

## 2024 Canadian Salary Survey Participant List

### Organization Name

Accerta  
 Access Communications Co-operative  
 ACCIONA Infrastructure Canada Inc.  
 Acden Environment Limited Partnership  
 Acden Fleet Limited Partnership  
 Acden Holdings Limited Partnership  
 ADGA Group Consultants Inc.  
 Admiral Insurance Canada  
 Advantage Energy Ltd.  
 Africa Oil Corp  
 Agnico Eagle Mines Limited  
 AIC Global Holdings Inc.  
 AIM Roads Inc.  
 Air Canada  
 Air Inuit  
 Alamos Gold Inc.  
 Alberici Constructors, Ltd.  
 Alberta Adaptabilities Association  
 Alberta Blue Cross  
 Alberta Children's Hospital Foundation  
 Alberta Film  
 Alberta Gaming, Liquor and Cannabis  
 Alberta Health Services  
 Alberta Innovates  
 Alberta Machine Intelligence Institute  
 Alberta Medical Association  
 Alberta Motor Association  
 Alberta Motor Transport Association  
 Alberta New Home Warranty Program  
 Alberta One-Call  
 Alberta Post-Secondary Application System  
 Alberta University of the Arts  
 Algoma Steel Inc.  
 Algonquin Power Utilities Corp.  
 Alimentation Couche-Tard Inc.  
 All Weather Windows  
 Allied Properties Real Estate Investment Trust  
 Allnorth Consultants Limited  
 Almita Piling Inc.  
 Alstar Oilfield Contractors Ltd.  
 Alstef Canada Inc.  
 AltaGas Ltd.  
 AMA-Insurance

### Industry

Business Services  
 Media and Telecommunications  
 Construction  
 Transportation and Warehousing  
 Transportation and Warehousing  
 Business Services  
 Professional Services  
 Finance and Insurance  
 Oil and Gas  
 Oil and Gas  
 Mining  
 Finance and Insurance  
 Construction  
 Transportation and Warehousing  
 Transportation and Warehousing  
 Mining  
 Construction  
 Not for Profit  
 Finance and Insurance  
 Not for Profit  
 Arts Entertainment Recreation and Hospitality  
 Public Administration  
 Healthcare  
 Public Administration  
 High Technology  
 Not for Profit  
 Not for Profit  
 Not for Profit  
 Professional Services  
 Business Services  
 Education  
 Education  
 Primary Metals  
 Utilities  
 Retail  
 Industrial Goods  
 Real Estate  
 Professional Services  
 Construction  
 Construction  
 Industrial Goods  
 Oil and Gas  
 Finance and Insurance

## 2024 Canadian Salary Survey Participant List

### Organization Name

Amalgamated Dairies Limited  
 AMA-Travel  
 Andlauer Healthcare Group Inc.  
 Angus Consulting Management Limited  
 Aphria Inc  
 Appnovation Technologies Inc.  
 ARC Resources Ltd.  
 Argus Innovates  
 Aris Mining Corporation  
 Aritzia  
 Aspen Custom Trailers  
 Assiniboine Credit Union  
 ATCO Group  
 AtkinsRéalis Group Inc.  
 ATS Automation  
 Aurinia Pharmaceuticals Inc.  
 Avmax Group  
 B2GOLD CORP.  
 Backwoods Energy Services  
 Badger Infrastructure Solutions Ltd.  
 Ballard Power  
 Bantrel Co.  
 BARRICK GOLD CORPORATION  
 Bausch + Lomb  
 Bausch Health Companies Inc.  
 BauVal inc.  
 Baytex Energy  
 BC Assessment  
 BC Energy Regulator  
 BC Family Maintenance Agency  
 BC Financial Services Authority  
 BC Games Society  
 BC Housing Management Commission  
 BC Hydro  
 BC Infrastructure Benefits  
 BC Lottery Corporation  
 BC Pavilion Corporation  
 BC Railway Company  
 BC Transit  
 BC Utilities Commission  
 BCE Inc.  
 BCNET  
 BCREA

