

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
420 Premium Markets Ltd	Cannabis
48North Cannabis Corp.	Cannabis
9 story	Media and Telecommunications
Accerta	Business Services
Access Communications Co-operative	Media and Telecommunications
AccessSMT Holdings Ltd.	Construction
ACCIONA Infrastructure Canada Inc.	Construction
Acden Environment Limited Partnership	Transportation and Warehousing
Acden Fleet Limited Partnership	Transportation and Warehousing
Acden Holdings Limited Partnership	Business Services
ADGA Group Consultants Inc.	Professional Services
Admiral Insurance Canada	Finance and Insurance
Aecom	Construction
Aecon Construction Group Inc.	Construction
Agnico Eagle Mines Limited	Mining
AIC Global Holdings Inc.	Finance and Insurance
AIM Roads Inc.	Construction
Air Canada	Transportation and Warehousing
Air Inuit	Transportation and Warehousing
Alberici Constructors, Ltd.	Construction
Alberta Adaptabilities Association	Not for Profit
Alberta Blue Cross	Finance and Insurance
Alberta Children's Hospital Foundation	Not for Profit
Alberta Film	Arts Entertainment Recreation and Hospitality
Alberta Gaming, Liquor and Cannabis	Public Administration
Alberta Health Services	Healthcare
Alberta Innovates	Public Administration
Alberta Investment Management Corporation	Finance and Insurance
Alberta Machine Intelligence Institute	High Technology
Alberta Medical Association	Not for Profit
Alberta Motor Association	Not for Profit
Alberta Motor Transport Association	Not for Profit
Alberta New Home Warranty Program	Professional Services
Alberta One-Call	Business Services
Alberta Post-Secondary Application System	High Technology
Alberta University of the Arts	Education
Algonquin Power Utilities Corp.	Utilities
Alimentation Couche-Tard Inc.	Retail
All Weather Windows	Industrial Goods
Allied Properties Real Estate Investment Trust	Real Estate
Almita Piling Inc.	Construction
ALS Global	Construction
Alstar Oilfield Contractors Ltd.	Construction

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
Alstef Canada Inc.	Industrial Goods
AltaGas Ltd.	Oil and Gas
AMA-Insurance	Finance and Insurance
Amalgamated Dairies Limited	Non Durable Consumer Goods
AMA-Travel	Arts Entertainment Recreation and Hospitality
Angus Consulting Management Limited	Construction
Aphria Inc	Cannabis
Appnovation Technologies Inc.	Professional Services
APTN	Media and Telecommunications
Argus Innovates	Industrial Goods
Aria Solutions	Professional Services
Aspen Custom Trailers	Industrial Goods
Assiniboine Credit Union	Finance and Insurance
Assistel	Business Services
ATB Financial	Finance and Insurance
ATCO Group	Utilities
B2GOLD CORP.	Mining
Backwoods Energy Services	Construction
Badger Infrastructure Solutions Ltd.	Construction
Ballard Power	Industrial Goods
Bantrel Co.	Professional Services
BARRICK GOLD CORPORATION	Mining
BauVal inc.	Construction
BC Assessment	Public Administration
BC Rapid Transit Co. Ltd	Transportation and Warehousing
BCE Corporate Services	Media and Telecommunications
BCNET	High Technology
BCREA	Not for Profit
Bee Maid Honey	Non Durable Consumer Goods
Beedie	Real Estate
Bell Media	Media and Telecommunications
Benjamin Moore & Co.	Durable Consumer Goods
Bennett Jones	Professional Services
Best Way Stone Ltd.	Industrial Goods
Bethany Care Society	Healthcare
BGC Engineering Inc.	Professional Services
BGY	Finance and Insurance
Bird Construction Inc.	Construction
Black & McDonald	Construction
BlackBerry Ltd.	High Technology
Blue Ant Media	Media and Telecommunications
BMO	Finance and Insurance
BOT Construction Group	Construction

