

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
A.T.L.A.S. Aeronautik Inc.	High Technology
Access Communications Co-operative	Media and Telecommunications
Accessible Community Counselling And Employment Services (ACCES)*	Public Administration
ACCIONA Infrastructure Canada Inc.	Construction
Acclaim Health And Community Care Services*	Healthcare
Acden Environment Limited Partnership	Transportation and Warehousing
Acden Fleet Limited Partnership	Transportation and Warehousing
Acden Holdings Limited Partnership	Business Services
Achev*	Public Administration
ADGA Group Consultants Inc.	Professional Services
Admiral Insurance Canada	Finance and Insurance
Advantage Energy Ltd.*	Oil and Gas
Aeromotion Canada	High Technology
Aéroport Régional André-Fortin de Victoriaville CSR3	Transportation and Warehousing
Aerosystems International Inc.	High Technology
Africa Oil Corp*	Oil and Gas
Agnico Eagle Mines Limited	Mining
AgriCorp*	Public Administration
AIC Global Holdings Inc.	Finance and Insurance
AIM Roads Inc.	Construction
Air Canada*	Transportation and Warehousing
Air Inuit	Transportation and Warehousing
Airbus Atlantic Canada	High Technology
Aircom Avionics Technologies	High Technology
AJW Technique	High Technology
Alamos Gold Inc.*	Mining
Alberici Constructors, Ltd.	Construction
Alberta Blue Cross	Finance and Insurance
Alberta Children's Hospital Foundation	Not for Profit
Alberta Gaming, Liquor and Cannabis	Public Administration
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 Post-Secondary Application System	Education
Alberta University of the Arts	Education
Alcohol and Gaming Commission of Ontario*	Public Administration
Algoma Steel Inc.*	Primary Metals
Algoma University*	Education
Algonquin And Lakeshore Catholic District School Board*	Education

## 2025 Canadian Salary Survey Participant List

### Organization Name

Algonquin College Of Applied Arts and Technology\*  
 Algonquin Power Utilities Corp.\*  
 Alimentation Couche-Tard Inc.\*  
 All Weather Windows  
 Allied Properties Real Estate Investment Trust\*  
 Allnorth Consultants Limited  
 AltaGas Ltd.\*  
 Altitude Aerospace  
 Aluminerie Alouette Inc.  
 AMA-Insurance  
 Amalgamated Dairies Limited  
 AMA-Travel  
 Andlauer Healthcare Group Inc.\*  
 Angus Consulting Management Limited  
 Anishinaabe Abinoojii Family Services\*  
 ARA Robotique  
 ARC Resources Ltd.\*  
 Arcadis Canada  
 Argus Innovates  
 Aris Mining Corporation\*  
 Aritzia\*  
 Arnprior Regional Health\*  
 Art Gallery Of Ontario\*  
 Aspen Custom Trailers  
 Assiniboine Credit Union  
 Association Of Ontario Midwives\*  
 ATCO Group  
 AtkinsRéalis Group Inc.\*  
 Atlantic Lottery Corporation  
 ATS Automation\*  
 Atura\*  
 Aurinia Pharmaceuticals Inc.\*  
 Autism Ontario\*  
 Avianor Inc  
 Avion-Tech Inc  
 Avjet Holding Inc  
 Avmax Group  
 B2GOLD CORP.\*  
 Backwoods Energy Services  
 Badger Infrastructure Solutions Ltd.  
 Ballard Power\*

