



TCG 2020 SALARY SURVEY REPORT

INTRODUCTION

TCG has been conducting the TCG Salary Survey for 25 years. By surveying theatres about compensation levels for a wide range of positions, we have supported managing and artistic leaders in planning, budgeting, and making critical personnel decisions. However, this data has only been accessible to the theatre managers who have participated in the survey.

That changes with the publication you are reading now. **The aggregate data of the Salary Survey reflects salaries for the fiscal year that participating theatres were in on October 1, 2019 and is now publicly available to everyone**, starting with this report and going forward, regardless of institutional role and affiliation.

How did we get here? In 2020, TCG convened our first White Theatre Makers Acting On BIPOC Demands Affinity Space, where we began supporting each other in working through the #WeSeeYouWAT demands. As part of that work, TCG was asked by participants to make the aggregate results of the Salary Survey public in order to support greater transparency around compensation. When we asked how many theatres would support such a shift, there was immediate and robust support. The 2020 Salary Survey has now been published with the aggregate data of 164 theatres, representing a budget range between \$90 thousand and \$58 million.

This shift is part of our renewed mission *to lead for a just and thriving theatre ecology* and aligns with other changes we have enacted, such as making ARTSEARCH free and equitable for all. TCG can no longer support recruitment and hiring processes that exploit theatre-workers, especially BIPOC theatre-workers. As explained in [Vu Le's essential writing](#) in [Nonprofit AF](#), when organizations aren't transparent about salaries, it perpetuates the gender wage-gap; discriminates against BIPOC theatre-makers, and drives away potential candidates.

We extend our gratitude to the 164 theatres and everyone who advocated for and agreed to these changes, and to the BIPOC organizers of the #WeSeeYouWAT demands, whose leadership we continue to follow.

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Some additional context about this report: because the data published represents the aggregate salary for a range of budget sizes, it does not take into consideration location, cost of living variants, and scale of theatre. When examining these numbers and if larger salaries correspond to larger institutions and smaller salaries to smaller institutions, it is important to remember that outliers exist in both directions. In addition, if any title/position is held by more than one person, participants were instructed to report the highest paid salary for that position. We also recommend that people research theatres' annual reports or 990s for more information.

We would also like to note that the salaries listed do not reflect any recommendation of appropriate salaries by TCG -- these are salaries that were reported to us from Member Theatres -- nor would it be appropriate for TCG to do so, given the wide range of theatres and the communities and ecologies those theatres serve, save only to say that we will always advocate for the fundamental need for pay equity and economic justice for arts workers of all kinds.

We hope that this data will be useful, but also want to be honest about what it is and isn't. It represents an aggregate snapshot of the participating theatres, and by extension the wider field, but it isn't the final or complete word on compensation, nor is it intended to be so. That said, we hope it will be a useful tool for jobseekers and applicants as well as those in hiring positions, and a resource for everyone who cares about equity in our field.

Please know that this is just the beginning. As you read over the data, you may find more questions than answers. We want to hear them. Please share your big ideas, [here](#), for how the Salary Survey might better support equitable hiring and compensation practices. Though we cannot accommodate additional requests regarding the 2020 data, we are in the process of shaping future surveys, and your feedback is crucial.

Finally, please note that the data gathered here is just one contribution to our emerging understanding of the intersections of equity, compensation, hiring, and justice.

DATA PRESENTATION

What is Median Salary?

The word "median" literally means the middle and, as it pertains to salaries, it is the one that, if you list in numerical order all the salaries for every individual working in an occupation, falls in the middle of the list. Half the individuals on that list earns less than the median and half earns more.

What is Average Salary?

The average salary of a particular position is the mathematical "mean" of the salaries of all people employed in that position. This number is calculated by adding up all the salaries of people working in the position and then dividing that sum by the number of people working in the position. The number received is the "average" salary.

SECTION A: Salaried Administrative, Artistic, and Production/Technical Personnel Weekly Salary Compilations

This section contains data for **full-time, salaried positions (i.e., employees, not independent contractors)**, both year-round and seasonal, and reflects salaries for the fiscal year that participating theatres were in on October 1, 2019. We define full-time positions as those requiring at least 30 hours per week, regardless of the number of weeks per year that the person is employed. Part-time positions are excluded from the analysis to avoid skewing the data. Full-time positions that paid less than \$300/week and part-time positions that paid less than \$200/week are defined by TCG as volunteer positions and were not collected in this survey.