### Industry

Non Durable Consumer Goods  
 Arts Entertainment Recreation and Hospitality  
 Transportation and Warehousing  
 Construction  
 Cannabis  
 Professional Services  
 Oil and Gas  
 Industrial Goods  
 Mining  
 Retail  
 Industrial Goods  
 Finance and Insurance  
 Utilities  
 Professional Services  
 Industrial Goods  
 Life Sciences  
 Transportation and Warehousing  
 Mining  
 Construction  
 Construction  
 Industrial Goods  
 Professional Services  
 Mining  
 Life Sciences  
 Life Sciences  
 Construction  
 Oil and Gas  
 Public Administration  
 Public Administration  
 Public Administration  
 Finance and Insurance  
 Arts Entertainment Recreation and Hospitality  
 Public Administration  
 Utilities  
 Public Administration  
 Arts Entertainment Recreation and Hospitality  
 Public Administration  
 Transportation and Warehousing  
 Transportation and Warehousing  
 Public Administration  
 Media and Telecommunications  
 High Technology  
 Not for Profit

## 2024 Canadian Salary Survey Participant List

### Organization Name

Beacon Environmental  
 Beedie  
 Best Way Stone Ltd.  
 Bethany Care Society  
 BGC Engineering Inc.  
 BGY  
 Birchcliff Energy Ltd.  
 Bird Construction Inc.  
 Bitfarms Ltd.  
 Black & McDonald  
 BlackBerry Ltd.  
 BMO  
 Boardwalk Real Estate Investment Trust  
 Bombardier Inc.  
 Bombardier Recreational Products  
 Boralex Inc.  
 Bot Construction Group  
 Bow Valley College  
 Boyd Group  
 Bridgewater Bank  
 British Columbia Institute of Technology  
 British Columbia Public Service Agency  
 Bromwich & Smith Inc.  
 Brookfield Asset Management Inc.  
 Brookfield Corporation  
 Brookfield Properties Development LP  
 Bulkley Valley Credit Union  
 Business Council of Alberta  
 CAA Atlantic  
 CAA Club Group  
 Cabot Cape Breton  
 CAE Inc  
 Calgary Chamber of Commerce  
 Calgary Co-operative Association Limited  
 Calgary Co-operative Association Limited - Cannabis  
 Calgary Economic Development  
 Calgary Foundation  
 Calgary Municipal Land Corporation  
 Calgary Zoo  
 Cambria Design Build Ltd.  
 Cameco Corporation  
 Camosun College  
 Canada Diagnostic Centres

### Industry

Professional Services  
 Real Estate  
 Industrial Goods  
 Healthcare  
 Professional Services  
 Finance and Insurance  
 Oil and Gas  
 Construction  
 High Technology  
 Construction  
 High Technology  
 Finance and Insurance  
 Real Estate  
 High Technology  
 Durable Consumer Goods  
 Utilities  
 Construction  
 Education  
 Retail  
 Finance and Insurance  
 Education  
 Public Administration  
 Finance and Insurance  
 Finance and Insurance  
 Finance and Insurance  
 Construction  
 Finance and Insurance  
 Not for Profit  
 Finance and Insurance  
 Finance and Insurance  
 Arts Entertainment Recreation and Hospitality  
 High Technology  
 Not for Profit  
 Retail  
 Cannabis  
 Public Administration  
 Not for Profit  
 Construction  
 Not for Profit  
 Construction  
 Mining  
 Education  
 Healthcare