### Industry

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

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Bantrel Co.	Professional Services
BARRICK GOLD CORPORATION*	Mining
Barton Malow Canada Ltd.	Construction
Bausch + Lomb*	Life Sciences
Bausch Health Companies Inc.*	Life Sciences
BauVal inc.	Construction
Baycrest Corporate Centre For Geriatric Care*	Healthcare
Baytex Energy*	Oil and Gas
BC Assessment*	Public Administration
BC Dairy	Not for Profit
BC Energy Regulator*	Public Administration
BC Family Maintenance Agency*	Public Administration
BC Financial Services Authority*	Finance and Insurance
BC Games Society*	Arts Entertainment Recreation and Hospitality
BC Housing Management Commission*	Public Administration
BC Hydro*	Utilities
BC Infrastructure Benefits*	Public Administration
BC Lottery Corporation*	Arts Entertainment Recreation and Hospitality
BC Pavilion Corporation*	Public Administration
BC Railway Company*	Transportation and Warehousing
BC Securities Commission*	Public Administration
BC Transit*	Transportation and Warehousing
BC Utilities Commission*	Public Administration
BCE Inc.*	Media and Telecommunications
BCNET	High Technology
BCREA	Not for Profit
Beacon Environmental	Professional Services
Beedie	Real Estate
Bell Textron Canada Limité	High Technology
Bethany Care Society	Healthcare
BGC Engineering Inc.	Professional Services
Birchcliff Energy Ltd.*	Oil and Gas
Bird Construction Inc.	Construction
Bitfarms Ltd.*	High Technology
Black & McDonald	Construction
BlackBerry Ltd.*	High Technology
Blanche River Health*	Healthcare
Bluewater District School Board*	Education
Bluewater Health*	Healthcare
BM Group	Construction
BMO*	Finance and Insurance

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
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
Brightshores Health System*	Healthcare
British Columbia Institute of Technology*	Education
British Columbia Public Service Agency*	Public Administration
Brock University*	Education
Brookfield Asset Management Inc.*	Finance and Insurance
Brookfield Corporation*	Finance and Insurance
Brookfield Properties Development LP	Construction
Brookfield Residential Properties Inc.	Construction
Bulkley Valley Credit Union	Finance and Insurance
Buttcon Limited	Construction
CAA Atlantic	Finance and Insurance
CAA Club Group	Finance and Insurance
CAE Inc	High Technology
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
Cambria Design Build Ltd.	Construction
Cambrian College Of Applied Arts and Technology*	Education
Cameco Corporation*	Mining
Camosun College*	Education
Campton Constructors Ltd.	Construction
Canada Diagnostic Centres	Healthcare
Canada Goose*	Durable Consumer Goods
Canada Lands Company Limited	Real Estate
Canada West Garage Doors	Industrial Goods
Canadian Apartment Properties REIT*	Real Estate
Canadian Hearing Services/Services canadiens de L'ouïe*	Public Administration
Canadian Imperial Bank of Commerce*	Finance and Insurance
Canadian Mental Health Association - Algoma*	Healthcare
Canadian Mental Health Association - Durham*	Healthcare
Canadian Mental Health Association - Fort Frances Branch*	Healthcare