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
Bow Valley College	Education
Bragg Communications Inc. (Eastlink)	Media and Telecommunications
The Brenda Strafford Foundation Ltd.	Not for Profit
The Brick Group	Retail
Bridgewater Bank	Finance and Insurance
Bromwich & Smith Inc.	Finance and Insurance
Brookfield Asset Management Inc.	Finance and Insurance
Brookfield Infrastructure Partners	Transportation and Warehousing
Brookfield Properties Development LP	Construction
Brookfield Renewable Partners LP	Utilities
Browning Harvey Ltd.	Industrial Goods
Bulkley Valley Credit Union	Finance and Insurance
Burnbrae Farms Limited	Non Durable Consumer Goods
Business Council of Alberta	Not for Profit
CAA Club Group	Finance and Insurance
Cabot Cape Breton	Arts Entertainment Recreation and Hospitality
CAE Inc	High Technology
Calfrac Well Services Ltd.	Oil and Gas
The Calgary Airport Authority	Transportation and Warehousing
Calgary Chamber of Commerce	Not for Profit
Calgary Co-operative Association Limited	Retail
Calgary Co-operative Association Limited - Cannabis	Cannabis
Calgary Economic Development	Public Administration
Calgary Municipal Land Corporation	Construction
Calgary Winter Club	Arts Entertainment Recreation and Hospitality
Calgary Zoo	Not for Profit
Cambria Design Build Ltd.	Construction
Cameco Corporation	Mining
Canada Diagnostic Centres	Healthcare
Canada West Garage Doors	Industrial Goods
Canadian Apartment Properties REIT	Real Estate
Canadian Dental Association	Not for Profit
Canadian Life and Health Insurance Association Inc.	Not for Profit
Canadian Medical Association	Not for Profit
Canadian National Railway Co.	Transportation and Warehousing
Canadian Natural Resources	Oil and Gas
Canadian Pacific Railway Limited	Transportation and Warehousing
Canadian Tire Corp	Retail
Canandia	Cannabis
Canards du Lac Brome	Non Durable Consumer Goods
Canforge	Industrial Goods
Canopy Growth Corp.	Cannabis
Capital Power	Utilities

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
Carbon Engineering Ltd.	Chemical
Careport Animal Hospital	Retail
Carewest	Healthcare
Carscallen LLP	Professional Services
Castle Rock Enterprises	Construction
CBC/Radio-Canada	Media and Telecommunications
CCL Industries Inc.	Industrial Goods
CDN Controls Ltd.	Oil and Gas
Celero Solutions	Professional Services
Cenovus	Oil and Gas
Cereals Canada	Not for Profit
CGI	Professional Services
Challenger Geomatics Ltd.	Professional Services
Cheam First Nation	Public Administration
Choice Growers	Cannabis
CI FINANCIAL CORP.	Finance and Insurance
CIBC	Finance and Insurance
CIFAR	Not for Profit
CIRA	Not for Profit
City of Airdrie	Public Administration
City of Brooks	Public Administration
City of Calgary	Public Administration
City of Chestermere	Public Administration
City of Edmonton	Public Administration
City of Fort Saskatchewan	Public Administration
City of Grande Prairie	Public Administration
City of Hinton	Public Administration
City of Medicine Hat	Public Administration
City of Mississauga	Public Administration
City of Montreal	Public Administration
City of Ottawa	Public Administration
City of Red Deer	Public Administration
City of Spruce Grove	Public Administration
City of Toronto	Public Administration
City of Vancouver	Public Administration
Civeo Canada Employees LP	Arts Entertainment Recreation and Hospitality
Clark Builders	Construction
Claystone Waste Ltd.	Public Administration
Clean Harbors	Business Services
ClearStream Energy Services	Oil and Gas
Clover Leaf	Non Durable Consumer Goods
CMLS Financial	Finance and Insurance
Coast Capital Savings	Finance and Insurance

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
Coast Mountain Hydro	Utilities
Coastal Community Credit Union	Finance and Insurance
Coca Cola Canada Bottling Limited	Non Durable Consumer Goods
Colas Canada Inc.	Construction
College des medecins du Quebec	Not for Profit
College of Licensed Practical Nurses of Alberta	Not for Profit
COLLIERS INTERNATIONAL GROUP INC.	Finance and Insurance
Colliers Project Leaders	Professional Services
Computronix (Canada), Ltd.	High Technology
Conagra Brands	Non Durable Consumer Goods
Concord National	Business Services
Conestoga Meats	Non Durable Consumer Goods
Conexus Credit Union	Finance and Insurance
Confidence Management Ltd.	Construction
Confiserie Mondoux	Transportation and Warehousing
Connect Atlantic Utility Services	Construction
connectFirst Credit Union Ltd.	Finance and Insurance
Constellation Software Inc.	High Technology
Cooper Lighting Solutions	Industrial Goods
Co-operators Life Insurance Company	Finance and Insurance
Corus Entertainment	Media and Telecommunications
County of St. Paul No. 19	Public Administration
Covenant Care	Healthcare
COWI North America Ltd.	Professional Services
CPHR AB	Not for Profit
Credit Union Central Manitoba	Finance and Insurance
Crescent School	Education
CRH Canada Group Inc.	Industrial Goods
CSL Silicones Inc.	Industrial Goods
Cybera	Not for Profit
Cypress County	Public Administration
Dakwakada Capital Investments LP	Business Services
Danone	Non Durable Consumer Goods
Darcy Ranch Golf Club	Arts Entertainment Recreation and Hospitality
Dare Foods Ltd.	Non Durable Consumer Goods
Data Gathering Service Inc.	Finance and Insurance
Dease Lake Airport	Transportation and Warehousing
Delta Controls	Industrial Goods
Demix Agrégats	Mining
Demix Béton	Industrial Goods
Demix Construction	Construction
Dentons Canada LLP	Professional Services
The Descartes Systems Group Inc	High Technology