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Canada Goose	Durable Consumer Goods
Canada Lands Company Limited	Real Estate
Canada West Garage Doors	Industrial Goods
Canadian Apartment Properties REIT	Real Estate
Canadian Dental Association	Not for Profit
Canadian Imperial Bank of Commerce	Finance and Insurance
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
Canadian Utilities Ltd.	Utilities
Canadian Western Bank	Finance and Insurance
Canopy Growth Corp.	Cannabis
Canuck Place Children's Hospice	Healthcare
Capilano University	Education
Capital Power	Utilities
Capstone Mining Corp	Mining
Carbon Engineering Ltd.	Chemical
Cardinal Energy Ltd.	Oil and Gas
Careport Animal Hospital	Retail
Cargojet Inc.	Transportation and Warehousing
Castle Rock Enterprises	Construction
CCL Industries Inc.	Industrial Goods
CDN Controls ULC.	Oil and Gas
Celestica Inc	High Technology
Cenovus	Oil and Gas
Cereals Canada	Not for Profit
CGI	Professional Services
Challenger Geomatics Ltd.	Professional Services
Chandos Construction	Construction
Chartwell Retirement Residences	Healthcare
Cheam First Nation	Public Administration
Choice Properties Real Estate Investment Trust	Real Estate
CI FINANCIAL CORP.	Finance and Insurance
CIFAR	Not for Profit
City of Brooks	Public Administration
City of Calgary	Public Administration
City of Chestermere	Public Administration
City of Edmonton	Public Administration
City of Grande Prairie	Public Administration
City of Medicine Hat	Public Administration

## 2024 Canadian Salary Survey Participant List

### Organization Name

City of Red Deer  
 City of Spruce Grove  
 City of Yellowknife  
 Civeo Canada Employees LP  
 Clark Builders  
 ClearStream Energy Services  
 CMLS Financial  
 Coast Mountain College  
 Coast Mountain Hydro  
 Coastal Community Credit Union  
 Coastal Community Insurance Services  
 Colas Canada Inc.  
 College of Licensed Practical Nurses of Alberta  
 College of New Caledonia  
 College of the Rockies  
 Colliers International Group Inc.  
 Colliers Project Leaders  
 Columbia Basin Trust  
 Community Living BC  
 Computronix (Canada), Ltd.  
 Conestoga Meats  
 Conexus Credit Union  
 Confidence Management Ltd.  
 Connect Atlantic Utility Services  
 connectFirst Credit Union Ltd.  
 Constellation Software Inc.  
 Convergint Technologies  
 Cooper Lighting Solutions  
 Corus Entertainment  
 County of St. Paul No. 19  
 COWI North America Ltd.  
 CPHR AB  
 Credit Union Central Manitoba  
 Crescent School  
 CRH Canada Group Inc.  
 Cronos Group Inc.  
 CT Real Estate Investment Trust  
 Cybera  
 Cypress County  
 Dakwakada Capital Investments LP  
 Data Gathering Service Inc.  
 Dease Lake Airport  
 Demix Agrégats

### Industry

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

## 2024 Canadian Salary Survey Participant List

### Organization Name

Demix Béton  
 Demix Construction  
 Dentalcorp  
 Destination British Columbia  
 DHL Supply Chain  
 DIALOG  
 Di-Corp  
 Dillon Consulting  
 Dollarama Inc.  
 Douglas College  
 DRA Global  
 Dream Industrial REIT  
 Drumheller  
 Ducks Unlimited Canada  
 Dufferin Aggregates  
 Dufferin Concrete  
 Dufferin Construction  
 Dynamic Risk Assessment Systems Inc  
 East Penn Canada  
 Ecojustice  
 Edmonton Chamber of Commerce  
 Edmonton Global  
 E-L Financial Corporation Ltd.  
 Eldorado Gold  
 Element Fleet Management Corp.  
 EMC, a Day & Zimmermann Company  
 EMERA INCORPORATED  
 Emily Carr University of Art + Design  
 Eminence Organics Skin Care  
 Empire Communities  
 Empire Company Limited  
 Enbridge  
 Enerflex Ltd.  
 Enerflex Ltd. - Engineered Systems  
 Enerflex Water Solutions  
 Energy Safety Canada  
 EQB Inc. (Equitable Bank)  
 Equinox Gold  
 Ero Copper Corp.  
 Estee Lauder Company  
 ESW IT Business Advisors  
 Explore Edmonton  
 Fairfax Financial Holdings Limited

