  
Prior Career

Is dietetics/nutrition a second career for you?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
yes	1281 14%	989 13%	271 24%	21 16%	1055 14%	848 13%	193 22%	14 18%	226 14%
no	7666 85%	6700 86%	856 75%	110 83%	6321 85%	5594 86%	663 77%	64 80%	1345 85%
no answer	111 1%	94 1%	15 1%	2 2%	93 1%	81 1%	10 1%	2 3%	18 1%

Exhibit 7.13  
Registration Status

Registration Status [file data, not asked on survey]

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
RD	7783 86%	7783 100%	0 0%	0 0%	6523 87%	6523 100%	0 0%	0 0%	1260 79%
DTR	1142 13%	0 0%	1142 100%	0 0%	866 12%	0 0%	866 100%	0 0%	276 17%
not registered	133 1%	0 0%	0 0%	133 100%	80 1%	0 0%	0 0%	80 100%	53 3%

Exhibit 7.14  
Credentials Held

What dietetics/nutrition credentials do you currently hold (if any)?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION STATUS RD	DTR	not	total	REGISTRATION STATUS RD	DTR	not	
base: all respondents (multiple answers)	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
RD (Registered Dietitian) / RDN (Registered Dietitian Nutritionist)	7802 86%	7783 100%	4 0%	15 11%	6531 87%	6523 100%	2 0%	6 8%	1271 80%
DTR (Dietetic Technician, Registered)	1153 13%	9 0%	1142 100%	2 2%	876 12%	8 0%	866 100%	2 3%	277 17%
state license or certification	3279 36%	3212 41%	45 4%	22 17%	2952 40%	2894 44%	39 5%	19 24%	327 21%
FADA (Fellow of the American Dietetic Association)	47 1%	43 1%	0 0%	4 3%	37 0%	36 1%	0 0%	1 1%	10 1%
NET: SPECIALTY CERTIFICATIONS	1601 18%	1487 19%	108 9%	6 5%	1481 20%	1384 21%	93 11%	4 5%	120 8%
CDE (Certified Diabetes Educator)	740 8%	738 9%	1 0%	1 1%	676 9%	676 10%	0 0%	0 0%	64 4%
CNSC (Certified Nutrition Support Clinician)	384 4%	382 5%	0 0%	2 2%	363 5%	362 6%	0 0%	1 1%	21 1%
CDM (Certified Dietary Manager)	104 1%	15 0%	89 8%	0 0%	92 1%	15 0%	77 9%	0 0%	12 1%
CSP (Certified Specialist in Pediatric Nutrition)	104 1%	104 1%	0 0%	0 0%	101 1%	101 2%	0 0%	0 0%	3 0%
CFPP (Certified Food Protection Professional)	89 1%	37 0%	52 5%	0 0%	83 1%	37 1%	46 5%	0 0%	6 0%
CSR (Certified Specialist in Renal Nutrition)	70 1%	70 1%	0 0%	0 0%	65 1%	65 1%	0 0%	0 0%	5 0%
CSO (Board Certified Specialist in Oncology Nutrition)	68 1%	68 1%	0 0%	0 0%	66 1%	66 1%	0 0%	0 0%	2 0%
CSG (Certified Specialist in Gerontological Nutrition)	63 1%	63 1%	0 0%	0 0%	57 1%	57 1%	0 0%	0 0%	6 0%
CSSD (Certified Specialist in Sports Dietetics)	56 1%	56 1%	0 0%	0 0%	55 1%	55 1%	0 0%	0 0%	1 0%
CFM (Certified Food Manager)	47 1%	26 0%	19 2%	2 2%	42 1%	25 0%	15 2%	2 3%	5 0%

Exhibit 7.14 (continued)  
 Credentials Held

What dietetics/nutrition credentials do you currently hold (if any)?

	A L L R E S P O N D E N T S				P R A C T I T I O N E R S				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: all respondents (multiple answers)	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
CHES (Certified Health Education Specialist)	17 0%	16 0%	0 0%	1 1%	14 0%	13 0%	0 0%	1 1%	3 0%
CLS (Clinical Lipid Specialist)	2 0%	2 0%	0 0%	0 0%	2 0%	2 0%	0 0%	0 0%	0 0%
CFE (Certified Food Executive)	1 0%	1 0%	0 0%	0 0%	1 0%	1 0%	0 0%	0 0%	0 0%
other:	568 6%	498 6%	55 5%	15 11%	504 7%	446 7%	48 6%	10 13%	64 4%
lactation certifications (IBCLC, CLC, CLE, CLS, etc.)	169 2%	151 2%	18 2%	0 0%	155 2%	140 2%	15 2%	0 0%	14 1%
other	399 4%	347 4%	37 3%	15 11%	349 5%	306 5%	33 4%	10 13%	50 3%
indicated one or more	8977 99%	7783 100%	1142 100%	52 39%	7423 99%	6523 100%	866 100%	34 43%	1554 98%
none of these	64 1%	0 0%	0 0%	64 48%	37 0%	0 0%	0 0%	37 46%	27 2%



Exhibit 7.15

Academy Membership

Academy of Nutrition and Dietetics Membership [file data, not asked on survey]

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION STATUS RD	DTR	not	total	REGISTRATION STATUS RD	DTR	not	
base: all respondents	9058 100%	7783 100%	1142 100%	133 100%	7469 100%	6523 100%	866 100%	80 100%	1589 100%
Academy member	5523 61%	4946 64%	444 39%	133 100%	4824 65%	4401 67%	343 40%	80 100%	699 44%
not a member	3535 39%	2837 36%	698 61%	0 0%	2645 35%	2122 33%	523 60%	0 0%	890 56%

Exhibit 7.16

Employment Sector

Employment sector for your primary position?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
non-profit (other than government)	2863 38%	2449 38%	391 45%	23 29%	2863 38%	2449 38%	391 45%	23 29%	
for-profit	2258 30%	1981 30%	254 29%	23 29%	2258 30%	1981 30%	254 29%	23 29%	
government	1400 19%	1237 19%	143 17%	20 25%	1400 19%	1237 19%	143 17%	20 25%	
self-employed	533 7%	503 8%	22 3%	8 10%	533 7%	503 8%	22 3%	8 10%	
no answer	415 6%	353 5%	56 6%	6 8%	415 6%	353 5%	56 6%	6 8%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.17  
Work Setting

Which one option best matches where you work in your primary position?

	A L L R E S P O N D E N T S				P R A C T I T I O N E R S				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
acute-care facility - inpatient	1835 25%	1543 24%	285 33%	7 9%	1835 25%	1543 24%	285 33%	7 9%	
long-term, extended care, or assisted living facility (e.g., nursing home)	905 12%	659 10%	236 27%	10 13%	905 12%	659 10%	236 27%	10 13%	
ambulatory / outpatient care facility (e.g., clinic, physician's office, etc.)	792 11%	782 12%	5 1%	5 6%	792 11%	782 12%	5 1%	5 6%	
community or public health program	545 7%	472 7%	65 8%	8 10%	545 7%	472 7%	65 8%	8 10%	
government agency or department	442 6%	391 6%	40 5%	11 14%	442 6%	391 6%	40 5%	11 14%	
college, university, or teaching-hospital faculty	439 6%	400 6%	32 4%	7 9%	439 6%	400 6%	32 4%	7 9%	
acute-care facility - outpatient	367 5%	360 6%	7 1%	0 0%	367 5%	360 6%	7 1%	0 0%	
non-profit or not-for-profit agency / organization	261 3%	216 3%	38 4%	7 9%	261 3%	216 3%	38 4%	7 9%	
private practice	209 3%	202 3%	3 0%	4 5%	209 3%	202 3%	3 0%	4 5%	
school food service (K-12)	166 2%	134 2%	29 3%	3 4%	166 2%	134 2%	29 3%	3 4%	
rehabilitation facility	137 2%	109 2%	26 3%	2 3%	137 2%	109 2%	26 3%	2 3%	
contract food management company	111 1%	104 2%	7 1%	0 0%	111 1%	104 2%	7 1%	0 0%	
wellness center or health club	101 1%	79 1%	20 2%	2 3%	101 1%	79 1%	20 2%	2 3%	
food or equipment manufacturer, distributor, or retailer	97 1%	84 1%	9 1%	4 5%	97 1%	84 1%	9 1%	4 5%	

Exhibit 7.17 (continued)  
Work Setting

Which one option best matches where you work in your primary position?

