

## 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	Industry
Beacon Environmental	Professional Services
Beedie	Real Estate
Best Way Stone Ltd.	Industrial Goods
Bethany Care Society	Healthcare
BGC Engineering Inc.	Professional Services
BGY	Finance and Insurance
Birchcliff Energy Ltd.	Oil and Gas
Bird Construction Inc.	Construction
Bitfarms Ltd.	High Technology
Black & McDonald	Construction
BlackBerry Ltd.	High Technology
BMO	Finance and Insurance
Boardwalk Real Estate Investment Trust	Real Estate
Bombardier Inc.	High Technology
Bombardier Recreational Products	Durable Consumer Goods
Boralex Inc.	Utilities
Bot Construction Group	Construction
Bow Valley College	Education
Boyd Group	Retail
Bridgewater Bank	Finance and Insurance
British Columbia Institute of Technology	Education
British Columbia Public Service Agency	Public Administration
Bromwich & Smith Inc.	Finance and Insurance
Brookfield Asset Management Inc.	Finance and Insurance
Brookfield Corporation	Finance and Insurance
Brookfield Properties Development LP	Construction
Bulkley Valley Credit Union	Finance and Insurance
Business Council of Alberta	Not for Profit
CAA Atlantic	Finance and Insurance
CAA Club Group	Finance and Insurance
Cabot Cape Breton	Arts Entertainment Recreation and Hospitality
CAE Inc	High Technology
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 Foundation	Not for Profit
Calgary Municipal Land Corporation	Construction
Calgary Zoo	Not for Profit
Cambria Design Build Ltd.	Construction
Cameco Corporation	Mining
Camosun College	Education
Canada Diagnostic Centres	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	Industry
City of Red Deer	Public Administration
City of Spruce Grove	Public Administration
City of Yellowknife	Public Administration
Civeo Canada Employees LP	Arts Entertainment Recreation and Hospitality
Clark Builders	Construction
ClearStream Energy Services	Oil and Gas
CMLS Financial	Finance and Insurance
Coast Mountain College	Education
Coast Mountain Hydro	Utilities
Coastal Community Credit Union	Finance and Insurance
Coastal Community Insurance Services	Finance and Insurance
Colas Canada Inc.	Construction
College of Licensed Practical Nurses of Alberta	Not for Profit
College of New Caledonia	Education
College of the Rockies	Education
Colliers International Group Inc.	Finance and Insurance
Colliers Project Leaders	Professional Services
Columbia Basin Trust	Public Administration
Community Living BC	Public Administration
Computronix (Canada), Ltd.	High Technology
Conestoga Meats	Non Durable Consumer Goods
Conexus Credit Union	Finance and Insurance
Confidence Management Ltd.	Construction
Connect Atlantic Utility Services	Construction
connectFirst Credit Union Ltd.	Finance and Insurance
Constellation Software Inc.	High Technology
Convergint Technologies	Business Services
Cooper Lighting Solutions	Industrial Goods
Corus Entertainment	Media and Telecommunications
County of St. Paul No. 19	Public Administration
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
Cronos Group Inc.	Cannabis
CT Real Estate Investment Trust	Real Estate
Cybera	Not for Profit
Cypress County	Public Administration
Dakwakada Capital Investments LP	Business Services
Data Gathering Service Inc.	Finance and Insurance
Dease Lake Airport	Transportation and Warehousing
Demix Agrégats	Mining

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Demix Béton	Industrial Goods
Demix Construction	Construction
Dentalcorp	Healthcare
Destination British Columbia	Arts Entertainment Recreation and Hospitality
DHL Supply Chain	Transportation and Warehousing
DIALOG	Professional Services
Di-Corp	Industrial Goods
Dillon Consulting	Professional Services
Dollarama Inc.	Retail
Douglas College	Education
DRA Global	Professional Services
Dream Industrial REIT	Real Estate
Drumheller	Public Administration
Ducks Unlimited Canada	Not for Profit
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
E-L Financial Corporation Ltd.	Finance and Insurance
Eldorado Gold	Mining
Element Fleet Management Corp.	Business Services
EMC, a Day & Zimmermann Company	Construction
EMERA INCORPORATED	Utilities
Emily Carr University of Art + Design	Education
Eminence Organics Skin Care	Non Durable Consumer Goods
Empire Communities	Construction
Empire Company Limited	Retail
Enbridge	Oil and Gas
Enerflex Ltd.	Oil and Gas
Enerflex Ltd. - Engineered Systems	Industrial Goods
Enerflex Water Solutions	Construction
Energy Safety Canada	Not for Profit
EQB Inc. (Equitable Bank)	Finance and Insurance
Equinox Gold	Mining
Ero Copper Corp.	Mining
Estee Lauder Company	Non Durable Consumer Goods
ESW IT Business Advisors	Professional Services
Explore Edmonton	Arts Entertainment Recreation and Hospitality
Fairfax Financial Holdings Limited	Finance and Insurance