### Industry

Industrial Goods  
 Construction  
 Healthcare  
 Arts Entertainment Recreation and Hospitality  
 Transportation and Warehousing  
 Professional Services  
 Industrial Goods  
 Professional Services  
 Retail  
 Education  
 Professional Services  
 Real Estate  
 Public Administration  
 Not for Profit  
 Mining  
 Industrial Goods  
 Construction  
 Oil and Gas  
 Non Durable Consumer Goods  
 Not for Profit  
 Not for Profit  
 Not for Profit  
 Finance and Insurance  
 Mining  
 Business Services  
 Construction  
 Utilities  
 Education  
 Non Durable Consumer Goods  
 Construction  
 Retail  
 Oil and Gas  
 Oil and Gas  
 Industrial Goods  
 Construction  
 Not for Profit  
 Finance and Insurance  
 Mining  
 Mining  
 Non Durable Consumer Goods  
 Professional Services  
 Arts Entertainment Recreation and Hospitality  
 Finance and Insurance

## 2024 Canadian Salary Survey Participant List

### Organization Name

Fairfax India Holdings Corporation  
 Fairview Ltd.  
 Farm Credit Canada  
 Federal Express Canada Ltd.  
 Federated Co-operatives Limited  
 Federation CJA  
 FGF Brands  
 Filo Corp.  
 Finning International Inc.  
 First Canadian Insurance Corporation  
 First Capital REIT  
 First National Financial  
 First Nations Health Authority  
 First Peoples' Cultural Council  
 First Quantum Minerals Ltd.  
 Firstservice Corporation  
 Flatiron Construction  
 Fluor Canada Ltd.  
 Forest Protection Limited  
 Forestry Innovation Investment  
 Fort Edmonton Management Company  
 Fortis Inc  
 Fortuna Silver Mines Inc.  
 Fountain Tire  
 Franco-Nevada Corp.  
 Fraser Health Authority  
 FT Synthetics Inc.  
 FWS Industrial Projects Canada Ltd.  
 FWS Western Ltd.  
 Ganotec Inc  
 Garmin Canada Inc.  
 GEF Seniors Housing Ltd.  
 General Bank of Canada  
 General Dynamics Land Systems-Canada  
 Gensler Canada  
 George Weston Ltd.  
 GeoVerra  
 GFL Environmental Inc  
 Gibson Energy  
 Gildan Activewear Inc.  
 Global Mentoring Solutions Inc.  
 Global Power Technologies Inc.  
 Global Relay Communications Inc.

### Industry

Finance and Insurance  
 Industrial Goods  
 Finance and Insurance  
 Transportation and Warehousing  
 Retail  
 Not for Profit  
 Non Durable Consumer Goods  
 Mining  
 Industrial Goods  
 Finance and Insurance  
 Real Estate  
 Finance and Insurance  
 Healthcare  
 Public Administration  
 Mining  
 Real Estate  
 Construction  
 Professional Services  
 Business Services  
 Public Administration  
 Arts Entertainment Recreation and Hospitality  
 Utilities  
 Mining  
 Retail  
 Mining  
 Healthcare  
 Industrial Goods  
 Construction  
 Construction  
 Construction  
 High Technology  
 Not for Profit  
 Finance and Insurance  
 Industrial Goods  
 Professional Services  
 Retail  
 Professional Services  
 Business Services  
 Oil and Gas  
 Durable Consumer Goods  
 Business Services  
 Industrial Goods  
 High Technology