	A L L R E S P O N D E N T S				P R A C T I T I O N E R S				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
pharmaceutical or nutrition products manufacturer, distributor, or retailer	94 1%	89 1%	2 0%	3 4%	94 1%	89 1%	2 0%	3 4%	
home health care provider	84 1%	83 1%	1 0%	0 0%	84 1%	83 1%	1 0%	0 0%	
sports dietetics / sports medicine facility	18 0%	17 0%	1 0%	0 0%	18 0%	17 0%	1 0%	0 0%	
school food service (college / university)	18 0%	18 0%	0 0%	0 0%	18 0%	18 0%	0 0%	0 0%	
trade or professional association	4 0%	4 0%	0 0%	0 0%	4 0%	4 0%	0 0%	0 0%	
other, answered multiple	534 7%	496 8%	35 4%	3 4%	534 7%	496 8%	35 4%	3 4%	
no answer	310 4%	281 4%	25 3%	4 5%	310 4%	281 4%	25 3%	4 5%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.18

Work Location (Census Division)

What is the city, state, and ZIP code of your primary work location?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION RD	DTR	STATUS not	total	REGISTRATION RD	DTR	STATUS not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
New England	440 6%	372 6%	63 7%	5 6%	440 6%	372 6%	63 7%	5 6%	
Middle Atlantic	1049 14%	872 13%	156 18%	21 26%	1049 14%	872 13%	156 18%	21 26%	
East North Central	1432 19%	1170 18%	250 29%	12 15%	1432 19%	1170 18%	250 29%	12 15%	
West North Central	732 10%	646 10%	81 9%	5 6%	732 10%	646 10%	81 9%	5 6%	
South Atlantic	1199 16%	1103 17%	86 10%	10 13%	1199 16%	1103 17%	86 10%	10 13%	
East South Central	399 5%	382 6%	15 2%	2 3%	399 5%	382 6%	15 2%	2 3%	
West South Central	686 9%	636 10%	40 5%	10 13%	686 9%	636 10%	40 5%	10 13%	
Mountain	458 6%	409 6%	44 5%	5 6%	458 6%	409 6%	44 5%	5 6%	
Pacific	1070 14%	929 14%	131 15%	10 13%	1070 14%	929 14%	131 15%	10 13%	
APO/FPO	4 0%	4 0%	0 0%	0 0%	4 0%	4 0%	0 0%	0 0%	
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.19  
Organization Size

Including you, how many people are employed by your organization? By your practice, if self-employed.

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION RD	DTR	not	total	REGISTRATION RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
25,000 or more	852 11%	783 12%	63 7%	6 8%	852 11%	783 12%	63 7%	6 8%	
10,000 - 24,999	573 8%	519 8%	47 5%	7 9%	573 8%	519 8%	47 5%	7 9%	
5,000 - 9,999	676 9%	598 9%	77 9%	1 1%	676 9%	598 9%	77 9%	1 1%	
2,500 - 4,999	738 10%	664 10%	71 8%	3 4%	738 10%	664 10%	71 8%	3 4%	
1,000 - 2,499	936 13%	844 13%	86 10%	6 8%	936 13%	844 13%	86 10%	6 8%	
500 - 999	653 9%	546 8%	102 12%	5 6%	653 9%	546 8%	102 12%	5 6%	
250 - 499	646 9%	542 8%	95 11%	9 11%	646 9%	542 8%	95 11%	9 11%	
100 - 249	637 9%	499 8%	123 14%	15 19%	637 9%	499 8%	123 14%	15 19%	
50 - 99	351 5%	296 5%	49 6%	6 8%	351 5%	296 5%	49 6%	6 8%	
10 - 49	474 6%	404 6%	62 7%	8 10%	474 6%	404 6%	62 7%	8 10%	
2 - 9	306 4%	261 4%	42 5%	3 4%	306 4%	261 4%	42 5%	3 4%	
1 (yourself only)	434 6%	406 6%	21 2%	7 9%	434 6%	406 6%	21 2%	7 9%	
mean:	5,729	5,948	4,213	4,108	5,729	5,948	4,213	4,108	
standard error:	99	108	252	911	99	108	252	911	
median:	1,219	1,403	631	244	1,219	1,403	631	244	
no answer	193 3%	161 2%	28 3%	4 5%	193 3%	161 2%	28 3%	4 5%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.20

Practice Area of Primary Position

Please carefully review the enclosed list of Position Descriptions. Which *one* description most closely matches your primary position (even if the job title differs)?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION RD	STATUS DTR	not	total	REGISTRATION RD	STATUS DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
Clinical Nutrition	4199 56%	3684 56%	493 57%	22 28%	4199 56%	3684 56%	493 57%	22 28%	
Clinical Nutrition - Acute Care/Inpatient	2450 33%	2061 32%	377 44%	12 15%	2450 33%	2061 32%	377 44%	12 15%	
Clinical Nutrition - Ambulatory Care	1116 15%	1106 17%	6 1%	4 5%	1116 15%	1106 17%	6 1%	4 5%	
Clinical Nutrition - Long Term Care	633 8%	517 8%	110 13%	6 8%	633 8%	517 8%	110 13%	6 8%	
Community	864 12%	746 11%	99 11%	19 24%	864 12%	746 11%	99 11%	19 24%	
Food and Nutrition Management	940 13%	763 12%	162 19%	15 19%	940 13%	763 12%	162 19%	15 19%	
Consultation and Business	549 7%	522 8%	17 2%	10 13%	549 7%	522 8%	17 2%	10 13%	
Education and Research	425 6%	399 6%	19 2%	7 9%	425 6%	399 6%	19 2%	7 9%	
Other Position Not Listed	449 6%	385 6%	57 7%	7 9%	449 6%	385 6%	57 7%	7 9%	
no answer	43 1%	24 0%	19 2%	0 0%	43 1%	24 0%	19 2%	0 0%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.21  
Primary Position

Please carefully review the enclosed list of Position Descriptions. Which *one* description most closely matches your primary position (even if the job title differs)?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
Subtotal: Clinical Nutrition - Acute Care/Inpatient	2450 33%	2061 32%	377 44%	12 15%	2450 33%	2061 32%	377 44%	12 15%	
Dietetic Technician, Clinical	373 5%	7 0%	363 42%	3 4%	373 5%	7 0%	363 42%	3 4%	
Clinical Dietitian	1076 14%	1063 16%	7 1%	6 8%	1076 14%	1063 16%	7 1%	6 8%	
Clinical Dietitian, Specialist - Bariatrics	54 1%	54 1%	0 0%	0 0%	54 1%	54 1%	0 0%	0 0%	
Clinical Dietitian, Specialist - Cardiac	29 0%	28 0%	1 0%	0 0%	29 0%	28 0%	1 0%	0 0%	
Clinical Dietitian, Specialist - Developmental disorders	23 0%	21 0%	2 0%	0 0%	23 0%	21 0%	2 0%	0 0%	
Clinical Dietitian, Specialist - Diabetes	149 2%	148 2%	0 0%	1 1%	149 2%	148 2%	0 0%	1 1%	
Clinical Dietitian, Specialist - Eating disorders	38 1%	36 1%	1 0%	1 1%	38 1%	36 1%	1 0%	1 1%	
Clinical Dietitian, Specialist - HIV/AIDS	4 0%	4 0%	0 0%	0 0%	4 0%	4 0%	0 0%	0 0%	
Clinical Dietitian, Specialist - Oncology	59 1%	59 1%	0 0%	0 0%	59 1%	59 1%	0 0%	0 0%	
Clinical Dietitian, Specialist - Psychiatric	41 1%	41 1%	0 0%	0 0%	41 1%	41 1%	0 0%	0 0%	
Clinical Dietitian, Specialist - Renal	209 3%	208 3%	0 0%	1 1%	209 3%	208 3%	0 0%	1 1%	
Clinical Dietitian, Specialist - Substance abuse	3 0%	3 0%	0 0%	0 0%	3 0%	3 0%	0 0%	0 0%	
Clinical Dietitian, Specialist - Surgery	16 0%	16 0%	0 0%	0 0%	16 0%	16 0%	0 0%	0 0%	
Clinical Dietitian, Specialist - Transplant	22 0%	22 0%	0 0%	0 0%	22 0%	22 0%	0 0%	0 0%	



Exhibit 7.21 (continued)

Primary Position

Please carefully review the enclosed list of Position Descriptions. Which *one* description most closely matches your primary position (even if the job title differs)?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION RD	DTR	STATUS not	total	REGISTRATION RD	DTR	STATUS not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
Pediatric/Neonatal Dietitian	176 2%	175 3%	1 0%	0 0%	176 2%	175 3%	1 0%	0 0%	
Nutrition Support Dietitian	178 2%	176 3%	2 0%	0 0%	178 2%	176 3%	2 0%	0 0%	
Subtotal: Clinical Nutrition - Ambulatory Care	1116 15%	1106 17%	6 1%	4 5%	1116 15%	1106 17%	6 1%	4 5%	
Outpatient Dietitian, General	278 4%	270 4%	4 0%	4 5%	278 4%	270 4%	4 0%	4 5%	
Outpatient Dietitian, Specialist - Allergy	4 0%	4 0%	0 0%	0 0%	4 0%	4 0%	0 0%	0 0%	
Outpatient Dietitian, Specialist - Cardiac rehabilitation	19 0%	19 0%	0 0%	0 0%	19 0%	19 0%	0 0%	0 0%	
Outpatient Dietitian, Specialist - Diabetes	281 4%	281 4%	0 0%	0 0%	281 4%	281 4%	0 0%	0 0%	
Outpatient Dietitian, Specialist - Eating disorders	27 0%	27 0%	0 0%	0 0%	27 0%	27 0%	0 0%	0 0%	
Outpatient Dietitian, Specialist - Oncology	37 0%	37 1%	0 0%	0 0%	37 0%	37 1%	0 0%	0 0%	
Outpatient Dietitian, Specialist - Pediatrics	75 1%	75 1%	0 0%	0 0%	75 1%	75 1%	0 0%	0 0%	
Outpatient Dietitian, Specialist - Renal	223 3%	223 3%	0 0%	0 0%	223 3%	223 3%	0 0%	0 0%	
Outpatient Dietitian, Specialist - Weight Management	101 1%	100 2%	1 0%	0 0%	101 1%	100 2%	1 0%	0 0%	
Home Care Dietitian	71 1%	70 1%	1 0%	0 0%	71 1%	70 1%	1 0%	0 0%	