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
DHL Supply Chain	Transportation and Warehousing
DIALOG	Professional Services
Diamond Schmitt Architects	Professional Services
Di-Corp	Industrial Goods
Dillon Consulting	Professional Services
Dollarama Inc.	Retail
Dr. Oetker Canada Ltd	Non Durable Consumer Goods
DRA Global	Professional Services
Dragados Canada Inc	Construction
Drumheller	Public Administration
Dufferin Aggregates	Mining
Dufferin Concrete	Industrial Goods
Dufferin Construction	Construction
Dynamic Risk Assessment Systems Inc	Oil and Gas
East Penn Canada	Non Durable Consumer Goods
Ecojustice	Not for Profit
Edmonton Chamber of Commerce	Not for Profit
Edmonton Global	Not for Profit
Element Fleet Management Corp.	Business Services
EllisDon	Construction
EMC, a Day & Zimmermann Company	Construction
EMERA INCORPORATED	Utilities
Eminence Organics Skin Care	Non Durable Consumer Goods
Empire Communities	Construction
Empire Company Limited	Retail
Enbridge	Oil and Gas
Enerflex	Oil and Gas
Energy Safety Canada	Not for Profit
Enmax Corporation	Utilities
EPCOR Utilities Inc	Utilities
ES Williams and Associates	Professional Services
Estee Lauder Company	Non Durable Consumer Goods
ESW IT Business Advisors	Professional Services
Exchanger Industries	Industrial Goods
Experion Holdins LTD	Cannabis
Explore Edmonton	Arts Entertainment Recreation and Hospitality
Les Fabrications Kleton	Industrial Goods
Fairfax Financial Holdings Limited	Finance and Insurance
Fairview Ltd.	Industrial Goods
Farm Credit Canada	Finance and Insurance
Federal Express Canada Ltd.	Transportation and Warehousing
Federated Co-operatives Limited	Retail
Federation CJA	Not for Profit

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
Federation of Calgary Communities	Not for Profit
FGF Brands	Non Durable Consumer Goods
Fidelity Investments Canada	Finance and Insurance
Fiix Inc.	High Technology
Financeit	Finance and Insurance
Finning	Industrial Goods
Fire & Flower Cannabis Co	Cannabis
First Canadian Insurance Corporation	Finance and Insurance
First National Financial	Finance and Insurance
First Nations Health Authority	Healthcare
First Peoples Radio	Media and Telecommunications
First Quantum Minerals Ltd.	Mining
Firstservice Corporation	Real Estate
Flatiron Construction	Construction
Fluor Canada Ltd.	Professional Services
Fluor Driver	Construction
Forbes Bros Ltd	Construction
Forest Protection Limited	Business Services
Fort Edmonton Management Company	Arts Entertainment Recreation and Hospitality
Fortis Inc	Utilities
FortisBC	Utilities
Fountain Tire	Retail
Framatome	Professional Services
Franco-Nevada Corp.	Mining
FT Synthetics Inc.	Industrial Goods
FWS Industrial Projects Canada Ltd.	Construction
Ganotec Inc	Construction
Garmin Canada Inc.	High Technology
Gay Lea Foods	Non Durable Consumer Goods
GEF Seniors Housing Ltd.	Not for Profit
General Bank of Canada	Finance and Insurance
General Dynamics Land Systems-Canada	Industrial Goods
Gensler Canada	Professional Services
George Weston Ltd.	Retail
GeoStabilization International	Construction
GeoVerra	Professional Services
GFL Environmental Inc	Business Services
Gildan Activewear Inc.	Durable Consumer Goods
Glencoe Club	Arts Entertainment Recreation and Hospitality
Global Mentoring Solutions Inc.	Business Services
Global Power Technologies Inc.	Industrial Goods
Global Relay Communications Inc.	High Technology
GM Financial	Finance and Insurance