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Canadian Mental Health Association - Grey Bruce*	Healthcare
Canadian Mental Health Association - Haliburton Kawartha Pine Ridge Branch	Healthcare
Canadian Mental Health Association - Halton Branch*	Healthcare
Canadian Mental Health Association - Kenora Branch*	Healthcare
Canadian Mental Health Association - Lambton Kent Branch*	Healthcare
Canadian Mental Health Association - North Bay and District*	Healthcare
Canadian Mental Health Association - Ontario Division*	Healthcare
Canadian Mental Health Association - Ottawa-Carleton Branch*	Healthcare
Canadian Mental Health Association - Peel Branch*	Healthcare
Canadian Mental Health Association - Simcoe County Branch*	Healthcare
Canadian Mental Health Association - Thames Valley Addiction & Mental Health	Healthcare
Canadian Mental Health Association - Toronto Branch*	Healthcare
Canadian Mental Health Association - Waterloo Wellington Branch*	Healthcare
Canadian Mental Health Association - Windsor-Essex County Branch*	Healthcare
Canadian Mental Health Association - York Region Branch*	Healthcare
Canadian National Railway Co.*	Transportation and Warehousing
Canadian Natural Resources*	Oil and Gas
Canadian Pacific Kansas City Limited*	Transportation and Warehousing
Canadian Red Cross Society*	Not for Profit
Canadian Tire Corp*	Retail
Canadian Utilities Ltd.*	Utilities
Canadian Western Bank*	Finance and Insurance
Canadore College Of Applied Arts and Technology*	Education
Canopy Growth Corp.*	Cannabis
Canuck Place Children's Hospice	Healthcare
Capilano University*	Education
Capital Power*	Utilities
Capitalize for Kids	Not for Profit
Capstone Copper*	Mining
Carbon Engineering Ltd.	Chemical
Cardinal Energy Ltd.*	Oil and Gas
Carefor Health And Community Services*	Healthcare
Cargojet Inc.*	Transportation and Warehousing
Carleton University*	Education
Castle Rock Enterprises	Construction
Catholic Children's Aid Society*	Public Administration
CCL Industries Inc.*	Industrial Goods
CDN Controls ULC.	Oil and Gas
Celestica Inc*	High Technology
Cenovus*	Oil and Gas
Centennial College Of Applied Arts and Technology*	Education

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Centre For Addiction And Mental Health*	Healthcare
CGI*	Professional Services
Challenger Geomatics Ltd.	Professional Services
Chandos Construction	Construction
Chartwell Retirement Residences*	Healthcare
Chatham-Kent Health Alliance*	Healthcare
Child and Family Services of Grand Erie*	Public Administration
Children's Aid Society Of London And Middlesex*	Public Administration
Children's Aid Society Of Ottawa/La Societe De L'Aide A L'Enfance D' Ottawa	Public Administration
Children's Aid Society Of Oxford County*	Public Administration
Children's Aid Society Of The Niagara Region*	Public Administration
Children's Aid Society Of The Region Of Peel*	Public Administration
Children's Aid Society Of Toronto*	Public Administration
Children's Treatment Network Of Simcoe York*	Public Administration
Choice Properties Real Estate Investment Trust*	Real Estate
CIFAR	Not for Profit
City of Barrie*	Public Administration
City of Belleville*	Public Administration
City of Brampton*	Public Administration
City of Brantford*	Public Administration
City of Burlington*	Public Administration
City of Calgary	Public Administration
City of Cambridge*	Public Administration
City of Clarence-Rockland*	Public Administration
City of Cornwall*	Public Administration
City of Dryden*	Public Administration
City of Edmonton	Public Administration
City of Greater Sudbury*	Public Administration
City of Guelph*	Public Administration
City of Hamilton*	Public Administration
City of Kawartha Lakes*	Public Administration
City of Kenora*	Public Administration
City of Kingston*	Public Administration
City of Kitchener*	Public Administration
City of London*	Public Administration
City of Markham*	Public Administration
City of Mississauga*	Public Administration
City of Niagara Falls*	Public Administration
City of Orillia*	Public Administration
City of Oshawa*	Public Administration
City of Ottawa*	Public Administration

## 2025 Canadian Salary Survey Participant List

### Organization Name

City of Owen Sound\*  
 City of Pembroke\*  
 City of Peterborough\*  
 City of Pickering\*  
 City of Port Colborne\*  
 City of Quinte West\*  
 City of Richmond Hill\*  
 City of Sarnia\*  
 City of Sault Ste. Marie\*  
 City of St Catharines\*  
 City of St. Thomas\*  
 City of Stratford\*  
 City of Thorold\*  
 City of Timmins\*  
 City of Toronto - Board of Governors of Exhibition Place\*  
 City of Toronto - Public Library Board\*  
 City of Toronto - Toronto Community Housing Corp.\*  
 City of Toronto - Toronto Seniors Housing Corporation\*  
 City of Toronto - Toronto Transit Commission\*  
 City of Toronto\*  
 City of Vaughan\*  
 City of Waterloo\*  
 City of Welland\*  
 City of Windsor\*  
 City of Woodstock\*  
 City of Yellowknife  
 Civeo Canada Employees LP  
 Clark Builders  
 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.\*  
 Columbia Basin Trust\*  
 Communitech Corporation\*  
 Community Living BC\*  
 Community Living Toronto\*