Included in the survey are four general levels of personnel for most departments. Participants used the descriptions below as a guide to assign staff to the appropriate titles/positions indicated in the survey, even if the individuals' titles are different.

1. Director: Department head. The person who is the supervisor of all personnel in a department.
2. Associate Director/Manager: Reports to the department head (could have the title of director but is not the department head). Manages projects and generally oversees staff.
3. Associate: Mid-level position. Has more experience than an assistant and is responsible for the execution of projects. Does not necessarily oversee staff.
4. Assistant: Entry-level position (even if the person has served in the position for a while). Primarily functions as support to one or more departmental personnel.

Participants were also guided by specific instructions regarding the following positions:

- A salary was reported under Director of Communications only if there is a Marketing Director and/or Press/P.R. Director reporting to that position. If the responsibilities of Marketing and Press/P.R. are assumed by one person, the salary was reported under Marketing Director.
- The Director of Community Engagement/Connectivity and Associate Director/Manager of Community Engagement/Connectivity positions were reported only if Community Engagement/Connectivity is a separate department within the organization—i.e., if the responsibilities fall outside of a department such as education or marketing.
- If the theatre's leadership is held by one individual, that salary was reported under Producing Artistic Director, regardless of the person's actual title. If the theatre's leadership is shared between artistic and managing counterparts, the artistic leader's salary was reported under Artistic Director, regardless of the person's actual title.

If a title/position is held by more than one person, participants reported the highest paid salary for that position. Participants reported the number of years that employees have been in their current positions, not the total number of years that they have been at the organization.

SECTION B: Guest Artists **Per-Production Fee Compilations**

Per-production fees for guest artists are categorized by position. For directors, fee ranges are divided into two categories: Productions and Other Programs (e.g., readings and workshops). For all other guest artists, fee ranges are presented only for Productions. Please note that participants reported average per-production fees (based on all the fees they paid for a given type of guest artist during their fiscal year), in addition to minimum and maximum per-production fees. The averages presented in this section were calculated from those averages, and the medians in this section reflect the midpoint of those averages. There are no minimum dollar-amount restrictions in this category (except for \$0)—all figures are included.



SECTION C: Actors, Stage Managers, and Assistant Stage Managers **Weekly Wage Compilations**

Weekly wage information for actors, stage managers, and assistant stage managers is reported for both union and non-union positions and presented by budget group. Wages for actors and stage managers are further divided into two categories: Productions and Other Programs (e.g., readings and workshops). Please note that the averages in this section are based on the minimum and maximum weekly wages reported by the participants. There are no minimum dollar-amount restrictions in this category (except for \$0)—all figures are included.

SECTION D: Jobbed-In/Non-Salaried Personnel (Production and Front-of-House) **Hourly Wage Compilations**

Wage information for jobbed-in/non-salaried production and front-of-house personnel is reported as **HOURLY** wages for both union and non-union personnel and presented by budget group. Information is reported as **minimum hourly wage, maximum hourly wage, average hourly wage** (based on the minimum and maximum wages reported by the participants), **and number of responses**. Although participants were not given a minimum dollar-amount restriction for this category (except for \$0), hourly wages below \$5.00 have been excluded for the purposes of this report.

For feedback about this report and anything related to the creation of future surveys, please [complete this form](#).



TCG SALARY SURVEY 2020

Please see the report introduction for important information about the data that follow.

Number of Theatres: 164
 Annual Operating Expenses Budget Range: \$90,000 and \$58,000,000 | Average Annual Operating Expenses: \$6,070,371