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Fairfax India Holdings Corporation	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
FGF Brands	Non Durable Consumer Goods
Filo Corp.	Mining
Finning International Inc.	Industrial Goods
First Canadian Insurance Corporation	Finance and Insurance
First Capital REIT	Real Estate
First National Financial	Finance and Insurance
First Nations Health Authority	Healthcare
First Peoples' Cultural Council	Public Administration
First Quantum Minerals Ltd.	Mining
Firstservice Corporation	Real Estate
Flatiron Construction	Construction
Fluor Canada Ltd.	Professional Services
Forest Protection Limited	Business Services
Forestry Innovation Investment	Public Administration
Fort Edmonton Management Company	Arts Entertainment Recreation and Hospitality
Fortis Inc	Utilities
Fortuna Silver Mines Inc.	Mining
Fountain Tire	Retail
Franco-Nevada Corp.	Mining
Fraser Health Authority	Healthcare
FT Synthetics Inc.	Industrial Goods
FWS Industrial Projects Canada Ltd.	Construction
FWS Western Ltd.	Construction
Ganotec Inc	Construction
Garmin Canada Inc.	High Technology
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
GeoVerra	Professional Services
GFL Environmental Inc	Business Services
Gibson Energy	Oil and Gas
Gildan Activewear Inc.	Durable Consumer Goods
Global Mentoring Solutions Inc.	Business Services
Global Power Technologies Inc.	Industrial Goods
Global Relay Communications Inc.	High Technology

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
GM Financial	Finance and Insurance
GoEasy	Finance and Insurance
Gordon Food Service	Transportation and Warehousing
Government of Alberta	Public Administration
Graham Management Services LP	Construction
Granite Real Estate Investment Trust	Real Estate
Great Western Brewing Company	Non Durable Consumer Goods
Great-West Lifeco Inc.	Finance and Insurance
Green Infrastructure Partners Inc.	Construction
Groupe Sélection	Real Estate
Gulf & Fraser Fishermen's Credit Union	Finance and Insurance
H2O Power Holdings LP	Utilities
H2Safety Services Inc.	Professional Services
Habitat for Humanity Greater Toronto Area	Not for Profit
Halifax Partnership	Public Administration
Harbour Door Services	Industrial Goods
HDR Corporation	Professional Services
Heart and Stroke Foundation	Not for Profit
HF Sinclair Corporation	Oil and Gas
HIROC	Finance and Insurance
Hitachi Capital Canada	Finance and Insurance
Hitachi ID Systems Inc.	High Technology
Hockey Canada	Not for Profit
Holt Renfrew	Retail
Home Hardware Stores Limited	Retail
Homes by Avi	Construction
Houle Electric Limited	Construction
Hudbay Minerals Inc.	Mining
Hydro One	Utilities
iA Financial Corporation Inc.	Finance and Insurance
Iamgold Corporation	Mining
IBI Group	Professional Services
IGM Financial Inc.	Finance and Insurance
IMAX Corporation	Arts Entertainment Recreation and Hospitality
Imperial Oil Limited	Oil and Gas
InBC Investment Corp	Finance and Insurance
Infrastructure BC	Public Administration
Innovate BC	Public Administration
Insurance Corporation of BC	Finance and Insurance
Insurance Council of BC	Finance and Insurance
Intact Financial Corporation	Finance and Insurance
Inter Pipeline Ltd.	Oil and Gas
Interior Health Authority	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
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
Navistar Canada	Industrial Goods

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
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
Pixel Union Design Ltd	Professional Services