### Industry

Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Arts Entertainment Recreation and Hospitality  
 Public Administration  
 Public Administration  
 Public Administration  
 Transportation and Warehousing  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Public Administration  
 Arts Entertainment Recreation and Hospitality  
 Construction  
 Education  
 Utilities  
 Finance and Insurance  
 Finance and Insurance  
 Construction  
 Not for Profit  
 Education  
 Education  
 Real Estate  
 Public Administration  
 Professional Services  
 Public Administration  
 Public Administration

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Computronix (Canada), Ltd.	High Technology
Conestoga College Institute Of Technology and Advanced Learning*	Education
Conexus Credit Union	Finance and Insurance
Confederation College Of Applied Arts and Technology*	Education
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
Costi Immigrant Services*	Public Administration
County Of Brant*	Public Administration
County Of Bruce*	Public Administration
County Of Dufferin*	Public Administration
County of Elgin*	Public Administration
County Of Essex*	Public Administration
County Of Frontenac*	Public Administration
County Of Grey*	Public Administration
County Of Hastings*	Public Administration
County Of Huron*	Public Administration
County of Lambton*	Public Administration
County Of Lennox And Addington*	Public Administration
County Of Middlesex*	Public Administration
County Of Northumberland*	Public Administration
County Of Oxford*	Public Administration
County Of Perth*	Public Administration
County Of Peterborough*	Public Administration
County Of Prince Edward*	Public Administration
County Of Renfrew*	Public Administration
County of Simcoe*	Public Administration
County of St. Paul No. 19	Public Administration
County Of Wellington*	Public Administration
COWI North America Ltd.	Professional Services
Credit Valley Conservation Authority*	Public Administration
CRH Canada Group Inc.	Industrial Goods
Cronos Group Inc.*	Cannabis
CT Real Estate Investment Trust*	Real Estate
Cybera	Not for Profit
Dakwakada Capital Investments LP	Business Services
Data Gathering Service Inc.	Finance and Insurance
Dease Lake Airport	Transportation and Warehousing

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Definity Financial*	Finance and Insurance
Demix Agrégats	Mining
Demix Construction	Construction
Dentalcorp*	Healthcare
Destination British Columbia*	Arts Entertainment Recreation and Hospitality
DIALOG	Professional Services
Di-Corp	Industrial Goods
Dillon Consulting	Professional Services
District Municipality of Muskoka*	Public Administration
District School Board Of Niagara*	Education
District School Board Ontario North East*	Education
Dollarama Inc.*	Retail
Douglas College*	Education
Dream Industrial REIT*	Real Estate
Dryden Regional Health Centre*	Healthcare
Ducks Unlimited Canada	Not for Profit
Dufferin Aggregates	Mining
Dufferin Concrete	Industrial Goods
Dufferin Construction	Construction
Durham Catholic District School Board*	Education
Durham College Of Applied Arts and Technology*	Education
Durham District School Board*	Education
East Penn Canada	Non Durable Consumer Goods
Eastern Ontario Health Unit*	Healthcare
Ecojustice	Not for Profit
Edmonton Community Foundation	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
Empire Company Limited*	Retail
Empire Homes LP	Construction
Enbridge*	Oil and Gas
Enerflex Ltd.	Oil and Gas
Enerflex Ltd. - Engineered Systems	Industrial Goods
Enerflex Water Solutions	Construction
EQB Inc. (Equitable Bank)*	Finance and Insurance
Equilibrium Consulting Inc.	Professional Services
Equinox Gold*	Mining