Exhibit 7.21 (continued)  
Primary Position

Please carefully review the enclosed list of Position Descriptions. Which *one* description most closely matches your primary position (even if the job title differs)?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
Subtotal: Clinical Nutrition - Long Term Care	633 8%	517 8%	110 13%	6 8%	633 8%	517 8%	110 13%	6 8%	
Clinical Dietitian, Long Term Care	529 7%	515 8%	9 1%	5 6%	529 7%	515 8%	9 1%	5 6%	
Dietetic Technician, Long Term Care	104 1%	2 0%	101 12%	1 1%	104 1%	2 0%	101 12%	1 1%	
Subtotal: Education and Research	425 6%	399 6%	19 2%	7 9%	425 6%	399 6%	19 2%	7 9%	
Instructor/Lecturer	108 1%	97 1%	9 1%	2 3%	108 1%	97 1%	9 1%	2 3%	
Assistant Professor	66 1%	66 1%	0 0%	0 0%	66 1%	66 1%	0 0%	0 0%	
Associate Professor	51 1%	49 1%	2 0%	0 0%	51 1%	49 1%	2 0%	0 0%	
Professor	41 1%	36 1%	1 0%	4 5%	41 1%	36 1%	1 0%	4 5%	
Administrator, Higher Education	14 0%	14 0%	0 0%	0 0%	14 0%	14 0%	0 0%	0 0%	
Didactic Program Director	20 0%	20 0%	0 0%	0 0%	20 0%	20 0%	0 0%	0 0%	
Dietetic Internship Director	28 0%	28 0%	0 0%	0 0%	28 0%	28 0%	0 0%	0 0%	
Research Dietitian	97 1%	89 1%	7 1%	1 1%	97 1%	89 1%	7 1%	1 1%	

Exhibit 7.21 (continued)  
Primary Position

Please carefully review the enclosed list of Position Descriptions. Which *one* description most closely matches your primary position (even if the job title differs)?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
Subtotal: Community	864 12%	746 11%	99 11%	19 24%	864 12%	746 11%	99 11%	19 24%	
WIC Nutritionist	455 6%	376 6%	70 8%	9 11%	455 6%	376 6%	70 8%	9 11%	
Public Health Nutritionist	203 3%	195 3%	7 1%	1 1%	203 3%	195 3%	7 1%	1 1%	
Cooperative Extension Educator/Specialist	68 1%	57 1%	9 1%	2 3%	68 1%	57 1%	9 1%	2 3%	
School/Child Care Nutritionist	78 1%	68 1%	7 1%	3 4%	78 1%	68 1%	7 1%	3 4%	
Corrections Dietitian	9 0%	9 0%	0 0%	0 0%	9 0%	9 0%	0 0%	0 0%	
Nutrition Coordinator for Head Start Program	27 0%	22 0%	4 0%	1 1%	27 0%	22 0%	4 0%	1 1%	
Nutritionist for Food Bank or Assistance Program	24 0%	19 0%	2 0%	3 4%	24 0%	19 0%	2 0%	3 4%	

Exhibit 7.21 (continued)  
Primary Position

Please carefully review the enclosed list of Position Descriptions. Which *one* description most closely matches your primary position (even if the job title differs)?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
Subtotal: Food and Nutrition Management	940 13%	763 12%	162 19%	15 19%	940 13%	763 12%	162 19%	15 19%	
Executive-level Professional	75 1%	71 1%	2 0%	2 3%	75 1%	71 1%	2 0%	2 3%	
Director of Food and Nutrition Services	352 5%	295 5%	51 6%	6 8%	352 5%	295 5%	51 6%	6 8%	
Director of Clinical Nutrition	48 1%	46 1%	2 0%	0 0%	48 1%	46 1%	2 0%	0 0%	
Clinical Nutrition Manager	206 3%	204 3%	0 0%	2 3%	206 3%	204 3%	0 0%	2 3%	
Assistant Foodservice Director	114 2%	96 1%	16 2%	2 3%	114 2%	96 1%	16 2%	2 3%	
School Foodservice Director	57 1%	49 1%	7 1%	1 1%	57 1%	49 1%	7 1%	1 1%	
Dietetic Technician, Foodservice Management	88 1%	2 0%	84 10%	2 3%	88 1%	2 0%	84 10%	2 3%	

Exhibit 7.21 (continued)  
Primary Position

Please carefully review the enclosed list of Position Descriptions. Which *one* description most closely matches your primary position (even if the job title differs)?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
Subtotal: Consultation and Business	549 7%	522 8%	17 2%	10 13%	549 7%	522 8%	17 2%	10 13%	
Private Practice Dietitian - Patient/Client Nutrition Care	149 2%	143 2%	4 0%	2 3%	149 2%	143 2%	4 0%	2 3%	
Consultant - Community and/or Corporate Programs	120 2%	112 2%	6 1%	2 3%	120 2%	112 2%	6 1%	2 3%	
Consultant - Communications	25 0%	21 0%	4 0%	0 0%	25 0%	21 0%	4 0%	0 0%	
Sales Representative	57 1%	56 1%	1 0%	0 0%	57 1%	56 1%	1 0%	0 0%	
Public Relations and/or Marketing Professional	19 0%	18 0%	0 0%	1 1%	19 0%	18 0%	0 0%	1 1%	
Corporate Dietitian	93 1%	92 1%	0 0%	1 1%	93 1%	92 1%	0 0%	1 1%	
Research & Development Nutritionist	29 0%	26 0%	1 0%	2 3%	29 0%	26 0%	1 0%	2 3%	
Manager of Nutrition Communications	14 0%	14 0%	0 0%	0 0%	14 0%	14 0%	0 0%	0 0%	
Director of Nutrition	43 1%	40 1%	1 0%	2 3%	43 1%	40 1%	1 0%	2 3%	
Other Position Not Listed	449 6%	385 6%	57 7%	7 9%	449 6%	385 6%	57 7%	7 9%	
no answer	43 1%	24 0%	19 2%	0 0%	43 1%	24 0%	19 2%	0 0%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.22  
Responsibility Level

What is this position's responsibility level?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
owner or partner	335 4%	312 5%	15 2%	8 10%	335 4%	312 5%	15 2%	8 10%	
executive	92 1%	85 1%	5 1%	2 3%	92 1%	85 1%	5 1%	2 3%	
director or manager	1563 21%	1383 21%	158 18%	22 28%	1563 21%	1383 21%	158 18%	22 28%	
supervisor or coordinator	1396 19%	1190 18%	186 21%	20 25%	1396 19%	1190 18%	186 21%	20 25%	
other	3994 53%	3477 53%	489 56%	28 35%	3994 53%	3477 53%	489 56%	28 35%	
no answer	89 1%	76 1%	13 2%	0 0%	89 1%	76 1%	13 2%	0 0%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.23  
Number Supervised

In this position, how many employees do you directly or indirectly supervise (if any)?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
supervise one or more:	3146 42%	2718 42%	384 44%	44 55%	3146 42%	2718 42%	384 44%	44 55%	
100 or more	145 2%	129 2%	14 2%	2 3%	145 2%	129 2%	14 2%	2 3%	
50 - 99	218 3%	186 3%	29 3%	3 4%	218 3%	186 3%	29 3%	3 4%	
25 - 49	371 5%	310 5%	57 7%	4 5%	371 5%	310 5%	57 7%	4 5%	
10 - 24	777 10%	619 9%	147 17%	11 14%	777 10%	619 9%	147 17%	11 14%	
5 - 9	550 7%	484 7%	57 7%	9 11%	550 7%	484 7%	57 7%	9 11%	
3 - 4	404 5%	362 6%	35 4%	7 9%	404 5%	362 6%	35 4%	7 9%	
1 - 2	681 9%	628 10%	45 5%	8 10%	681 9%	628 10%	45 5%	8 10%	
mean:	20.3	20.0	22.8	19.5	20.3	20.0	22.8	19.5	
standard error:	0.5	0.5	1.2	3.9	0.5	0.5	1.2	3.9	
median:	9	8	15	8	9	8	15	8	
none	4292 57%	3780 58%	477 55%	35 44%	4292 57%	3780 58%	477 55%	35 44%	
no answer	31 0%	25 0%	5 1%	1 1%	31 0%	25 0%	5 1%	1 1%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.24  
Budget Responsibility

In this position, approximately what is the size of the budget you manage (if applicable)?