SECTION A: Administrative, Artistic, and Technical Personnel	WEEKLY SALARY			MEDIAN	AVG. YEARS IN POSITION	# OF RESPONSES
	MINIMUM	MAXIMUM	AVERAGE			
Administrative Personnel						
Managing/Executive Director	\$ 575.00	\$ 10,686.00	\$ 2,650.00	\$ 2,112.00	8	126
General Manager/Associate Managing Director	\$ 425.00	\$ 5,308.00	\$ 1,666.00	\$ 1,442.00	5	72
Management Associate	\$ 577.00	\$ 2,211.00	\$ 960.00	\$ 865.00	4	27
Management Assistant	\$ 575.00	\$ 1,346.00	\$ 854.00	\$ 808.00	1	7
Finance Director/Controller	\$ 800.00	\$ 5,202.00	\$ 1,769.00	\$ 1,624.00	6	64
Business Manager/Associate Finance Director	\$ 625.00	\$ 2,500.00	\$ 1,178.00	\$ 1,059.00	5	47
Human Resources Director/Manager	\$ 717.00	\$ 3,173.00	\$ 1,423.00	\$ 1,154.00	3	27
Business Associate	\$ 475.00	\$ 2,115.00	\$ 923.00	\$ 925.00	4	42
Business Assistant	\$ 360.00	\$ 1,019.00	\$ 773.00	\$ 769.00	2	13
Director of Communications	\$ 687.00	\$ 3,401.00	\$ 1,918.00	\$ 1,885.00	7	15
Marketing Director/Communications Director	\$ 481.00	\$ 3,554.00	\$ 1,416.00	\$ 1,360.00	4	108
Press/P.R. Director	\$ 827.00	\$ 3,145.00	\$ 1,386.00	\$ 1,238.00	6	21
Associate Marketing Director/Manager	\$ 423.00	\$ 2,165.00	\$ 1,094.00	\$ 1,072.00	4	57
Marketing Associate	\$ 288.00	\$ 1,250.00	\$ 796.00	\$ 792.00	2	63
Marketing Assistant	\$ 423.00	\$ 1,163.00	\$ 693.00	\$ 687.00	1	32
Development Director	\$ 745.00	\$ 7,846.00	\$ 1,956.00	\$ 1,649.00	3	106
Associate Development Director/Manager	\$ 481.00	\$ 4,602.00	\$ 1,336.00	\$ 1,140.00	3	72
Development Associate	\$ 540.00	\$ 1,923.00	\$ 892.00	\$ 873.00	3	78
Development Assistant	\$ 394.00	\$ 1,375.00	\$ 737.00	\$ 715.00	2	55
Education Director	\$ 475.00	\$ 4,062.00	\$ 1,228.00	\$ 1,154.00	6	91
Associate Education Director/Manager	\$ 538.00	\$ 2,101.00	\$ 903.00	\$ 858.00	4	49
Education Associate	\$ 315.00	\$ 1,060.00	\$ 717.00	\$ 693.00	4	47
Education Assistant	\$ 464.00	\$ 1,120.00	\$ 684.00	\$ 652.00	2	28
Director of Community Engagement/Connectivity	\$ 550.00	\$ 2,099.00	\$ 1,161.00	\$ 1,180.00	3	24
Assoc. Dir./Mgr. - Comm. Engagement/Connectivity	\$ 485.00	\$ 1,154.00	\$ 788.00	\$ 735.00	1	11
Director of Ticketing Services/Audience Services	\$ 579.00	\$ 2,165.00	\$ 1,079.00	\$ 1,002.00	6	46
Telemarketing Manager	\$ 558.00	\$ 1,289.00	\$ 890.00	\$ 876.00	3	10
Box Office Manager	\$ 500.00	\$ 1,705.00	\$ 821.00	\$ 797.00	4	88
Box Office/Audience Services Associate	\$ 345.00	\$ 1,419.00	\$ 702.00	\$ 685.00	4	48
Box Office/Audience Services Assistant	\$ 238.00	\$ 1,419.00	\$ 655.00	\$ 630.00	4	23
Company Manager	\$ 300.00	\$ 1,461.00	\$ 838.00	\$ 769.00	5	63
House Manager	\$ 360.00	\$ 1,442.00	\$ 811.00	\$ 808.00	5	55
Facilities Director/Manager	\$ 250.00	\$ 3,461.00	\$ 1,195.00	\$ 1,110.00	5	49
Facilities Associate/Assistant	\$ 500.00	\$ 1,635.00	\$ 865.00	\$ 807.00	5	29
Office Manager	\$ 560.00	\$ 1,308.00	\$ 849.00	\$ 719.00	9	12
Executive Assistant	\$ 555.00	\$ 1,498.00	\$ 939.00	\$ 882.00	5	35
Administrative Assistant/Receptionist	\$ 455.00	\$ 1,193.00	\$ 673.00	\$ 633.00	4	20
Information Systems/Technology Director	\$ 804.00	\$ 2,884.00	\$ 1,466.00	\$ 1,287.00	10	35
Information Systems/Technology Associate	\$ 865.00	\$ 1,583.00	\$ 1,166.00	\$ 1,010.00	4	19
Information Systems/Technology Assistant	\$ 615.00	\$ 1,635.00	\$ 926.00	\$ 817.00	3	11
Digital Media/Web Manager	\$ 721.00	\$ 1,442.00	\$ 980.00	\$ 933.00	4	28
Graphic Designer/Art Director	\$ 347.00	\$ 1,668.00	\$ 935.00	\$ 888.00	6	50
Artistic Personnel						
Producing Artistic Director	\$ 300.00	\$ 9,210.00	\$ 2,232.00	\$ 1,808.00	14	52
Artistic Director	\$ 100.00	\$ 14,423.00	\$ 3,048.00	\$ 2,359.00	11	100
Associate Artistic Director	\$ 121.00	\$ 3,846.00	\$ 1,441.00	\$ 1,250.00	7	65
Artistic Producer	\$ 385.00	\$ 3,058.00	\$ 1,312.00	\$ 1,250.00	4	45
Artistic Associate	\$ 327.00	\$ 1,421.00	\$ 842.00	\$ 822.00	4	39
Artistic Assistant	\$ 550.00	\$ 1,235.00	\$ 707.00	\$ 657.00	2	14
Literary Manager	\$ 575.00	\$ 2,145.00	\$ 1,055.00	\$ 962.00	4	33
Resident Dramaturg	\$ 600.00	\$ 1,437.00	\$ 1,041.00	\$ 1,082.00	7	9
Resident Director	\$ 1,154.00	\$ 1,250.00	\$ 1,202.00	\$ 1,202.00	9	2
Resident Casting Director	\$ 883.00	\$ 2,844.00	\$ 1,362.00	\$ 1,255.00	10	13
Resident Set Designer	\$ 828.00	\$ 1,327.00	\$ 1,007.00	\$ 867.00	13	3
Resident Lighting Designer	\$ 525.00	\$ 1,553.00	\$ 1,041.00	\$ 1,043.00	9	4
Resident Costume Designer	\$ 500.00	\$ 1,217.00	\$ 904.00	\$ 969.00	17	5
Resident Sound Designer	\$ 500.00	\$ 957.00	\$ 694.00	\$ 692.00	4	7
Resident Playwright	\$ 785.00	\$ 1,600.00	\$ 1,219.00	\$ 1,366.00	3	5