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Équipement d'essai aérospatial CEL Ltée	High Technology
Erie Shores Healthcare*	Healthcare
Erinoakkids Centre For Treatment And Development*	Healthcare
Ero Copper Corp.*	Mining
Estee Lauder Company	Non Durable Consumer Goods
Exact Air Inc	Transportation and Warehousing
Exo Drone	High Technology
Explore Edmonton	Arts Entertainment Recreation and Hospitality
Fairfax Financial Holdings Limited*	Finance and Insurance
Fairfax India Holdings Corporation*	Finance and Insurance
Fairview Ltd.	Industrial Goods
Family And Children's Services Of Frontenac Lennox And Addington*	Public Administration
Family and Children's Services Of St Thomas And Elgin*	Public Administration
Fanshawe College Of Applied Arts and Technology*	Education
Farm Credit Canada	Finance and Insurance
Federated Co-operatives Limited	Retail
Federation CJA	Not for Profit
FGF Brands	Non Durable Consumer Goods
Filo Corp.*	Mining
Financial Services Regulatory Authority of Ontario*	Public Administration
Finning International Inc.*	Industrial Goods
First Canadian Insurance Corporation	Finance and Insurance
First Capital REIT*	Real Estate
First Majestic Silver Corp.*	Mining
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 Driver Inc.	Construction
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
Fred Victor Centre*	Not for Profit
FT Synthetics Inc.	Industrial Goods

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
FWS Industrial Projects Canada Ltd.	Construction
FWS Western Ltd.	Construction
G2 Aviation	High Technology
Garmin Canada Inc.	High Technology
GATX Corporation	Transportation and Warehousing
General Dynamics Land Systems-Canada	Industrial Goods
Gensler Canada	Professional Services
George Brown College Of Applied Arts and Technology*	Education
George Weston Ltd.*	Retail
Georgian College Of Applied Arts and Technology*	Education
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
GM Financial	Finance and Insurance
goeasy Ltd.	Finance and Insurance
Gordon Food Service	Transportation and Warehousing
Governing Council Of The Salvation Army In Canada*	Public Administration
Government of Alberta	Public Administration
Graham Management Services LP	Construction
Grand Erie District School Board*	Education
Grand River Conservation Authority*	Public Administration
Granite Real Estate Investment Trust*	Real Estate
Greater Essex County District School Board*	Education
Great-West Lifeco Inc.*	Finance and Insurance
Green Infrastructure Partners Inc.	Construction
Groupe Meloche	High Technology
Groupe Sélection	Real Estate
GTA Region Investment Attraction (o/a Toronto Global)*	Public Administration
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
Haldimand County*	Public Administration
Halton Catholic District School Board*	Education
Halton Healthcare Services Corporation*	Healthcare
Halton Region Conservation Authority*	Public Administration
Hamilton Health Sciences*	Healthcare
Hamilton-Wentworth District School Board*	Education

## 2025 Canadian Salary Survey Participant List

### Organization Name

Harbour Door Services  
 Hastings And Prince Edward District School Board\*  
 HDR Corporation  
 Health Sciences North\*  
 Heart and Stroke Foundation  
 Hello Fresh Canada  
 Heroux-Devtek inc  
 HF Sinclair Corporation  
 HIROC  
 Hitachi ID Systems Inc.  
 Hockey Canada  
 Holt Renfrew  
 Home Hardware Stores Limited  
 Homes by Avi  
 Hôpital Montfort\*  
 Hôtel-Dieu Grace Healthcare\*  
 Houle Electric Limited  
 Hudbay Minerals Inc.\*  
 Humber College Institute Of Technology and Advanced Learning\*  
 Humber River Health\*  
 Huron Perth Healthcare Alliance\*  
 Huron University College\*  
 Hydro One\*  
 iA Financial Corporation Inc.\*  
 Iamgold Corporation\*  
 ICES (Institute For Clinical Evaluative Sciences)\*  
 iGaming Ontario\*  
 IGM Financial Inc.\*  
 IMAX Corporation\*  
 Imperial Oil Limited\*  
 InBC Investment Corp\*  
 Independent Electricity System Operator\*  
 Information And Privacy Commissioner\*  
 Infrastructure BC\*  
 Infrastructure Health And Safety Association\*  
 Innovate BC\*  
 Insurance Corporation of BC\*  
 Insurance Council of BC\*  
 Intact Financial Corporation\*  
 Intellectual Property Ontario\*  
 Interior Health Authority\*