	A L L R E S P O N D E N T S REGISTRATION STATUS				P R A C T I T I O N E R S REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
manage a budget:	1828 24%	1601 25%	198 23%	29 36%	1828 24%	1601 25%	198 23%	29 36%	
\$1 million or more	544 7%	497 8%	38 4%	9 11%	544 7%	497 8%	38 4%	9 11%	
\$500,000 - \$999,999	230 3%	191 3%	34 4%	5 6%	230 3%	191 3%	34 4%	5 6%	
\$250,000 - \$499,999	261 3%	223 3%	33 4%	5 6%	261 3%	223 3%	33 4%	5 6%	
\$100,000 - \$249,999	267 4%	222 3%	41 5%	4 5%	267 4%	222 3%	41 5%	4 5%	
\$50,000 - \$99,999	142 2%	126 2%	15 2%	1 1%	142 2%	126 2%	15 2%	1 1%	
\$25,000 - \$49,999	123 2%	103 2%	16 2%	4 5%	123 2%	103 2%	16 2%	4 5%	
less than \$25,000	261 3%	239 4%	21 2%	1 1%	261 3%	239 4%	21 2%	1 1%	
mean (\$000):	483	488	431	537	483	488	431	537	
standard error:	9	10	26	73	9	10	26	73	
median:	366	374	293	500	366	374	293	500	
does not apply	5561 74%	4861 75%	649 75%	51 64%	5561 74%	4861 75%	649 75%	51 64%	
no answer	80 1%	61 1%	19 2%	0 0%	80 1%	61 1%	19 2%	0 0%	

\* "practitioners" excludes those not currently in dietetics



Exhibit 7.25

Nutritional Risk of Patients/Clients Seen

If you work with patients or clients in this position, how would you characterize the nutritional risk of the *majority* of your patients?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION STATUS RD	DTR	not	total	REGISTRATION STATUS RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
low or no risk	716 10%	578 9%	134 15%	4 5%	716 10%	578 9%	134 15%	4 5%	
moderate risk	3614 48%	3093 47%	486 56%	35 44%	3614 48%	3093 47%	486 56%	35 44%	
high risk	1820 24%	1673 26%	129 15%	18 23%	1820 24%	1673 26%	129 15%	18 23%	
do not work with patients/clients	1207 16%	1081 17%	103 12%	23 29%	1207 16%	1081 17%	103 12%	23 29%	
no answer	112 1%	98 2%	14 2%	0 0%	112 1%	98 2%	14 2%	0 0%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.26  
Registration Requirements

Is registration as an RD/RDN or DTR a requirement for employment in this position?

	A L L R E S P O N D E N T S REGISTRATION STATUS				P R A C T I T I O N E R S REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners* (multiple answers)	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
RD/RDN is required	5487 73%	5438 83%	37 4%	12 15%	5487 73%	5438 83%	37 4%	12 15%	
RD/RDN is preferred but not required	853 11%	767 12%	46 5%	40 50%	853 11%	767 12%	46 5%	40 50%	
RD/RDN makes no difference	348 5%	285 4%	45 5%	18 23%	348 5%	285 4%	45 5%	18 23%	
DTR is required	474 6%	20 0%	454 52%	0 0%	474 6%	20 0%	454 52%	0 0%	
DTR is preferred but not required	236 3%	11 0%	222 26%	3 4%	236 3%	11 0%	222 26%	3 4%	
DTR makes no difference	206 3%	50 1%	144 17%	12 15%	206 3%	50 1%	144 17%	12 15%	
indicated one or more	7424 99%	6492 100%	854 99%	78 98%	7424 99%	6492 100%	854 99%	78 98%	
no answer	45 1%	31 0%	12 1%	2 3%	45 1%	31 0%	12 1%	2 3%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.27

State Licensure/Certification Requirement

Is state licensure or certification a requirement for employment in this position?

	A L L R E S P O N D E N T S				P R A C T I T I O N E R S				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
yes	4307 58%	3983 61%	300 35%	24 30%	4307 58%	3983 61%	300 35%	24 30%	
no	3107 42%	2495 38%	556 64%	56 70%	3107 42%	2495 38%	556 64%	56 70%	
no answer	55 1%	45 1%	10 1%	0 0%	55 1%	45 1%	10 1%	0 0%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.28  
Years in Position

How many years have you worked in this primary dietetics-related position?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
30 years or more	388 5%	313 5%	68 8%	7 9%	388 5%	313 5%	68 8%	7 9%	
20 - 29 years	866 12%	715 11%	138 16%	13 16%	866 12%	715 11%	138 16%	13 16%	
15 - 19 years	675 9%	562 9%	110 13%	3 4%	675 9%	562 9%	110 13%	3 4%	
10 - 14 years	1074 14%	945 14%	120 14%	9 11%	1074 14%	945 14%	120 14%	9 11%	
5 - 9 years	1672 22%	1515 23%	145 17%	12 15%	1672 22%	1515 23%	145 17%	12 15%	
3 - 4 years	800 11%	742 11%	55 6%	3 4%	800 11%	742 11%	55 6%	3 4%	
1 - 2 years	1681 23%	1461 22%	194 22%	26 33%	1681 23%	1461 22%	194 22%	26 33%	
less than 1 year	274 4%	238 4%	31 4%	5 6%	274 4%	238 4%	31 4%	5 6%	
mean:	9.9	9.6	11.9	11.1	9.9	9.6	11.9	11.1	
standard error:	0.1	0.1	0.3	1.3	0.1	0.1	0.3	1.3	
median:	7	7	10	8	7	7	10	8	
no answer	39 1%	32 0%	5 1%	2 3%	39 1%	32 0%	5 1%	2 3%	

\* "practitioners" excludes those not currently in dietetics

# Exhibit 7.29

## Eligibility to Receive Overtime Compensation

In this position, are you eligible to receive overtime compensation?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION STATUS RD	DTR	not	total	REGISTRATION STATUS RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
yes	1564 21%	1146 18%	401 46%	17 21%	1564 21%	1146 18%	401 46%	17 21%	
no	5824 78%	5305 81%	456 53%	63 79%	5824 78%	5305 81%	456 53%	63 79%	
no answer	81 1%	72 1%	9 1%	0 0%	81 1%	72 1%	9 1%	0 0%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.30  
Benefits Level

As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? Which of these *insurance-related benefits*?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: practitioners*	7469 100%	6523 100%	866 100%	80 100%	7469 100%	6523 100%	866 100%	80 100%	
high employer offers/contributes to 8+ of the 16 retirement and insurance-related benefits asked about	3387 45%	2997 46%	356 41%	34 43%	3387 45%	2997 46%	356 41%	34 43%	
medium employer offers 8+ of the 16 retirement and insurance-related benefits asked about, contributes to fewer than 8	2333 31%	2002 31%	309 36%	22 28%	2333 31%	2002 31%	309 36%	22 28%	
low all others	1733 23%	1511 23%	199 23%	23 29%	1733 23%	1511 23%	199 23%	23 29%	
no answer	16 0%	13 0%	2 0%	1 1%	16 0%	13 0%	2 0%	1 1%	

\* "practitioners" excludes those not currently in dietetics

Exhibit 7.31

Position Pay Base: Hours Per Week

As of April 1, 2013, how many hours were in the standard work week for this position? If self-employed, how many hours typically worked?

	ALL RESPONDENTS REGISTRATION STATUS				PRACTITIONERS REGISTRATION STATUS				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: answering practitioners*	6872 100%	6048 100%	747 100%	77 100%	6872 100%	6048 100%	747 100%	77 100%	
more than 40 hours	375 5%	342 6%	30 4%	3 4%	375 5%	342 6%	30 4%	3 4%	
40 hours	4254 62%	3722 62%	485 65%	47 61%	4254 62%	3722 62%	485 65%	47 61%	
37.5 hours	378 6%	296 5%	76 10%	6 8%	378 6%	296 5%	76 10%	6 8%	
35 hours	263 4%	224 4%	32 4%	7 9%	263 4%	224 4%	32 4%	7 9%	
30 hours	288 4%	258 4%	27 4%	3 4%	288 4%	258 4%	27 4%	3 4%	
other	1314 19%	1206 20%	97 13%	11 14%	1314 19%	1206 20%	97 13%	11 14%	
mean:	36.3	36.2	37.5	36.7	36.3	36.2	37.5	36.7	
standard error:	0.1	0.1	0.2	0.9	0.1	0.1	0.2	0.9	
median:	40	40	40	40	40	40	40	40	

\* only practitioners providing complete and consistent responses are tabulated

Exhibit 7.32

Position Pay Base: Weeks Per Year

Is this a year-round position, or less than year-round (like some teaching jobs)? [IF LESS] How many weeks per year?

	A L L R E S P O N D E N T S				P R A C T I T I O N E R S				not currently in dietetics
	total	RD	DTR	not	total	RD	DTR	not	
base: answering practitioners*	6872 100%	6048 100%	747 100%	77 100%	6872 100%	6048 100%	747 100%	77 100%	
52 weeks (year-round)	6840 100%	6017 99%	746 100%	77 100%	6840 100%	6017 99%	746 100%	77 100%	
48 - 51 weeks	2 0%	2 0%	0 0%	0 0%	2 0%	2 0%	0 0%	0 0%	
44 - 47 weeks	3 0%	3 0%	0 0%	0 0%	3 0%	3 0%	0 0%	0 0%	
40 - 43 weeks	3 0%	3 0%	0 0%	0 0%	3 0%	3 0%	0 0%	0 0%	
36 - 39 weeks	3 0%	3 0%	0 0%	0 0%	3 0%	3 0%	0 0%	0 0%	
32 - 35 weeks	3 0%	3 0%	0 0%	0 0%	3 0%	3 0%	0 0%	0 0%	
26 - 31 weeks	5 0%	5 0%	0 0%	0 0%	5 0%	5 0%	0 0%	0 0%	
less than 26 weeks	13 0%	12 0%	1 0%	0 0%	13 0%	12 0%	1 0%	0 0%	
mean:	51.9	51.9	52.0	52.0	51.9	51.9	52.0	52.0	
standard error:	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
median:	52	52	52	52	52	52	52	52	

\* only practitioners providing complete and consistent responses are tabulated



Exhibit 7.33

Position Pay Base: Hours Per Year

Is this a year-round position, or less than year-round (like some teaching jobs)? [IF LESS] How many weeks per year? As of April 1, 2013, how many hours were in the standard work week for this position? If self-employed, how many hours typically worked?