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### Organization Name

GoEasy  
 Gordon Food Service  
 Government of Alberta  
 Gowling WLG  
 Graham Management Services LP  
 Granite Real Estate Investment Trust  
 Great Western Brewing Company  
 Great-West Lifeco Inc.  
 Green Infrastructure Partners Inc.  
 Group TVA  
 Groupe Media TFO  
 Groupe Sélection  
 Gulf & Fraser Fishermen's Credit Union  
 Guru Studio  
 H2O Power Holdings LP  
 H2Safety Services Inc.  
 Halifax Partnership  
 Harbour Door Services  
 Hatch Ltd.  
 HDR Corporation  
 Heart and Stroke Foundation  
 Hexo Corporation  
 HF Sinclair Corporation  
 High Liner Foods  
 HIROC  
 Hitachi Capital Canada  
 Hitachi ID Systems Inc.  
 Hockey Canada  
 Holt Renfrew  
 The Home Depot Canada  
 Home Hardware Stores Limited  
 Homes by Avi  
 Hopewell Capital Corp  
 Hopewell Development Master LP  
 Hopewell Management Corporation  
 Hopewell Real Estate Services Inc  
 Hopewell Residential Management LP  
 Hunting Energy Services Canada  
 Hydro One  
 iA Financial Corporation Inc.  
 IBI Group  
 Ice River Springs  
 IMP Group

### Industry

Finance and Insurance  
 Transportation and Warehousing  
 Public Administration  
 Professional Services  
 Construction  
 Real Estate  
 Non Durable Consumer Goods  
 Finance and Insurance  
 Construction  
 Media and Telecommunications  
 Media and Telecommunications  
 Real Estate  
 Finance and Insurance  
 Media and Telecommunications  
 Utilities  
 Professional Services  
 Public Administration  
 Industrial Goods  
 Construction  
 Professional Services  
 Not for Profit  
 Cannabis  
 Oil and Gas  
 Non Durable Consumer Goods  
 Finance and Insurance  
 Finance and Insurance  
 High Technology  
 Not for Profit  
 Retail  
 Retail  
 Retail  
 Construction  
 Business Services  
 Real Estate  
 Professional Services  
 Real Estate  
 Real Estate  
 Industrial Goods  
 Utilities  
 Finance and Insurance  
 Professional Services  
 Non Durable Consumer Goods  
 Finance and Insurance



## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
Imperial Oil Limited	Oil and Gas
InBenefits	Not for Profit
Indigo Marketing Inc.	Media and Telecommunications
Intact Insurance	Finance and Insurance
Inter Pipeline Ltd.	Oil and Gas
Invest in Canada	Public Administration
Ironflow Technologies Inc.	High Technology
Jacobs Canada Inc.	Professional Services
The Jarislowsky Foundation	Not for Profit
Joy Global (Canada) Ltd	Mining
The Joyce Family Foundation	Not for Profit
K+S Potash Canada GP	Mining
Kal Tire	Retail
Kasian Architecture Interior Design and Planning Ltd	Professional Services
Kellogg Canada	Non Durable Consumer Goods
Kenaidan Contracting Ltd.	Construction
Kenco Management Services	Transportation and Warehousing
Keurig Dr Pepper	Non Durable Consumer Goods
KEYERA	Oil and Gas
Kiewit Canada	Construction
KIND Healthy Snacks Ulc	Non Durable Consumer Goods
Kindred Credit Union	Finance and Insurance
Kinetic Construction	Construction
Kingdom Development Inc.	Real Estate
Kinross Gold Corporation	Mining
Kirkland Lake Gold Ltd.	Mining
KPIC Maintenance Services Inc.	Construction
KPMB Architects	Professional Services
Kruger Products L.P.	Non Durable Consumer Goods
L&S Limited Partnership	Construction
Lacombe County	Public Administration
Lafarge Canada Inc.	Industrial Goods
Laidlaw Foundation	Not for Profit
Lakeland Credit Union	Finance and Insurance
Land Title & Survey Authority of BC	Public Administration
LandSure Systems Ltd	High Technology
Law Society of Alberta	Not for Profit
Law Society of Ontario	Not for Profit
LAWPRO	Finance and Insurance
The Lawson Foundation	Not for Profit
LCG Residential Builders Ltd.	Construction
Ledcor Construction Limited	Construction
Leduc County	Public Administration