	WEEKLY SALARY			MEDIAN	AVG. YEARS IN POSITION	# OF RESPONSES
	MINIMUM	MAXIMUM	AVERAGE			
Technical Personnel						
Production Manager	\$ 350.00	\$ 3,120.00	\$ 1,343.00	\$ 1,255.00	5	112
Associate Production Manager	\$ 400.00	\$ 1,569.00	\$ 932.00	\$ 960.00	3	51
Technical Director	\$ 423.00	\$ 1,781.00	\$ 1,083.00	\$ 1,063.00	7	104
Assistant Technical Director	\$ 450.00	\$ 1,416.00	\$ 858.00	\$ 821.00	3	62
Scene Shop Supervisor	\$ 481.00	\$ 1,524.00	\$ 864.00	\$ 800.00	7	25
Costume Shop Supervisor	\$ 525.00	\$ 1,904.00	\$ 1,007.00	\$ 967.00	8	79
Prop Construction Supervisor	\$ 525.00	\$ 1,904.00	\$ 1,016.00	\$ 990.00	9	43
Lighting Supervisor	\$ 525.00	\$ 1,538.00	\$ 1,065.00	\$ 1,014.00	7	38
Master Carpenter	\$ 350.00	\$ 1,380.00	\$ 731.00	\$ 670.00	6	46
Master Electrician	\$ 10.00	\$ 1,467.00	\$ 793.00	\$ 770.00	5	53
Prop Manager	\$ 425.00	\$ 1,469.00	\$ 843.00	\$ 798.00	5	47
Wardrobe Manager	\$ 366.00	\$ 1,439.00	\$ 795.00	\$ 770.00	7	46
Sound Engineer (head)	\$ 475.00	\$ 1,689.00	\$ 951.00	\$ 944.00	7	59
Scenic Artist	\$ 433.00	\$ 1,606.00	\$ 877.00	\$ 850.00	8	53