	ALL RESPONDENTS				PRACTITIONERS				not currently in dietetics
	total	REGISTRATION STATUS RD	DTR	not	total	REGISTRATION STATUS RD	DTR	not	
base: answering practitioners*	6872 100%	6048 100%	747 100%	77 100%	6872 100%	6048 100%	747 100%	77 100%	
2080 hours (40 hours x 52 weeks)	4622 67%	4057 67%	515 69%	50 65%	4622 67%	4057 67%	515 69%	50 65%	
1820 - 2079 hours (35+ hours x 52 weeks)	707 10%	575 10%	119 16%	13 17%	707 10%	575 10%	119 16%	13 17%	
1560 - 1819 hours (30+ hours x 52 weeks)	506 7%	454 8%	49 7%	3 4%	506 7%	454 8%	49 7%	3 4%	
1040 - 1559 hours (20+ hours x 52 weeks)	643 9%	593 10%	42 6%	8 10%	643 9%	593 10%	42 6%	8 10%	
520 - 1039 hours (10+ hours x 52 weeks)	264 4%	245 4%	16 2%	3 4%	264 4%	245 4%	16 2%	3 4%	
less than 520 hours (<10 hours x 52 weeks)	130 2%	124 2%	6 1%	0 0%	130 2%	124 2%	6 1%	0 0%	
mean:	1,856	1,846	1,930	1,885	1,856	1,846	1,930	1,885	
standard error:	5	6	12	41	5	6	12	41	
median:	2,080	2,080	2,080	2,080	2,080	2,080	2,080	2,080	

\* only practitioners providing complete and consistent responses are tabulated

Exhibit 7.34

Position Pay Base: Incidence of Full-Time Employment

Is this a year-round position, or less than year-round (like some teaching jobs)? [IF LESS] How many weeks per year? As of April 1, 2013, how many hours were in the standard work week for this position? If self-employed, how many hours typically worked?

	ALL RESPONDENTS				PRACTITIONERS				
	REGISTRATION STATUS				REGISTRATION STATUS				
	total	RD	DTR	not	total	RD	DTR	not	not currently in dietetics
FULL-TIME EMPLOYMENT									
35+ hours per week									
48+ weeks per year									
base: answering practitioners*	6872	6048	747	77	6872	6048	747	77	
	100%	100%	100%	100%	100%	100%	100%	100%	
employed full time	5329	4632	634	63	5329	4632	634	63	
	78%	77%	85%	82%	78%	77%	85%	82%	
employed less than full time	1543	1416	113	14	1543	1416	113	14	
	22%	23%	15%	18%	22%	23%	15%	18%	

\* only practitioners providing complete and consistent responses are tabulated

## 8. Appendix

### Methodological Notes

**Sample Composition and Disposition** The survey sample of 30,000 was selected by Readex Research, the survey contractor, in systematic stratified fashion from the population of all domestic active category Academy members (N = 53,113) plus all domestic nonmembers (N = 37,229) maintaining current registration as a Registered Dietitian (RD) or Dietetic Technician, Registered (DTR). Because of their relatively small numbers, the sample was stratified to overrepresent DTRs.

A total of 9,058 responses was received, for a 30% response rate overall. The response rate was highest among RDs (31%), lowest among those not registered (19%). Although a 30% response rate represents a strong showing for a mixed mode (Internet and regular mail) survey of this type, possible effects of nonresponse bias need to be considered in interpreting results.

Most data tables are based on the 7,469 "practitioners" currently working in a dietetics-related position. The margin of error (maximum sampling error for percentages at the 95% confidence level) is  $\pm 1.0\%$  overall,  $1.1\%$  for all practitioners.

The table below details population, sample, and response by registration status and by Academy membership:

	Registration Status			TOTAL
	RD	DTR	Not	
POPULATION				
Academy members	49,047	1,666	2,400	53,113
Not Academy members	34,376	2,853		37,229
TOTAL	83,423	4,519	2,400	90,342
SAMPLE				
Academy members	14,562	1,666	713	16,941
Not Academy members	10,206	2,853		13,059
TOTAL	24,768	4,519	713	30,000
RESPONSE				
Academy members	4,946	444	133	5,523
Not Academy members	2,837	698		3,535
TOTAL	7,783	1,142	133	9,058
Response rate	31%	25%	19%	30%
Practitioners (working in dietetics)	6,523	866	80	7,469
Margin of error (practitioners)	±1.2%	±2.9%	±10.7%	±1.1%

**Instrument Design** A groundbreaking feature of the initial 2002 *Dietetics Compensation & Benefits Survey* was the measurement of salary data not only in the context of registration (RD, DTR) or various practice areas, but also in terms of the specific jobs (including nontraditional jobs) held by dietetics practitioners. That approach was carried forward for the *Compensation & Benefits Survey of the Dietetics Profession 2013*.

The core set of dietetics job titles plus brief position descriptions was developed through an extended process involving Academy member input and expert judgment. In 2013, the 59 positions cover 93% of responding practitioners' employment situations.

The questionnaire was closely based on the instruments employed since 2002 to facilitate trending. Refinements were developed jointly in response to member input by Academy staff leaders and Readex. For 2013, only minor modifications were made to the 2011 instrument.

**Contact Series** Production of survey materials, addressing, mailing, development of the survey web site, and broadcast email contacts were all handled by Readex Research.

On June 6, 2013, Readex broadcast initial email invitations (in the name of Academy's president) to the 28,267 sample members with an email address on file, inviting them to participate in the survey by visiting the access-controlled web site hosted by Readex Research. 1,793 of the email addresses (or 6% of the total) returned as undeliverable.

On June 12, reminder emails were sent to the email sample members who had not yet responded (and whose email addresses had not returned as undeliverable). Additional reminder emails were sent to remaining nonrespondents on June 18.

On June 20, Readex sent survey kits via postal mail to the 1,733 sample members who did not have an email address on file, and to the 1,793 individuals from the email sample whose email addresses returned as undeliverable (a total of 3,526). Each kit consisted of a cover letter on Academy letterhead, signed by the association's President (with a survey report order form on the back); a Position Descriptions list; the questionnaire; and a Business Reply envelope addressed to Readex, all in an outgoing Academy envelope.

On July 10, Readex mailed followup survey kits to the postal sample members who had not responded by that time. The followup survey kits were similar to the initial survey kits, with the exception of an updated covering letter.

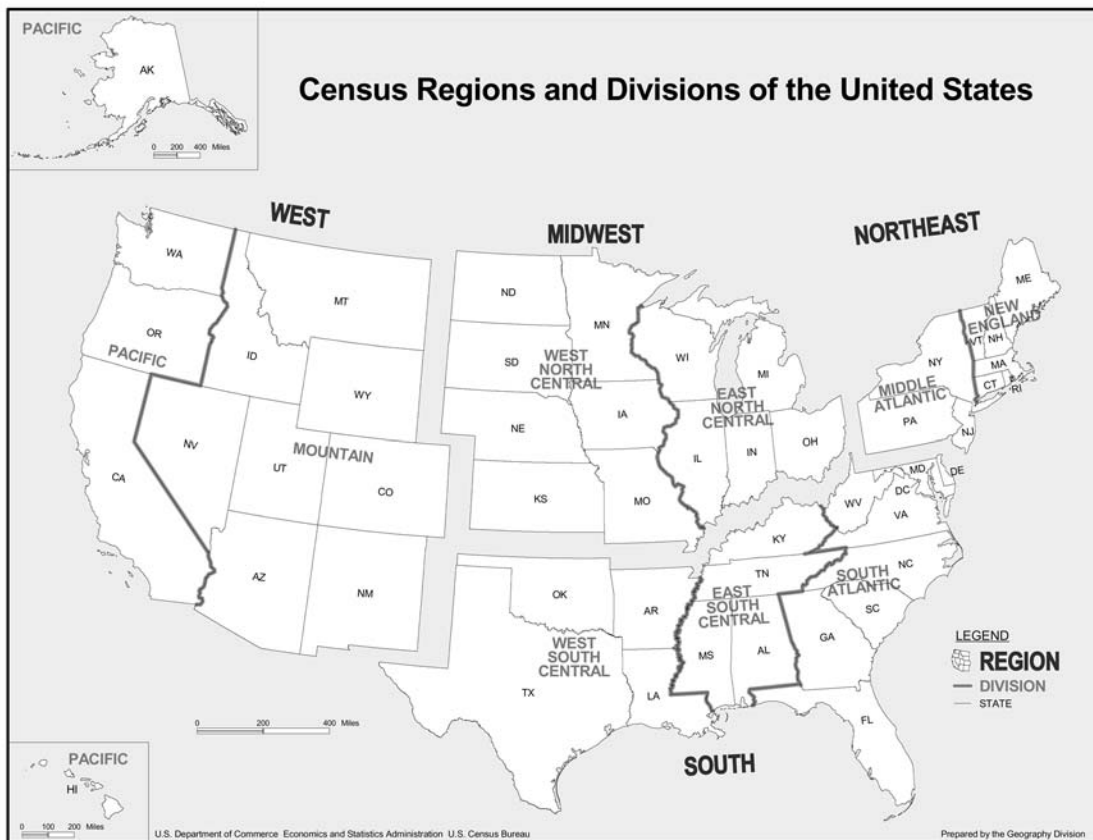
The survey was closed for tabulation on August 5, 2013. Data entry, verification, cleaning and tabulation were handled by Readex.