## 2023 Canadian Salary Survey Participant List

### Organization Name

Lethbridge County  
 Lindt & Sprungli  
 LNG Canada Development Inc.  
 Loblaw Companies Limited  
 LTS Build Services Ltd.  
 LUCID Vision Labs, Inc.  
 Lundin Mining Corp.  
 Lyle S. Hallman Foundation  
 Mac Skylights  
 MacEwan University  
 MAG Canada  
 Magna International Inc.  
 Manitoba Blue Cross  
 Manulife Financial  
 Marcon  
 Maricann INC  
 Marsulex Inc  
 Mass Elec Constr Can Co.  
 MasTec Canada Inc.  
 Mattamy Homes Limited  
 McElhanney  
 McLeod Law LLP  
 Metro Inc.  
 Metro Supply Chain Group  
 Michels Canada  
 Midwest Surveys Inc.  
 Mill Creek Sand & Gravel (1980) Ltd.  
 Millennium EMS Solutions  
 Millennium Insurance Corporation  
 The Miller Group  
 MNP LLP  
 Mobile Climate Control  
 Montreal International  
 Morguard Investments Ltd.  
 Mother Parkers Tea & Coffee  
 Mount Royal University  
 Mouvement Desjardins  
 MRE  
 MRN-Advanced Technology  
 MRN-Construction  
 MRN-EPC  
 MRN-Financial Services  
 MRN-IT Service Providers

### Industry

Public Administration  
 Non Durable Consumer Goods  
 Oil and Gas  
 Retail  
 Construction  
 High Technology  
 Mining  
 Not for Profit  
 Industrial Goods  
 Education  
 Transportation and Warehousing  
 Industrial Goods  
 Finance and Insurance  
 Finance and Insurance  
 Construction  
 Cannabis  
 Industrial Goods  
 Construction  
 Construction  
 Construction  
 Professional Services  
 Professional Services  
 Retail  
 Transportation and Warehousing  
 Construction  
 Professional Services  
 Mining  
 Oil and Gas  
 Finance and Insurance  
 Construction  
 Professional Services  
 Industrial Goods  
 Not for Profit  
 Real Estate  
 Non Durable Consumer Goods  
 Education  
 Finance and Insurance  
 Oil and Gas  
 High Technology  
 Construction  
 Professional Services  
 Finance and Insurance  
 Professional Services

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
MRN-Logistics	Transportation and Warehousing
MRN-Manufacturing	Industrial Goods
MRN-Retail	Retail
MRN-Software Development	High Technology
MTE Logistix	Transportation and Warehousing
Multiplex Construction Canada Ltd.	Construction
Municipal Property Assessment Corporation	Public Administration
Namaste Technologies Inc.	Cannabis
National Bank of Canada	Finance and Insurance
National Tire Distributors	Transportation and Warehousing
Navistar Canada	Industrial Goods
New Brunswick Financial and Consumer Services Commission	Public Administration
New Home Warranty Insurance (Canada) Corporation	Finance and Insurance
Newell County	Public Administration
Nextlead Soutions LTD	Cannabis
Niagara Casinos	Arts Entertainment Recreation and Hospitality
NorLand Limited	Construction
North American Construction Group Ltd.	Oil and Gas
Northern Windows and Doors	Industrial Goods
Northland Power Inc.	Utilities
Northview Residential REIT	Real Estate
Norton Rose Fulbright Canada	Professional Services
Nova Scotia Community College	Education
Nureva Inc	High Technology
Nutrien Ltd.	Chemical
Omicron Architecture Engineering Construction	Professional Services
Onex Corp.	Finance and Insurance
Ontario Hospital Association	Not for Profit
Ontario Real Estate Association	Not for Profit
Open Text Corp	High Technology
ORIX Geoscience	Professional Services
Pacific Northern Gas	Utilities
Pan American Silver Corp.	Mining
Parkland Corporation	Retail
Parkland County	Public Administration
Pathy Family Foundation	Not for Profit
PCL Construction Inc.	Construction
Peace Hills Insurance	Finance and Insurance
Peaskie Minerals Inc.	Mining
Pelmorex	Media and Telecommunications
Pembina Pipeline Corp.	Oil and Gas
Pennecon Limited	Construction
The Personal Insurance Group	Finance and Insurance