SECTION B: Guest Artists						
	PER PRODUCTION FEE					# OF RESPONSES
	MINIMUM	MAXIMUM	AVERAGE	MEDIAN		
Guest Artists						
Directors (productions)	\$ 100.00	\$ 201,793.00	\$ 7,133.00	\$ 5,035.00	158	
Directors (other programs)	\$ 25.00	\$ 16,000.00	\$ 1,169.00	\$ 796.00	62	
Set Designers	\$ 210.00	\$ 16,875.00	\$ 3,301.00	\$ 2,770.00	154	
Lighting Designers	\$ 150.00	\$ 11,000.00	\$ 2,932.00	\$ 2,641.00	153	
Costume Designers	\$ 150.00	\$ 16,875.00	\$ 3,135.00	\$ 2,659.00	152	
Sound Designers	\$ 150.00	\$ 13,300.00	\$ 2,881.00	\$ 2,658.00	146	
Properties Designers	\$ 200.00	\$ 16,875.00	\$ 1,494.00	\$ 1,200.00	67	
Video/Projection Designers	\$ 100.00	\$ 11,000.00	\$ 2,993.00	\$ 2,850.00	87	
Music Directors	\$ 200.00	\$ 53,600.00	\$ 5,124.00	\$ 4,000.00	109	
Choreographers	\$ 100.00	\$ 24,000.00	\$ 4,623.00	\$ 2,667.00	111	
Fight Choreographers	\$ 100.00	\$ 10,500.00	\$ 1,492.00	\$ 1,000.00	93	
Intimacy Choreographers	\$ 50.00	\$ 5,500.00	\$ 1,129.00	\$ 750.00	33	
Dramaturgs	\$ 50.00	\$ 7,400.00	\$ 1,658.00	\$ 1,000.00	46	
Casting Directors	\$ 50.00	\$ 16,000.00	\$ 3,632.00	\$ 3,169.00	56	
Dialect Coaches	\$ 120.00	\$ 13,000.00	\$ 1,646.00	\$ 1,200.00	81	

SECTION C: Actors and Stage Managers				
	WEEKLY SALARY			# OF RESPONSES
	MINIMUM	MAXIMUM	AVERAGE	
UNION: Actors and Stage Managers				
Actors (productions)	\$ 67.00	\$ 4,000.00	\$ 765.00	141
Actors (other programs)	\$ 25.00	\$ 2,000.00	\$ 508.00	44
Stage Managers (productions)	\$ 67.00	\$ 2,563.00	\$ 889.00	117
Stage Managers (other programs)	\$ 50.00	\$ 1,802.00	\$ 635.00	31
Assistant Stage Managers (productions)	\$ 100.00	\$ 2,107.00	\$ 793.00	89
NON-UNION: Actors and Stage Managers				
Actors (productions)	\$ 15.00	\$ 1,500.00	\$ 423.00	141
Actors (other programs)	\$ 15.00	\$ 1,400.00	\$ 319.00	48
Stage Managers (productions)	\$ 25.00	\$ 1,250.00	\$ 417.00	58
Stage Managers (other programs)	\$ 29.00	\$ 1,150.00	\$ 375.00	25
Assistant Stage Managers (productions)	\$ 21.00	\$ 1,248.00	\$ 362.00	61