## Geographic Definitions

In various tables, survey results are broken out by employment location: Census Division, state, or metropolitan area.

Metropolitan areas are reported using the Core Based Statistical Areas defined by the Office of Management and Budget (OMB) for use by Federal statistical agencies in collecting, tabulating, and publishing Federal statistics. The term "Core Based Statistical Area" (CBSA) is a collective term for both metro and micro areas. A metro area contains a core urban area of 50,000 or more population, and a micro area contains an urban core of at least 10,000 (but less than 50,000) population. Each metro or micro area consists of one or more counties and includes the counties containing the core urban area, as well as any adjacent counties that have a high degree of social and economic integration (as measured by commuting to work) with the urban core. Metro areas are named for the major cities within them, and occasionally span multiple states (e.g., Chicago-Naperville-Joliet IL-IN-WI also includes Gary and Kenosha). For more information, see <http://www.census.gov/population/www/estimates/metroarea.html>.

The Census Divisions reported are also standards employed by the US Census Bureau. The 50 states are divided into nine geographic divisions with similar aggregate characteristics. The map below shows how the nine Divisions are defined:



## Statistical Glossary

**base** The divisor in calculations of percentages.

**margin of error** The maximum sampling error for percentages at the 95% confidence level. If the margin of error is  $\pm 1\%$ , then the expected true population value will be within  $\pm 1\%$  of the survey's estimated value 95 times out of 100.

**mean** The arithmetic average, calculated by summing all responses and dividing by the number of responses. The mean is sometimes strongly influenced by extreme values in the distribution.

**median** The median is calculated by rank ordering all responses and then selecting (or interpolating) the value below which 50% of all responses lie. It is often thought of as the "typical" value of a variable and is not influenced by extreme values in the distribution. The median is also known as the 50th percentile.

**NET** In tables where respondents could select more than one answer, a net is sometimes reported, indicating the number of respondents selecting one or more of the answers being netted. Each respondent is counted at most once in a net.

**percentile** Percentiles are calculated by rank ordering all responses and then selecting (or interpolating) the value below which x% of all responses lie: 10% of all answers lie below the 10th percentile, 25% below the 25th percentile, and so on.

**standard error** The "margin of error" for estimated means based on survey data. If the standard error for a mean of 2.5 is 0.5, then the expected true population value will be between 2.0 and 3.0 about two times in three. To increase confidence to the 95% level (that is, the true value will be within the range 95 times out of 100), multiply the standard error by 2. In the example given, the 95% confidence interval for a mean of 2.5 is 1.5 to 3.5.

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## Position Descriptions

### Compensation and Benefits Survey of the Dietetics Profession 2013

#### POSITION DESCRIPTIONS

##### Clinical Nutrition — Acute Care/Inpatient

###### A01: Dietetic Technician, Clinical

Conducts nutrition screening and routine assessments. Coordinates menu selections with diet order. Develops and implements nutrition care plans for assigned patients. Provides individualized or group nutrition education. Monitors quality and accuracy of food served to patients.

###### A02: Clinical Dietitian

Performs comprehensive nutrition assessments. Develops and implements nutrition care plans. Provides medical nutrition therapy and nutrition education. May coordinate and supervise activities of DTRs and students.

###### Clinical Dietitian, Specialist

In addition to the duties described for the Clinical Dietitian, provides medical nutrition therapy for inpatients in a specialty area (devotes more than 50% of time to this specialty):

A03: Bariatrics	A09: Oncology
A04: Cardiac	A10: Psychiatric
A05: Developmental disorders	A11: Renal
A06: Diabetes	A12: Substance abuse
A07: Eating disorders	A13: Surgery
A08: HIV/AIDS	A14: Transplant

###### A15: Pediatric/Neonatal Dietitian

Performs nutrition assessments and consults for pediatric patients. Develops, implements, and monitors effectiveness of age-appropriate nutrition care plans. Provides nutrition counseling and education.

###### A16: Nutrition Support Dietitian

Obtains and interprets nutrition assessment data to triage critically ill patients. Develops and implements individualized nutrition support care plans. Monitors nutritional status of patients receiving nutrition support.

##### Clinical Nutrition — Ambulatory Care

###### B01: Outpatient Dietitian, General

Assesses the nutritional health of outpatients. Develops and implements individualized care plans. Provides nutrition education to individuals and groups.

###### Outpatient Dietitian, Specialist

In addition to the duties described for the Outpatient Dietitian, provides medical nutrition therapy for outpatients in a specialty area (devotes more than 50% of time to this specialty):

B02: Allergy	B06: Oncology
B03: Cardiac rehabilitation	B07: Pediatrics
B04: Diabetes	B08: Renal
B05: Eating disorders	B09: Weight management

###### B10: Home Care Dietitian

Provides nutrition services to patients in a home care setting. Consults with case managers and physicians on screening and assessment of patients. Monitors and evaluates nutrition care of high-risk patients.

##### Clinical Nutrition — Long Term Care

###### C01: Clinical Dietitian, Long Term Care

Develops and implements nutrition care plans for residents. Documents progress and recommendations. Provides nutrition education for residents, families, and staff. May consult with foodservice staff on food preparation, service, and delivery. May provide services as a consultant to more than one facility or be employed by single facility.

###### C02: Dietetic Technician, Long Term Care

Performs nutrition screening and routine assessments, and provides basic nutrition care. Monitors resident satisfaction and tolerance of meals. May monitor food production and meal service.

##### Education and Research

###### D01: Instructor/Lecturer

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. May participate in research and service.

###### D02: Assistant Professor

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. Advises graduate and undergraduate students. Directs graduate student thesis/dissertation research. May conduct nutrition or food-related research.

###### D03: Associate Professor

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. Advises graduate and undergraduate students. Directs graduate student thesis/dissertation research. Plans and conducts nutrition or food-related research.

###### D04: Professor

Teaches undergraduate and/or graduate courses in food and nutrition related to area of expertise. Advises graduate and undergraduate students. Directs graduate student thesis/dissertation research. Establishes a nutrition or food-related research program.

###### D05: Administrator, Higher Education

Provides leadership in the development and evaluation of academic curricula, activities, and programs. Leads and facilitates strategic planning process for the college. Facilitates faculty appointment, promotion, tenure, and salary decisions. Requires doctorate degree.

###### D06: Didactic Program Director

Assesses, plans, implements, and evaluates dietetics curriculum to meet and maintain CADE standards. Develops program information for potential and current students. Assures that educational competencies are included in appropriate courses. Recruits, advises, and counsels dietetic students. May teach undergraduate and graduate courses.

###### D07: Dietetic Internship Director

Assesses, plans, implements, and evaluates dietetic internship program to meet and maintain CADE standards. Coordinates and directs staff involved in the program. Plans and coordinates class and rotation schedules with staff and affiliation sites. May teach classes or perform other responsibilities separate from internship program.

###### D08: Research Dietitian

Collects data according to established protocols for research studies. Analyzes, interprets, and summarizes diet records and other research data. May supervise personnel and manage operational aspects of research program. May participate in grant and protocol writing and design.

## Community

### E01: WIC Nutritionist

Contributes to the development, implementation, and evaluation of the nutrition education component of the WIC program. Provides nutrition therapy and education for WIC clients. Offers technical assistance to WIC staff. May provide supervision and training for WIC staff.

### E02: Public Health Nutritionist

Contributes to the planning, development, coordination, and evaluation of public health nutrition programs. Assesses community nutritional needs and develops related standards and services. May counsel patients on normal and therapeutic nutrition. May provide supervision and training for public health department staff.

### E03: Cooperative Extension Educator/Specialist

Develops, implements, and evaluates educational programs and materials addressing family and community needs. Conducts family and consumer educational programs. Responds to general, family, consumer, food safety, food, and nutrition questions. May involve a faculty appointment to an affiliated university.

### E04: School/Child Care Nutritionist

Plans, develops, and implements school and childcare nutrition programs and resources. Monitors and evaluates menus and foodservice programs. Consults with parents and school leaders on nutritional needs of high-risk children.

### E05: Corrections Dietitian

Plans, directs, and coordinates food and nutrition services for inmates. Monitors and evaluates menus for normal and therapeutic diets. Provides diet instructions for inmates. May supervise and train foodservice personnel.

### E06: Nutrition Coordinator for Head Start Program

Designs and implements nutrition programs that meet the nutritional needs and feeding requirements of each child. Provides counseling to parents of children at nutritional risk. Plans menus and special meals. May supervise foodservice operations.

### E07: Nutritionist for Food Bank or Assistance Program

Performs client nutrition assessments and follow-ups, and refers and advocates for clients to other service providers. Conducts nutrition education workshops for clients, staff, and community groups. Monitors and evaluates nutritional content and quality assurance of food products. May supervise and train staff.

## Food and Nutrition Management

### F01: Executive-level Professional

Plans, controls, and directs services/operations for multiple departments, product lines, or facilities. Accountable for quality of services, financial results, and achievement of organizational objectives.

### F02: Director of Food and Nutrition Services

Plans, coordinates, and evaluates the personnel and activities of the food and nutrition services department. Directs food and equipment purchasing. Manages budget and human resource needs of staff. Develops and implements department policies and procedures.