## 2024 Canadian Salary Survey Participant List

### Organization Name

GM Financial  
 GoEasy  
 Gordon Food Service  
 Government of Alberta  
 Graham Management Services LP  
 Granite Real Estate Investment Trust  
 Great Western Brewing Company  
 Great-West Lifeco Inc.  
 Green Infrastructure Partners Inc.  
 Groupe Sélection  
 Gulf & Fraser Fishermen's Credit Union  
 H2O Power Holdings LP  
 H2Safety Services Inc.  
 Habitat for Humanity Greater Toronto Area  
 Halifax Partnership  
 Harbour Door Services  
 HDR Corporation  
 Heart and Stroke Foundation  
 HF Sinclair Corporation  
 HIROC  
 Hitachi Capital Canada  
 Hitachi ID Systems Inc.  
 Hockey Canada  
 Holt Renfrew  
 Home Hardware Stores Limited  
 Homes by Avi  
 Houle Electric Limited  
 Hudbay Minerals Inc.  
 Hydro One  
 iA Financial Corporation Inc.  
 Iamgold Corporation  
 IBI Group  
 IGM Financial Inc.  
 IMAX Corporation  
 Imperial Oil Limited  
 InBC Investment Corp  
 Infrastructure BC  
 Innovate BC  
 Insurance Corporation of BC  
 Insurance Council of BC  
 Intact Financial Corporation  
 Inter Pipeline Ltd.  
 Interior Health Authority

### Industry

Finance and Insurance  
 Finance and Insurance  
 Transportation and Warehousing  
 Public Administration  
 Construction  
 Real Estate  
 Non Durable Consumer Goods  
 Finance and Insurance  
 Construction  
 Real Estate  
 Finance and Insurance  
 Utilities  
 Professional Services  
 Not for Profit  
 Public Administration  
 Industrial Goods  
 Professional Services  
 Not for Profit  
 Oil and Gas  
 Finance and Insurance  
 Finance and Insurance  
 High Technology  
 Not for Profit  
 Retail  
 Retail  
 Construction  
 Construction  
 Mining  
 Utilities  
 Finance and Insurance  
 Mining  
 Professional Services  
 Finance and Insurance  
 Arts Entertainment Recreation and Hospitality  
 Oil and Gas  
 Finance and Insurance  
 Public Administration  
 Public Administration  
 Finance and Insurance  
 Finance and Insurance  
 Finance and Insurance  
 Oil and Gas  
 Healthcare



## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
International Petroleum Corporation	Oil and Gas
Invest in Canada	Public Administration
Ironflow Technologies Inc.	High Technology
Ivanhoe Mines Ltd.	Mining
Jacobs Canada Inc.	Professional Services
Justice Institute of BC	Education
K+S Potash Canada GP	Mining
K92 Mining	Mining
Kal Tire	Retail
Kelt Exploration	Oil and Gas
Kenaidan Contracting Ltd.	Construction
Kenco Canada	Transportation and Warehousing
KEYERA	Oil and Gas
Kiewit Canada	Construction
Killam Apartment Real Estate Investment Trust	Real Estate
Kinaxis Inc.	High Technology
Kindred Credit Union	Finance and Insurance
Kinetic Construction	Construction
Kingdom Development Inc.	Real Estate
Kinross Gold Corporation	Mining
Kirkland Lake Gold Ltd.	Mining
Knowledge Network	Media and Telecommunications
KPIC Maintenance Services Inc.	Construction
KPMB Architects	Professional Services
Kwantlen Polytechnic University	Education
Labrador Iron Ore Royalty Corporation	Mining
Lacombe County	Public Administration
Lafarge Canada Inc.	Industrial Goods
Laidlaw Foundation	Not for Profit
Lakeland Credit Union	Finance and Insurance
Langara College	Education
Lassonde Industries Inc.	Non Durable Consumer Goods
Law Society of Alberta	Not for Profit
Law Society of Ontario	Not for Profit
LAWPRO	Finance and Insurance
LCG Residential Builders Ltd.	Construction
League Inc.	High Technology
Ledcor Construction Limited	Construction
Leduc County	Public Administration
Legal Aid BC	Public Administration
Les Fabrications Kleton	Industrial Goods
Lethbridge County	Public Administration
Levio conseils inc.	Professional Services