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
Pet Valu Canada Inc	Retail
Pharmasave West	Retail
PharmHouse Inc.	Cannabis
Pixel Union Design Ltd	Professional Services
Platform Calgary	Not for Profit
Play Golf Calgary	Arts Entertainment Recreation and Hospitality
Pomerleau Inc.	Construction
Power Corp. of Canada	Finance and Insurance
Precise Drilling Components Ltd.	Industrial Goods
Precision ADM	Industrial Goods
Primary Engineering and Construction Corporation	Construction
Primoris Canada	Construction
Procom	Business Services
Procon Mining and Tunnelling Ltd	Mining
Professional Home Builders Institute	Education
Promutuel Assurance	Finance and Insurance
Property.ca Inc	Real Estate
QM Environmental	Construction
Qualico	Construction
Quartech Systems Ltd	Professional Services
Quebec Port Authority	Transportation and Warehousing
Quebecor Inc.	Media and Telecommunications
Radiology Consultants Associated	Healthcare
RBC	Finance and Insurance
Read Jones Christoffersen Ltd.	Professional Services
Realstar Management	Real Estate
Recipe Unlimited Corporation	Arts Entertainment Recreation and Hospitality
Recochem Inc.	Non Durable Consumer Goods
Red Deer County	Public Administration
RedCliff	Public Administration
Restaurant Brands International Inc.	Arts Entertainment Recreation and Hospitality
Richardson International Limited	Non Durable Consumer Goods
Riocan Real Estate Investment Trust	Real Estate
Rise Air	Transportation and Warehousing
Ritchie Bros. Auctioneers Inc.	Retail
RMA Insurance	Finance and Insurance
Rocky View County	Public Administration
Rogers Communications Inc.	Media and Telecommunications
ROSEN Canada Ltd.	Oil and Gas
Roswell Downhole Technologies	Industrial Goods
Rotaflow Controls Inc.	Professional Services
RS Technologies Inc.	Industrial Goods
Rural Municipalities of Alberta	Not for Profit

## 2023 Canadian Salary Survey Participant List

### Organization Name

Ryder System, Inc  
 S.i. Systems  
 Sagesse  
 SAIT  
 Saputo Inc.  
 Saskatchewan Assessment Mgmt Agency  
 Saskatchewan Association of Rehabilitation Centres  
 Saskatchewan Government Insurance  
 Saskatchewan Indian Gaming Authority  
 Saskatchewan Public Safety Agency  
 SaskTel  
 Schlumberger  
 Schwab International Equity  
 Scotiabank  
 Scott Builders Inc.  
 SE Health  
 Secure Energy Services Inc  
 Shaw Communications Inc.  
 Shepherds Care Foundation  
 Sherweb Inc.  
 Shopify Inc.  
 Sienna Senior Living Inc.  
 Signify Canada Ltd.  
 Sika Canada  
 Silvera for Seniors  
 Six Degrees Medical  
 Skjodt-Barrett Foods Inc.  
 Sleep Country Canada  
 SMS Equipment Inc.  
 Smucker Foods of Canada  
 SNC-Lavalin Inc.  
 Société des Alcools du Québec  
 Sodexo  
 Sofina Foods Inc.  
 Soletanche Bachy Canada  
 Solut Ltd.  
 Spray Lake Sawmills Family Sports Centre  
 Stantec Inc.  
 Staples Canada  
 Starbucks Coffee Canada Inc  
 Steinbach Credit Union  
 Stelia Aerospace  
 Stericycle Communication Solutions

### Industry

Transportation and Warehousing  
 Business Services  
 Not for Profit  
 Education  
 Non Durable Consumer Goods  
 Public Administration  
 Not for Profit  
 Finance and Insurance  
 Arts Entertainment Recreation and Hospitality  
 Public Administration  
 Media and Telecommunications  
 Oil and Gas  
 Finance and Insurance  
 Finance and Insurance  
 Construction  
 Healthcare  
 Oil and Gas  
 Media and Telecommunications  
 Healthcare  
 High Technology  
 High Technology  
 Healthcare  
 Industrial Goods  
 Chemical  
 Healthcare  
 Professional Services  
 Non Durable Consumer Goods  
 Retail  
 Industrial Goods  
 Non Durable Consumer Goods  
 Professional Services  
 Retail  
 Arts Entertainment Recreation and Hospitality  
 Non Durable Consumer Goods  
 Construction  
 Professional Services  
 Arts Entertainment Recreation and Hospitality  
 Professional Services  
 Retail  
 Retail  
 Finance and Insurance  
 High Technology  
 Business Services