### Industry

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

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
International Petroleum Corporation*	Oil and Gas
Invest Ontario*	Public Administration
Invest Ottawa*	Public Administration
Ironflow Technologies Inc.	High Technology
Ivanhoe Mines Ltd.*	Mining
Jacobs Canada Inc.	Professional Services
Jacquet Metals	Industrial Goods
Jewish Family and Child Service Of Greater Toronto*	Public Administration
Justice Institute of BC*	Education
K+S Potash Canada GP	Mining
K92 Mining*	Mining
Kal Tire	Retail
Karis Disability Services*	Public Administration
Kawartha Pine Ridge District School Board*	Education
Kelt Exploration*	Oil and Gas
Kenaidan Contracting Ltd.	Construction
Kenco Canada	Transportation and Warehousing
Kenora District Services Board*	Public Administration
Kerry's Place Autism Services*	Public Administration
KEYERA*	Oil and Gas
KEYMAY Industries Ltd.	Construction
Kids Help Phone*	Healthcare
Kiewit Canada	Construction
Killam Apartment Real Estate Investment Trust*	Real Estate
Kinark Child And Family Services*	Public Administration
Kinaxis Inc.*	High Technology
Kindred Credit Union	Finance and Insurance
Kinetic Construction Ltd.	Construction
King's University College*	Education
Kingston Health Sciences Centre*	Healthcare
Kinross Gold Corporation	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
Lafarge Canada Inc.	Industrial Goods
Laidlaw Foundation	Not for Profit
Lake Simcoe Region Conservation Authority*	Public Administration
Lakehead University*	Education
Lakeland Credit Union	Finance and Insurance

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Lakeridge Health*	Healthcare
Lambton College Of Applied Arts and Technology*	Education
Lambton Kent District School Board*	Education
Langara College*	Education
Lassonde Industries Inc.*	Non Durable Consumer Goods
Laurentian University Of Sudbury*	Education
Laurentis Energy Partners*	Utilities
Law Society of Alberta	Not for Profit
LAWPRO	Finance and Insurance
League Inc.	High Technology
Ledcor Construction Limited	Construction
Legal Aid BC*	Public Administration
Legal Aid Ontario*	Public Administration
Les Fabrications Kleton	Industrial Goods
Les Levés Aéroscan Inc	High Technology
Levio conseils inc.	Professional Services
Lightspeed Commerce Inc*	High Technology
Limestone District School Board*	Education
Linamar Corp.*	Industrial Goods
Liquor Control Board of Ontario*	Retail
LNG Canada Development Inc.	Oil and Gas
Loblaw Companies Limited*	Retail
Loft Community Services*	Public Administration
London Health Sciences Centre*	Healthcare
Lortie Aviation Inc	High Technology
Loyalist College Of Applied Arts and Technology*	Education
Loyalist Township*	Public Administration
LUCID Vision Labs, Inc.	High Technology
Lululemon Athletica Inc.*	Durable Consumer Goods
Lumenus Community Services*	Public Administration
Lumine Group*	High Technology
Lundin Gold Inc.*	Mining
Lundin Mining Corp.*	Mining
Luxia Innovation	High Technology
Lyle S. Hallman Foundation	Not for Profit
M1 Composites Technologie	High Technology
Mac Skylights	Industrial Goods
MacEwan University	Education
MAG Canada	Transportation and Warehousing
Magna International Inc.*	Industrial Goods
Manitoba Blue Cross	Finance and Insurance