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Lightspeed Commerce Inc	High Technology
Linamar Corp.	Industrial Goods
LNG Canada Development Inc.	Oil and Gas
Loblaw Companies Limited	Retail
LTS Build Services Ltd.	Construction
LUCID Vision Labs, Inc.	High Technology
Lululemon Athletica Inc.	Durable Consumer Goods
Lumine Group	High Technology
Lundin Gold Inc.	Mining
Lundin Mining Corp.	Mining
Lyle S. Hallman Foundation	Not for Profit
Mac Skylights	Industrial Goods
MacEwan University	Education
MAG Canada	Transportation and Warehousing
Magna International Inc.	Industrial Goods
Manitoba Blue Cross	Finance and Insurance
Manulife Financial	Finance and Insurance
Maple Leaf Foods Inc.	Non Durable Consumer Goods
Mass Elec Constr Can Co.	Construction
MasTec Canada Inc.	Construction
Mattamy Homes Limited	Construction
McElhanney	Professional Services
MDA	High Technology
MEG Energy	Oil and Gas
Methanex Corporation	Chemical
Metro Inc.	Retail
Michael Green Architecture	Professional Services
Michels Canada	Construction
Midwest Surveys Inc.	Professional Services
Mill Creek Sand & Gravel (1980) Ltd.	Mining
Millennium EMS Solutions	Oil and Gas
Millennium Insurance Corporation	Finance and Insurance
MNP LLP	Professional Services
Mobile Climate Control	Industrial Goods
Montreal International	Not for Profit
Morguard Corporation	Real Estate
Mouvement Desjardins	Finance and Insurance
MTE Logistix	Transportation and Warehousing
Multiplex Construction Canada Ltd.	Construction
Municipal Property Assessment Corporation	Public Administration
NAIT	Education
National Bank of Canada	Finance and Insurance
National Tire Distributors	Transportation and Warehousing

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Navistar Canada	Industrial Goods
New Brunswick Financial and Consumer Services Commission	Public Administration
New Gold	Mining
New Home Warranty Insurance (Canada) Corporation	Finance and Insurance
Newell County	Public Administration
NexGen Energy Ltd.	Mining
Niagara Casinos	Arts Entertainment Recreation and Hospitality
Nicola Valley Institute of Technology	Education
NorLand Limited	Construction
North American Construction Group Ltd.	Oil and Gas
North Island College	Education
Northern Windows and Doors	Industrial Goods
Northern Health Authority	Healthcare
Northern Lights College	Education
Northland Power Inc.	Utilities
Northview Residential REIT	Real Estate
Nova Scotia Community College	Education
Nureva Inc	High Technology
Nutrien Ltd.	Chemical
NuVista Energy Ltd	Oil and Gas
O.N. Site Construction Inc.	Construction
Okanagan College	Education
Onex Corp.	Finance and Insurance
Ontario Hospital Association	Not for Profit
Ontario Medical Association	Not for Profit
Ontario Real Estate Association	Not for Profit
Open Text Corp	High Technology
ORIX Geoscience	Professional Services
Orla Mining Ltd	Mining
Osisko Gold Royalties Ltd.	Mining
Osisko Mining	Mining
Pan American Silver Corp.	Mining
Paramount Resources Ltd.	Oil and Gas
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
Pembina Pipeline Corp.	Oil and Gas
Penske Truck Leasing	Transportation and Warehousing
Pet Valu Canada Inc	Retail
Pharmasave West	Retail

## 2024 Canadian Salary Survey Participant List

### Organization Name

Pixel Union Design Ltd  
 Platform Calgary  
 Pomerleau Inc.  
 Power Corp. of Canada  
 Power Financial Corp.  
 PrairieSky Royalty Ltd.  
 Precise Drilling Components Ltd.  
 Precision ADM  
 Precision Drilling Corporation  
 Premium Brands Holdings Corporation  
 Primary Engineering and Construction Corporation  
 Primoris Canada  
 Procom  
 Professional Home Builders Institute  
 Providence Health Care Society  
 Provincial Health Services Authority  
 PTW Energy Services  
 QM Environmental  
 Qualico  
 Quartech Systems Ltd  
 Quebecor Inc.  
 RBC  
 Read Jones Christoffersen Ltd.  
 Realstar Management  
 Recipe Unlimited Corporation  
 Recochem Inc.  
 Red Deer County  
 RedCliff  
 Restaurant Brands International Inc.  
 Richardson International Limited  
 Riocan Real Estate Investment Trust  
 Rise Air  
 Ritchie Bros. Auctioneers Inc.  
 RMA Insurance  
 Rocky View County  
 Rogers Communications Inc.  
 ROGII Canada  
 ROSEN Canada Ltd.  
 Roswell Downhole Technologies  
 Royal BC Museum  
 Royal Roads University  
 Rural Municipalities of Alberta  
 Russel Metals Inc