### F03: Director of Clinical Nutrition

Directs administrative and clinical operations of the clinical nutrition services department, providing leadership and oversight to ensure quality and effective clinical nutrition services. Directs the activities of all departmental personnel and programs. Determines resource needs and oversees departmental operational and capital budgets. Oversees department's performance improvement activities in accordance with organizational and regulatory agency requirements.

### F04: Clinical Nutrition Manager

Plans, organizes, and manages clinical nutrition services. Recruits, trains, supervises, and evaluates clinical nutrition staff. Develops and implements policies and procedures. Manages human resources and budget. May also perform duties of a patient services manager.

### F05: Assistant Foodservice Director

Manages daily operations of foodservice department. Directs and supervises the preparation and service of food. Recruits, trains, supervises, and evaluates foodservice staff. Assists in managing budget.

## Food and Nutrition Management (continued)

### F06: School Foodservice Director

Develops, implements, and maintains the foodservice program in a school setting. Directs and monitors food procurement and storage, and food production, assembly, and service to students. Plans menus to meet required nutritional standards and student acceptance.

### F07: Dietetic Technician, Foodservice Management

Oversees meal production, service, and delivery. Manages employee orientation, training, performance evaluations, scheduling, and assignment of tasks. Assures compliance with standards, policies, and procedures.

## Consultation and Business

### G01: Private Practice Dietitian—Patient/Client Nutrition Care

Provides medical nutrition therapy or wellness, fitness, or sports nutrition counseling for individuals or groups in a private practice setting or healthcare provider's office.

### G02: Consultant — Community and/or Corporate Programs

Provides food and nutrition consultation services for community-based programs, such as meal programs, day care centers, or group homes. Develops and implements wellness events and programs for communities and/or corporations.

### G03: Consultant — Communications

Develops food and nutrition-related communications for consumer and/or professional audiences. May include writing speeches and presentations, developing nutrition education materials, programs, and nutrition content for Web sites, recipe development; and public speaking to consumer and health professional audiences.

### G04: Sales Representative

Sells product and/or service. Establishes and maintains accounts with clients. Employed by pharmaceutical, medical/nutritional, food, or foodservice equipment or supplies company.

### G05: Public Relations and/or Marketing Professional

Provides food and nutrition expertise in researching, designing, developing, implementing, and managing public relations and/or marketing programs for clients. May serve as a consultant or be employed by a PR agency, association, industry, or other organization/agency.

### G06: Corporate Dietitian

Provides nutrition and food information to customers and company employees; develops brochures, recipes, web site material, and promotional materials; organizes and attends special events, such as health fairs, trade shows, or media events. Employed by grocery retailer or other food-related company.

### G07: Research & Development Nutritionist

Develops recipes/products and marketing materials related to products; advises on Nutrition Facts panels and nutrient content/health claims; provides technical and written resources; designs research studies; analyzes and interprets nutrient research. May serve as a consultant or be employed by food, commodity, or medical/nutritional industry.

### G08: Manager of Nutrition Communications

Responsibilities may include managing nutrition education and nutrition marketing programs; developing, producing, and distributing nutrition communications; providing support and guidance to other areas of the organization. May include supervisory functions.

### G09: Director of Nutrition

Responsibilities may include developing and executing the nutritional strategy of the company; tracking nutrition trends; identifying business opportunities; serving as company-wide resource on issues related to nutrition; representing the organization on nutritional and health committees and at meetings; managing a budget and staff.

## Other

000: Other Position Not Listed

## Questionnaire

### Compensation and Benefits Survey of the Dietetics Profession 2013

#### Your current employment status

1. Are you currently employed or self-employed in a dietetics-related position?

A dietetics-related position is considered to be any position that requires or makes use of your education, training, and/or experience in nutrition or dietetics, including situations outside of "traditional" dietetics practice. See enclosed Position Descriptions for some examples.

- ☐ yes, I am currently employed or self-employed in a dietetics-related position
- ☐ no, but would like to/expect to work in dietetics in the future
- ☐ no, and do not expect to seek work in dietetics in the future

- a. Whether or not you are currently working in a dietetics-related position, have you personally been let go from a dietetics-related job in the past 12 months due to economic conditions (such as staff reductions, facility closings, etc.)?

- ☐ yes ☐ no

- b. If not currently employed or self-employed in a dietetics-related position, your reason(s)? *please ☒ all that apply*

- ☐ could not find dietetics employment
- ☐ found higher-paying job outside dietetics
- ☐ changed career/profession
- ☐ promoted into a non-dietetics related position
- ☐ relocated or in the process of relocating
- ☐ at home raising a family
- ☐ disability/health problems
- ☐ currently a student
- ☐ retired
- ☐ other: \_\_\_\_\_

*If NOT currently employed or self-employed in a dietetics-related position, please skip to Question #21 on page 3. Otherwise, continue with Question #2 below.*

#### Your primary dietetics employment

*If you are employed or self-employed in more than one position, please answer the remaining questions for the one you consider to be your **primary** dietetics-related position.*

2. Employment sector for your primary position?

- ☐ self-employed ☐ non-profit (other than government)
- ☐ for-profit ☐ government

3. Which *one* option best matches where you work in your primary position? *please ☒ the one best option*

- ☐ acute-care facility - inpatient
- ☐ acute-care facility - outpatient
- ☐ ambulatory / outpatient care facility (e.g., clinic, physician's office, etc.)
- ☐ long-term, extended care, or assisted living facility (e.g., nursing home)
- ☐ rehabilitation facility
- ☐ wellness center or health club
- ☐ sports dietetics / sports medicine facility
- ☐ private practice
- ☐ government agency or department
- ☐ community or public health program
- ☐ non-profit or not-for-profit agency / organization
- ☐ college, university, or teaching-hospital faculty
- ☐ food or equipment manufacturer, distributor, or retailer
- ☐ pharmaceutical or nutrition products manufacturer, distributor, or retailer
- ☐ school food service (K-12)
- ☐ school food service (college / university)
- ☐ contract food management company
- ☐ trade or professional association
- ☐ home health care provider
- ☐ other: \_\_\_\_\_

4. What is the city, state, and ZIP code of your primary work location?

city: \_\_\_\_\_

state: \_\_\_\_\_

ZIP: \_\_\_\_\_

5. Including you, how many people are employed by your organization? By your practice, if self-employed.

Please count all types of positions at ALL locations, full- and part-time.

- |  |  |
|--|--|
| <input type="checkbox"/> 1 (yourself only) | <input type="checkbox"/> 500 - 999       |
| <input type="checkbox"/> 2 - 9             | <input type="checkbox"/> 1,000 - 2,499   |
| <input type="checkbox"/> 10 - 49           | <input type="checkbox"/> 2,500 - 4,999   |
| <input type="checkbox"/> 50 - 99           | <input type="checkbox"/> 5,000 - 9,999   |
| <input type="checkbox"/> 100 - 249         | <input type="checkbox"/> 10,000 - 24,999 |
| <input type="checkbox"/> 250 - 499         | <input type="checkbox"/> 25,000 or more  |

**Your current position**

6. How many years have you worked in this primary dietetics-related position?

# \_\_\_\_\_ years in this position

7. Which one option best matches the practice area where you spend the most time in this position?

*please ☑ the one best option*

- ☐ clinical nutrition – inpatient  
☐ clinical nutrition – outpatient / ambulatory care  
☐ clinical nutrition – long term care  
☐ community nutrition  
☐ food and nutrition management  
☐ consultation and business practice  
☐ education  
☐ research

- 8a. What is your current job title?

\_\_\_\_\_

- 8b. Please carefully review the enclosed list of Position Descriptions. Which one description most closely matches your primary position (even if the job title differs)?

*fill in the 3-character code found next to the position title*

\_\_\_\_ \_ (required item)

9. If you work with patients or clients in this position, how would you characterize the nutritional risk of the majority of your patients?

- ☐ low or no risk                      ☐ do not work with patients/clients  
☐ moderate risk  
☐ high risk

10. What is this position's responsibility level?

- ☐ owner or partner                      ☐ supervisor or coordinator  
☐ executive                                  ☐ other  
☐ director or manager

11. In this position, how many employees do you directly or indirectly supervise (if any)?

- ☐ none                      ☐ 5 - 9                      ☐ 50 - 99  
☐ 1 - 2                      ☐ 10 - 24                      ☐ 100 or more  
☐ 3 - 4                      ☐ 25 - 49

12. In this position, approximately what is the size of the budget you manage (if applicable)?

- ☐ does not apply                      ☐ \$100,000 - \$249,999  
☐ less than \$25,000                      ☐ \$250,000 - \$499,999  
☐ \$25,000 - \$49,999                      ☐ \$500,000 - \$999,999  
☐ \$50,000 - \$99,999                      ☐ \$1 million or more

- 13a. Is registration as an RD/RDN or DTR a requirement for employment in this position? *please ☑ all that apply*

- ☐ RD/RDN is required                      ☐ DTR is required  
☐ RD/RDN is preferred but not required                      ☐ DTR is preferred but not required  
☐ RD/RDN makes no difference                      ☐ DTR makes no difference

- 13b. Is state licensure or certification a requirement for employment in this position?

- ☐ yes                      ☐ no

14. Is this a year-round position, or less than year-round (like some teaching jobs)?

- ☐ year-round  
☐ less ... how many weeks per year? # \_\_\_\_\_

15. As of April 1, 2013, how many hours were in the standard work week for this position?

*If self-employed, how many hours typically worked?*

- ☐ 40 hours                      ☐ 30 hours  
☐ 37.5 hours                      ☐ other: \_\_\_\_\_  
☐ 35 hours

- 16a. In this position, are you paid on a per diem or hourly fee basis, or via a regular wage/salary?