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Manitoulin Health Centre*	Healthcare
Manulife Financial*	Finance and Insurance
Maple Leaf Foods Inc.*	Non Durable Consumer Goods
March Of Dimes Canada*	Not for Profit
MaRS Discovery District*	Professional Services
MasTec Canada Inc.	Construction
Mattamy Homes Limited	Construction
McElhanney	Professional Services
McMaster University*	Education
MDA*	High Technology
Mecachrome Canada Inc	High Technology
MEG Energy*	Oil and Gas
Methanex Corporation*	Chemical
Metis Nation Of Ontario Secretariat*	Public Administration
Metro Inc.*	Retail
Metro Supply Chain Group	Transportation and Warehousing
Metrolinx*	Transportation and Warehousing
Metropolitan Toronto Convention Centre Corporation*	Arts Entertainment Recreation and Hospitality
Michael Green Architecture	Professional Services
Michels Canada	Construction
Middlesex-London Health Unit*	Healthcare
Midwest Surveys Inc.	Professional Services
Mill Creek Sand & Gravel (1980) Ltd.	Mining
Millennium Insurance Corporation	Finance and Insurance
Mirabel Héli Support Inc	High Technology
MNP LLP	Professional Services
Mobile Climate Control	Industrial Goods
Mohawk College Of Applied Arts and Technology*	Education
Mohawks Of The Bay Of Quinte*	Public Administration
Mouvement Desjardins	Finance and Insurance
Multiplex Construction Canada Ltd.	Construction
Municipal Property Assessment Corporation	Public Administration
Municipality Of Brighton*	Public Administration
Municipality Of Chatham-Kent*	Public Administration
Municipality Of Clarington*	Public Administration
Municipality Of Kincardine*	Public Administration
Municipality Of Leamington*	Public Administration
Municipality Of Middlesex Centre*	Public Administration
Municipality Of Port Hope*	Public Administration
NAIT	Education
National Bank of Canada*	Finance and Insurance

## 2025 Canadian Salary Survey Participant List

### Organization Name

Neighbourhood Group Community Services\*  
 Nétur Inc  
 New Brunswick Financial and Consumer Services Commission  
 New Gold\*  
 New Home Warranty Insurance (Canada) Corporation  
 NexGen Energy Ltd.\*  
 Niagara Health System\*  
 Niagara Parks Commission\*  
 Niagara Transit Commission\*  
 Nicola Valley Institute of Technology\*  
 Nipissing University\*  
 Noetic Engineering (2008) Inc.  
 Nolinor Aviation  
 Norfolk County\*  
 NorLand Limited  
 North American Construction Group Ltd.  
 North Island College\*  
 Northerm Windows and Doors  
 Northern College Of Applied Arts and Technology\*  
 Northern Health Authority\*  
 Northern Lights College\*  
 Northern Ontario School of Medicine\*  
 Northland Power Inc.\*  
 Northview Residential REIT  
 Nova Scotia Community College  
 Nutrien Ltd.\*  
 NuVista Energy Ltd\*  
 O.N. Site Construction Inc.  
 Oak Valley Health\*  
 Oceana Gold\*  
 Office Of The Chief Electoral Officer of Ontario\*  
 Office Of The Premier of Ontario\*  
 Okanagan College\*  
 Ombudsman Ontario\*  
 Onex Corp.\*  
 Ontario Agency For Health Protection And Promotion\*  
 Ontario Arts Council\*  
 Ontario Cabinet Office\*  
 Ontario Cannabis Retail Corporation\*  
 Ontario Centre of Innovation\*  
 Ontario Clean Water Agency\*