### Industry

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

## 2024 Canadian Salary Survey Participant List

### Organization Name

Ryder System, Inc  
 S.i. Systems  
 SAIT  
 Sandstorm Gold Royalties  
 Saputo Inc.  
 Saskatchewan Association of Rehabilitation Centres  
 Saskatchewan Government Insurance  
 Saskatchewan Public Safety Agency  
 SaskTel  
 Schwab International Equity  
 Scotiabank  
 Scott Builders Inc.  
 SE Health  
 Seabridge Gold  
 Secure Energy Services Inc  
 Selkirk College  
 Shannex Incorporated  
 Sherweb Inc.  
 Shopify Inc.  
 Sigma Lithium Corp.  
 Signify Canada Ltd.  
 Sika Canada  
 Silvercrest Metals Inc.  
 Simon Fraser University  
 Six Degrees Medical  
 Skilled Trades BC  
 SmartCentres Real Estate Investment Trust  
 SMS Equipment Inc.  
 Société des Alcools du Québec  
 Sofina Foods Inc.  
 Softchoice Corporation  
 Soletanche Bachy Canada  
 Solut Ltd.  
 Spin Master Corp.  
 Sprott Inc.  
 SSR Mining Inc.  
 Stantec Inc.  
 Staples Canada ULC  
 Starbucks Coffee Canada Inc  
 Steinbach Credit Union  
 Stelco Holdings Inc.  
 Stella-Jones Inc.  
 Stk'emlupsemc te Secwepemc Nation

### Industry

Transportation and Warehousing  
 Business Services  
 Education  
 Mining  
 Non Durable Consumer Goods  
 Not for Profit  
 Finance and Insurance  
 Public Administration  
 Media and Telecommunications  
 Finance and Insurance  
 Finance and Insurance  
 Construction  
 Healthcare  
 Mining  
 Business Services  
 Education  
 Healthcare  
 High Technology  
 High Technology  
 Mining  
 Industrial Goods  
 Chemical  
 Mining  
 Education  
 Professional Services  
 Public Administration  
 Real Estate  
 Industrial Goods  
 Retail  
 Non Durable Consumer Goods  
 High Technology  
 Construction  
 Professional Services  
 Durable Consumer Goods  
 Finance and Insurance  
 Mining  
 Professional Services  
 Retail  
 Retail  
 Finance and Insurance  
 Primary Metals  
 Industrial Goods  
 Public Administration

## 2024 Canadian Salary Survey Participant List

### Organization Name

Stollery Children's Hospital Foundation  
 Strathcona County  
 Strathcona Resources Ltd.  
 Strathmore  
 Sturgeon County  
 Summit Air  
 Sun Life Financial Inc.  
 Suncor  
 Sunwest Aviation  
 Sunwing  
 Superior Plus Corp  
 Surerus Murphy Joint Venture  
 SysGen Solutions Group  
 Taber  
 Taghleef Industries Canada Inc.  
 Tahltan Nation Development Corporation  
 Tamarack Valley Energy Ltd.  
 Tarion  
 TC Energy  
 TD Bank  
 Teck Resources  
 TELUS Corporation  
 Tenaquip Limited  
 TFI International Inc  
 The Brenda Strafford Foundation Ltd.  
 The Calgary Airport Authority  
 The Descartes Systems Group Inc  
 The Good Samaritan Society  
 The Home Depot Canada  
 The Jarislowsky Foundation  
 The Joyce Family Foundation  
 The Lawson Foundation  
 The Miller Group  
 The North West Company Inc.  
 Thermal Systems KWC Ltd.  
 Thompson Rivers University  
 Thomson Reuters Corp.  
 TJXCanada  
 TMX Group Limited  
 Tokio Marine Canada Ltd.  
 Topaz Energy Corp.  
 Toromont Industries Ltd  
 Toronto and Region Conservation Authority