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Organization Name	Industry
Stollery Children's Hospital Foundation	Not for Profit
Stradigi AI	High Technology
Strathcona County	Public Administration
Strathmore	Public Administration
Sturgeon County	Public Administration
Summit Air	Transportation and Warehousing
Sun Life Financial Inc.	Finance and Insurance
Suncor	Oil and Gas
Sunwest Aviation	Transportation and Warehousing
Sunwing	Transportation and Warehousing
Surerus Murphy Joint Venture	Construction
SysGen Solutions Group	Professional Services
Taber	Public Administration
Taghleef Industries Canada Inc.	Industrial Goods
Tahltan Nation Development Corporation	Business Services
Tarion	Public Administration
TC Energy	Oil and Gas
TD Bank	Finance and Insurance
Teck Resources	Mining
TELUS	Media and Telecommunications
Tenaquip Limited	Industrial Goods
Terra Labs INC	Cannabis
TFI International Inc	Transportation and Warehousing
Thomson Reuters Corp.	Media and Telecommunications
TJXCanada	Retail
TMX Group Limited	Finance and Insurance
Tokyo Smoke	Cannabis
Toromont Industries Ltd	Industrial Goods
Toronto and Region Conservation Authority	Not for Profit
Toronto Centre	Business Services
Toronto Global	Not for Profit
Tourism Calgary	Arts Entertainment Recreation and Hospitality
Tourmaline Oil Corp.	Oil and Gas
Town of Cochrane	Public Administration
Town of High River	Public Administration
Town of Okotoks	Public Administration
Trans Mountain Corporation	Oil and Gas
TransAlta Corporation	Utilities
Transcontinental Inc.	Media and Telecommunications
TransLink	Transportation and Warehousing
Travel Alberta	Arts Entertainment Recreation and Hospitality
Treasury Board of Canada Secretariat	Public Administration
Tree of Life	Business Services

## 2023 Canadian Salary Survey Participant List

Organization Name	Industry
TV5 Quebec	Media and Telecommunications
TVOntario	Media and Telecommunications
UNFI Canada Inc.	Business Services
United Way of the Alberta Capital Region	Not for Profit
Unity Credit Union	Finance and Insurance
University of Alberta	Education
University of Calgary	Education
UPI Projects Canada Ltd.	Professional Services
Userful Corporation	Professional Services
Vancouver Harbour Flight Centre LP	Transportation and Warehousing
Ventana Construction Corporation	Construction
Veolia North America	Business Services
Veoneer Canada	High Technology
Verge Ag	High Technology
Veseris	Chemical
Vigilance Sante	High Technology
Viterra Canada Inc.	Transportation and Warehousing
Vivo for Healthier Generations Society	Arts Entertainment Recreation and Hospitality
Volant Products Inc.	Oil and Gas
Volker Stevin Canada	Construction
Waiward	Construction
Walker Emulsions Limited	Construction
Walmart Canada Corp	Retail
Waste Connections Inc.	Business Services
Wawanesa Mutual Insurance Company	Finance and Insurance
Welco	Industrial Goods
West Fraser Timber Co. Ltd.	Forestry
Western Financial Group	Finance and Insurance
WestJet Airlines Ltd.	Transportation and Warehousing
Westland Insurance Group	Finance and Insurance
Westpower	Industrial Goods
Wheatland County	Public Administration
Wheaton Precious Metals Corp.	Mining
Winnermax	Finance and Insurance
Women In Need Society	Not for Profit
Wood Group Mustang	Professional Services
Woodtone	Industrial Goods
Workers' Compensation Board - Alberta	Finance and Insurance
Workplace Safety & Insurance Board	Public Administration
Worksafe BC	Finance and Insurance
Worley	Professional Services
Wright Construction Western Inc.	Construction
WSP	Professional Services



## 2023 Canadian Salary Survey Participant List

### Organization Name

Xperigo

XSensor

Yamana Gold Inc.

YMCA Calgary

Zimmer Biomet

### Industry

Business Services

Industrial Goods

Mining

Not for Profit

Industrial Goods