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Platform Calgary	Not for Profit
Pomerleau Inc.	Construction
Power Corp. of Canada	Finance and Insurance
Power Financial Corp.	Finance and Insurance
PrairieSky Royalty Ltd.	Oil and Gas
Precise Drilling Components Ltd.	Industrial Goods
Precision ADM	Industrial Goods
Precision Drilling Corporation	Oil and Gas
Premium Brands Holdings Corporation	Non Durable Consumer Goods
Primary Engineering and Construction Corporation	Construction
Primoris Canada	Construction
Procom	Business Services
Professional Home Builders Institute	Education
Providence Health Care Society	Healthcare
Provincial Health Services Authority	Healthcare
PTW Energy Services	Construction
QM Environmental	Construction
Qualico	Construction
Quartech Systems Ltd	Professional Services
Quebecor Inc.	Media and Telecommunications
R3D	Industrial Goods
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
ROGII Canada	High Technology
ROSEN Canada Ltd.	Oil and Gas
Roswell Downhole Technologies	Industrial Goods
Royal BC Museum	Arts Entertainment Recreation and Hospitality
Royal Roads University	Education
Rural Municipalities of Alberta	Not for Profit
Russel Metals Inc	Industrial Goods

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Ryder System, Inc	Transportation and Warehousing
S.i. Systems	Business Services
SAIT	Education
Sandstorm Gold Royalties	Mining
Saputo Inc.	Non Durable Consumer Goods
Saskatchewan Association of Rehabilitation Centres	Not for Profit
Saskatchewan Government Insurance	Finance and Insurance
Saskatchewan Public Safety Agency	Public Administration
SaskTel	Media and Telecommunications
Schwab International Equity	Finance and Insurance
Scotiabank	Finance and Insurance
Scott Builders Inc.	Construction
SE Health	Healthcare
Seabridge Gold	Mining
Secure Energy Services Inc	Business Services
Selkirk College	Education
Shannex Incorporated	Healthcare
Sherweb Inc.	High Technology
Shopify Inc.	High Technology
Sigma Lithium Corp.	Mining
Signify Canada Ltd.	Industrial Goods
Sika Canada	Chemical
Silvercrest Metals Inc.	Mining
Simon Fraser University	Education
Six Degrees Medical	Professional Services
Skilled Trades BC	Public Administration
SmartCentres Real Estate Investment Trust	Real Estate
SMS Equipment Inc.	Industrial Goods
Société des Alcools du Québec	Retail
Sofina Foods Inc.	Non Durable Consumer Goods
Softchoice Corporation	High Technology
Soletanche Bachy Canada	Construction
Solut Ltd.	Professional Services
Spin Master Corp.	Durable Consumer Goods
Sprott Inc.	Finance and Insurance
SSR Mining Inc.	Mining
Stantec Inc.	Professional Services
Staples Canada ULC	Retail
Starbucks Coffee Canada Inc	Retail
Steinbach Credit Union	Finance and Insurance
Stelco Holdings Inc.	Primary Metals
Stella-Jones Inc.	Industrial Goods
Stk'emlupsemc te Secwepemc Nation	Public Administration

## 2024 Canadian Salary Survey Participant List

Organization Name	Industry
Stollery Children's Hospital Foundation	Not for Profit
Strathcona County	Public Administration
Strathcona Resources Ltd.	Oil and Gas
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
Superior Plus Corp	Oil and Gas
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
Tamarack Valley Energy Ltd.	Oil and Gas
Tarion	Public Administration
TC Energy	Oil and Gas
TD Bank	Finance and Insurance
Teck Resources	Mining
TELUS Corporation	Media and Telecommunications
Tenaquip Limited	Industrial Goods
TFI International Inc	Transportation and Warehousing
The Brenda Strafford Foundation Ltd.	Healthcare
The Calgary Airport Authority	Transportation and Warehousing
The Descartes Systems Group Inc	High Technology
The Good Samaritan Society	Healthcare
The Home Depot Canada	Retail
The Jarislowsky Foundation	Not for Profit
The Joyce Family Foundation	Not for Profit
The Lawson Foundation	Not for Profit
The Miller Group	Construction
The North West Company Inc.	Retail
Thermal Systems KWC Ltd.	Construction
Thompson Rivers University	Education
Thomson Reuters Corp.	Media and Telecommunications
TJXCanada	Retail
TMX Group Limited	Finance and Insurance
Tokio Marine Canada Ltd.	Finance and Insurance
Topaz Energy Corp.	Oil and Gas
Toromont Industries Ltd	Industrial Goods
Toronto and Region Conservation Authority	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