### Industry

Not for Profit  
 Public Administration  
 Oil and Gas  
 Public Administration  
 Public Administration  
 Transportation and Warehousing  
 Finance and Insurance  
 Oil and Gas  
 Transportation and Warehousing  
 Transportation and Warehousing  
 Oil and Gas  
 Construction  
 Professional Services  
 Public Administration  
 Industrial Goods  
 Business Services  
 Oil and Gas  
 Public Administration  
 Oil and Gas  
 Finance and Insurance  
 Mining  
 Media and Telecommunications  
 Industrial Goods  
 Transportation and Warehousing  
 Healthcare  
 Transportation and Warehousing  
 High Technology  
 Healthcare  
 Retail  
 Not for Profit  
 Not for Profit  
 Not for Profit  
 Construction  
 Retail  
 Construction  
 Education  
 Media and Telecommunications  
 Retail  
 Finance and Insurance  
 Finance and Insurance  
 Oil and Gas  
 Industrial Goods  
 Not for Profit

## 2024 Canadian Salary Survey Participant List

### Organization Name

Toronto Centre  
 Toronto Global  
 Toronto Zoo  
 Tourism Calgary  
 Tourmaline Oil Corp.  
 Town of Cochrane  
 Town of High River  
 Town of Okotoks  
 Trans Mountain Corporation  
 TransAlta Corporation  
 Transcontinental Inc.  
 Transportation Investment Corporation  
 Travel Alberta  
 Treasury Board of Canada Secretariat  
 Trican Well Service Ltd.  
 Triple Flag Precious Metals Corp.  
 Trisura Group Ltd.  
 United Way of the Alberta Capital Region  
 Unity Credit Union  
 University Hospital Foundation  
 University of British Columbia  
 University of Northern British Columbia  
 University of the Fraser Valley  
 University of Victoria  
 UPI Projects Canada Ltd.  
 Useful Corporation  
 Vancouver Coastal Health Authority  
 Vancouver Community College  
 Vancouver Harbour Flight Centre LP  
 Vancouver Island Health Authority  
 Vancouver Island University  
 Ventana Construction Corporation  
 Veolia North America  
 Veren Inc.  
 Verge Ag  
 Vermilion Energy  
 Vesperis  
 Viterra Canada Inc.  
 Volant Products Inc.  
 Volker Stevin Canada  
 Wales McLelland Construction  
 Walker Industries Holdings Limited  
 Walmart Canada Corp

### Industry

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

## 2024 Canadian Salary Survey Participant List

### Organization Name

Wesdome Gold Mines Ltd.  
West Fraser Timber Co. Ltd.  
Western Financial Group  
Westland Insurance Group  
Westpower  
Weyburn Credit Union  
Wheatland County  
Wheaton Precious Metals Corp.  
Whitecap Resources Inc.  
Winpak Ltd.  
Women In Need Society  
Woodtone  
Workers' Compensation Board - Alberta  
Workplace Safety & Insurance Board  
WorksafeBC  
Worley  
Wright Construction Western Inc.  
WSP Global  
Xenon Pharmaceuticals Inc.  
YMCA Calgary

### Industry

Mining  
Forestry  
Finance and Insurance  
Finance and Insurance  
Industrial Goods  
Finance and Insurance  
Public Administration  
Mining  
Oil and Gas  
Industrial Goods  
Not for Profit  
Industrial Goods  
Finance and Insurance  
Public Administration  
Finance and Insurance  
Professional Services  
Construction  
Professional Services  
Life Sciences  
Not for Profit