SECTION D: Non-Jobbed/Non-Salaried Personnel (Production and Front of House)				
	HOURLY WAGE			
	MINIMUM	MAXIMUM	AVERAGE	# OF RESPONSES
UNION Personnel				
Wardrobe Supervisor	\$ 19.00	\$ 42.19	\$ 27.54	9
Workroom Supervisor	\$ 26.78	\$ 31.22	\$ 29.00	2
Dresser / Wardrobe Crew	\$ 18.00	\$ 36.89	\$ 24.44	11
First Hand / Assistant Cutter / Jr. Cutter	\$ 20.00	\$ 39.80	\$ 25.05	7
Master Stitcher	\$ 20.00	\$ 41.00	\$ 27.62	5
Stitcher	\$ 18.93	\$ 37.52	\$ 26.03	8
Hair and Wig Supervisor	\$ 21.10	\$ 44.88	\$ 30.89	7
Hair and Wig Assistant	\$ 18.00	\$ 39.80	\$ 26.17	10
Costume Design Assistant	\$ 20.00	\$ 30.68	\$ 25.06	3
Costume Properties / Crafts Artisan	\$ 20.00	\$ 41.00	\$ 27.96	8
Dyer	\$ 20.00	\$ 39.80	\$ 26.75	6
Cutter	\$ 20.00	\$ 39.80	\$ 27.47	7
Draper	\$ 20.00	\$ 41.00	\$ 29.37	7
Master Carpenter	\$ 17.00	\$ 52.34	\$ 29.50	20
Scenic Carpenter	\$ 16.00	\$ 43.77	\$ 27.67	17
Scenic Artist	\$ 20.00	\$ 46.50	\$ 29.27	15
Welder	\$ 21.29	\$ 32.08	\$ 26.54	8
Construction Supervisor	\$ 21.36	\$ 34.61	\$ 27.95	7
Properties Artisan	\$ 18.45	\$ 34.61	\$ 25.24	12
Lighting Technician	\$ 17.00	\$ 43.77	\$ 25.56	18
Sound Technician	\$ 18.75	\$ 43.77	\$ 26.77	17
Design Associate	\$ 23.00	\$ 23.00	\$ 23.00	1
Scenic Design Assistant	\$ 20.00	\$ 28.50	\$ 24.25	2
Run Crew	\$ 15.00	\$ 43.77	\$ 25.55	16
Box Office Manager	\$ 42.62	\$ 42.62	\$ 42.62	1
Box Office Representative	\$ 15.55	\$ 27.77	\$ 21.53	3
House Manager	\$ 23.59	\$ 23.59	\$ 23.59	1
NON-UNION Personnel				
Wardrobe Supervisor	\$ 10.00	\$ 32.73	\$ 18.01	58
Workroom Supervisor	\$ 13.75	\$ 32.73	\$ 22.57	9
Dresser / Wardrobe Crew	\$ 5.00	\$ 27.00	\$ 14.74	54
First Hand / Assistant Cutter / Jr. Cutter	\$ 9.00	\$ 27.59	\$ 17.47	39
Master Stitcher	\$ 12.00	\$ 30.00	\$ 20.42	18
Stitcher	\$ 7.50	\$ 25.50	\$ 16.00	64
Hair and Wig Supervisor	\$ 10.00	\$ 35.98	\$ 20.87	25
Hair and Wig Assistant	\$ 7.50	\$ 25.00	\$ 16.06	19
Costume Design Assistant	\$ 9.00	\$ 29.77	\$ 17.44	26
Costume Properties / Crafts Artisan	\$ 10.00	\$ 31.93	\$ 18.97	35
Dyer	\$ 12.00	\$ 29.77	\$ 20.29	12
Cutter	\$ 11.25	\$ 32.73	\$ 20.35	20
Draper	\$ 11.37	\$ 30.14	\$ 20.57	37
Master Carpenter	\$ 7.41	\$ 40.00	\$ 21.24	43
Scenic Carpenter	\$ 7.50	\$ 29.00	\$ 17.13	86
Scenic Artist	\$ 6.70	\$ 65.00	\$ 19.63	76
Welder	\$ 10.00	\$ 30.00	\$ 19.57	20
Construction Supervisor	\$ 12.00	\$ 31.02	\$ 20.09	17
Properties Artisan	\$ 8.25	\$ 29.77	\$ 16.90	55
Lighting Technician	\$ 7.63	\$ 35.00	\$ 17.53	86
Sound Technician	\$ 7.14	\$ 34.50	\$ 17.44	81
Design Associate	\$ 10.00	\$ 33.00	\$ 19.79	8
Scenic Design Assistant	\$ 10.00	\$ 24.00	\$ 15.79	14
Run Crew	\$ 6.25	\$ 30.00	\$ 14.86	86
Box Office Manager	\$ 10.00	\$ 80.00	\$ 18.88	34
Box Office Representative	\$ 7.13	\$ 80.00	\$ 14.03	86
House Manager	\$ 7.88	\$ 40.00	\$ 15.29	96