- ☐ per diem or hourly fee                      ☐ regular wage/salary

- 16b. In this position, are you eligible to receive overtime compensation?

- ☐ yes                      ☐ no

- 17a. As of April 1, 2013, what was the annual salary or wage for this position?

*Please include only the regular salary/wage paid for your primary position. Exclude earnings from other work, overtime pay, on-call pay, commissions, bonuses, incentive pay, profit sharing, retirement benefits received, and the monetary value of any other benefits.*

*If you are self-employed, please fill in the amount you paid yourself as salary or draw (if any). not total practice revenues or lump-sum profit distributions.*

\$ \_\_\_\_\_ , \_\_\_\_\_ salary/wage per year

- 17b. In the 12 months prior to April 1, 2013, approximately what was the total value of all OTHER cash compensation (besides salary/wage) received for this position (if any)?

*Please estimate if exact figures are not readily available. Exclude regular salary/wage and earnings from other work. Include overtime pay, on-call pay, commissions, bonuses, incentive pay, profit sharing or distributions, and cash retirement benefits received. Exclude the monetary value of any other benefits.*

\$ \_\_\_\_\_ , \_\_\_\_\_ OTHER cash compensation (besides salary/wage)  
*if none, please enter 0*

## Benefits

18. As of April 1, 2013, what *retirement benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? *please* ☒ *all that apply*

If self-employed, please include only those benefits explicitly funded in your practice's budget.

- ☐ defined benefit plan (pension)
- ☐ defined contribution plan (e.g., 401(k)), employer contributes
- ☐ defined contribution plan, employer does NOT contribute
- ☐ no retirement benefit offered

19. As of April 1, 2013, which of these *insurance-related benefits* (if any) were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? *please* ☒ *one option in each row going across*

If self-employed, please include only those benefits explicitly funded in your practice's budget.

employer offers and contributes	employer offers but does not contribute	employer does not offer	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	life insurance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	disability insurance (long- and/or short term)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	accidental death & dismemberment (AD&D) insurance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	long-term care insurance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	business travel insurance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	high-deductible medical insurance - for employees
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	high deductible medical insurance - for dependents
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	lower deductible medical insurance or managed care plan - for employees
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	lower deductible medical insurance or managed care plan - for dependents
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	healthcare reimbursement or flexible spending account
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	retiree medical coverage
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	dental insurance or group plan - for employees
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	dental insurance or group plan - for dependents
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	prescription drug benefit
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	vision insurance or group plan

20. As of April 1, 2013, which of these *other benefits* were offered as part of your employment/self-employment in this position (whether you took advantage of them or not)? *please* ☒ *all that apply*

If self-employed, please include only those benefits explicitly funded in your practice's budget.

- ☐ paid holidays
- ☐ paid sick days
- ☐ paid vacation, personal time off
- ☐ extended and/or paid parental leave
- ☐ unpaid personal leave
- ☐ comp time or flex time
- ☐ telecommuting
- ☐ car allowance, mileage, or commuting subsidy
- ☐ on-site parking
- ☐ child care subsidy or on-site facility
- ☐ tax-advantaged dependent care reimbursement or flexible spending account
- ☐ adoption assistance
- ☐ employee assistance program
- ☐ wellness program
- ☐ fitness benefit  
(e.g., discounted health club membership, on-site facilities)
- ☐ professional registration or licensure fees
- ☐ professional society dues
- ☐ funding/time off for professional development  
(conferences, seminars, etc.)
- ☐ college tuition assistance - for employees
- ☐ tuition assistance - for dependents
- ☐ paid dietetic internship
- ☐ financial planning assistance
- ☐ profit sharing
- ☐ stock options, ESOP
- ☐ sign-on bonuses
- ☐ other: \_\_\_\_\_
- ☐ no benefits

## About you

21. Your gender?

- ☐ male ☐ female

22. Your age?

- |                                   |                                      |
|-----------------------------------|--------------------------------------|
| <input type="checkbox"/> under 25 | <input type="checkbox"/> 45 - 49     |
| <input type="checkbox"/> 25 - 29  | <input type="checkbox"/> 50 - 54     |
| <input type="checkbox"/> 30 - 34  | <input type="checkbox"/> 55 - 59     |
| <input type="checkbox"/> 35 - 39  | <input type="checkbox"/> 60 - 64     |
| <input type="checkbox"/> 40 - 44  | <input type="checkbox"/> 65 or older |

PLEASE CONTINUE ON BACK PAGE > > >

**23a. Are you of Hispanic, Latino, or Spanish origin?**

☐ yes    ☐ no

**23b. What is your race?**

*please ☒ all that apply*

- ☐ White  
☐ Black or African American  
☐ Asian  
☐ American Indian or Alaska Native  
☐ Native Hawaiian or other Pacific Islander  
☐ some other race: \_\_\_\_\_

**24a. What degree(s) have you earned?**

*please ☒ all that apply*

- |  |  |
|--|--|
| <input type="checkbox"/> doctoral degree,<br>nutrition/dietetics-related | <input type="checkbox"/> bachelors degree,<br>nutrition/dietetics-related  |
| <input type="checkbox"/> doctoral degree,<br>other area                  | <input type="checkbox"/> bachelors degree,<br>other area                   |
| <input type="checkbox"/> masters degree,<br>nutrition/dietetics-related  | <input type="checkbox"/> associates degree,<br>nutrition/dietetics-related |
| <input type="checkbox"/> masters degree,<br>other area                   | <input type="checkbox"/> associates degree,<br>other area                  |
|  | <input type="checkbox"/> other   |

**24b. From the list above, what was the *highest* nutrition/dietetics-related degree you held at the time you were first registered as an RD/RDN or DTR?**

*please ☒ only one option*

- |  |  |
|--|--|
| <input type="checkbox"/> doctoral degree   | <input type="checkbox"/> other                                   |
| <input type="checkbox"/> masters degree    | <input type="checkbox"/> never registered as<br>an RD/RDN or DTR |
| <input type="checkbox"/> bachelors degree  |  |
| <input type="checkbox"/> associates degree |  |

**25a. In what year did you first begin working in dietetics/nutrition?**

\_\_\_\_ \_ ☐ have not yet begun work in field

**25b. Excluding time you might have taken off to return to school, raise a family, or work in other areas, how many total years of work experience do you have in dietetics/nutrition? if none, please enter in 0**

# \_\_\_\_\_ years experience in dietetics/nutrition

**26. Is dietetics/nutrition a second career for you?**

☐ yes    ☐ no

**27. What dietetics/nutrition credentials do you currently hold (if any)? *please ☒ all that apply***

- ☐ RD (Registered Dietitian) /  
RDN (Registered Dietitian Nutritionist)  
☐ DTR (Dietetic Technician, Registered)  
☐ state license or certification  
☐ CDE (Certified Diabetes Educator)  
☐ CDM (Certified Dietary Manager)  
☐ CFE (Certified Food Executive)  
☐ CFM (Certified Food Manager)  
☐ CFPP (Certified Food Protection Professional)  
☐ CHES (Certified Health Education Specialist)  
☐ CLS (Clinical Lipid Specialist)  
☐ CNSC (Certified Nutrition Support Clinician)  
☐ CSG (Certified Specialist in Gerontological Nutrition)  
☐ CSP (Certified Specialist in Pediatric Nutrition)  
☐ CSR (Certified Specialist in Renal Nutrition)  
☐ CSSD (Certified Specialist in Sports Dietetics)  
☐ FADA (Fellow of the American Dietetic Association)  
☐ CSO (Board Certified Specialist in Oncology Nutrition)  
☐ other: \_\_\_\_\_  
☐ none of these

**28. To what email address shall we send the Executive Summary of survey results? *please print carefully***

\_\_\_\_\_

**Thank You!**

*(Please check that you've answered questions on all 4 pages,  
then return your survey in the postage-paid envelope provided.)*

This form is coded only to avoid troubling you with reminder mailings once your survey is received.

Your answers will be kept strictly confidential and used only in tabulation with others. © 2013 Readex Research

project #16246- «SurveyID»



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***Compensation & Benefits Survey of the Dietetics Profession 2013***  
**RESPONSE FORM**

In an effort to provide you with compensation and benefits information that meets your evolving needs as a dietetics professional, please take a moment to provide your comments and suggestions. By answering the following questions, you will help us continue to be your premier source for compensation and benefits information for the dietetics professional.

Did you find the survey results easy to understand? Yes \_\_\_\_ No \_\_\_\_  
If no, what changes would make them easier to understand?

Did this survey provide the information you need regarding compensation issues? Yes \_\_\_\_ No \_\_\_\_  
If no, what additional information could we provide?

Did this survey provide the information you need regarding benefits issues? Yes \_\_\_\_ No \_\_\_\_  
If no, what additional information could we provide?

Any additional comments or suggestions?

(Optional) Name \_\_\_\_\_

Organization \_\_\_\_\_

Return by mail, fax or email to:  
Vice President, Member Services  
Academy of Nutrition and Dietetics  
120 South Riverside Plaza, Suite 2000, Chicago, IL 60606  
Fax: 312-899-5350  
Email: [bvisocan@eatright.org](mailto:bvisocan@eatright.org)

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