### Industry

Public Administration  
 High Technology  
 Public Administration  
 Mining  
 Finance and Insurance  
 Mining  
 Healthcare  
 Arts Entertainment Recreation and Hospitality  
 Transportation and Warehousing  
 Education  
 Education  
 Professional Services  
 Transportation and Warehousing  
 Public Administration  
 Construction  
 Oil and Gas  
 Education  
 Industrial Goods  
 Education  
 Healthcare  
 Education  
 Education  
 Utilities  
 Real Estate  
 Education  
 Chemical  
 Oil and Gas  
 Construction  
 Healthcare  
 Mining  
 Public Administration  
 Public Administration  
 Education  
 Public Administration  
 Finance and Insurance  
 Healthcare  
 Public Administration  
 Public Administration  
 Retail  
 Public Administration  
 Utilities

## 2025 Canadian Salary Survey Participant List

Organization Name	Industry
Ontario Educational Communications Authority (TV Ontario)*	Media and Telecommunications
Ontario Energy Board*	Public Administration
Ontario Financing Authority*	Finance and Insurance
Ontario Health atHome*	Healthcare
Ontario Health*	Healthcare
Ontario Heritage Trust*	Public Administration
Ontario Hospital Association	Not for Profit
Ontario Infrastructure & Lands Corporation*	Public Administration
Ontario Institute For Cancer Research*	Life Sciences
Ontario Lottery & Gaming Corporation*	Arts Entertainment Recreation and Hospitality
Ontario Medical Association	Not for Profit
Ontario Ministry of Agriculture, Food & Agribusiness*	Public Administration
Ontario Ministry of Children, Community and Social Services*	Public Administration
Ontario Ministry of Colleges, Universities, Research Excellence and Security*	Public Administration
Ontario Ministry of Economic Development, Job Creation and Trade*	Public Administration
Ontario Ministry of Education*	Public Administration
Ontario Ministry of Finance*	Public Administration
Ontario Ministry of Labour, Immigration, Training and Skills Development*	Public Administration
Ontario Ministry of Long-Term Care*	Public Administration
Ontario Ministry of Municipal Affairs and Housing*	Public Administration
Ontario Ministry of Natural Resources*	Public Administration
Ontario Ministry of Northern Economic Development and Growth*	Public Administration
Ontario Ministry of Public and Business Service Delivery and Procurement*	Public Administration
Ontario Ministry of the Attorney General*	Public Administration
Ontario Ministry of the Environment, Conservation and Parks*	Public Administration
Ontario Ministry of Tourism, Culture and Gaming*	Public Administration
Ontario Northland Transportation Commission*	Transportation and Warehousing
Ontario One Call*	Business Services
Ontario Power Generation*	Utilities
Ontario Public Service Pension Board (Ontario Pension Board)*	Finance and Insurance
Ontario Real Estate Association	Not for Profit
Ontario Science Centre*	Arts Entertainment Recreation and Hospitality
Ontario Securities Commission*	Finance and Insurance
Ontario Shores Centre For Mental Health Sciences*	Healthcare
Ontario Tech University*	Education
Ontario Tourism Marketing Partnership Corporation*	Public Administration
Ontario Trillium Foundation*	Public Administration
Open Text Corp*	High Technology
ORIX Geoscience	Professional Services
Orla Mining Ltd*	Mining
ORNGE*	Transportation and Warehousing

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Organization Name	Industry
Osisko Gold Royalties Ltd.*	Mining
Osisko Mining*	Mining
Ottawa Community Housing Corporation*	Public Administration
Outiltech Rive-Nord	Industrial Goods
Pan American Silver Corp.*	Mining
Paramount Resources Ltd.*	Oil and Gas
Parkland Corporation*	Retail
Parkland County	Public Administration
Partners Community Health*	Healthcare
Pascan Aviation	Transportation and Warehousing
Pathways To Education Canada*	Not for Profit
Pathy Family Foundation	Not for Profit
PCL Construction Inc.	Construction
Peace Hills General Insurance Company	Finance and Insurance
Peaskie Minerals Inc.	Mining
Peel District School Board*	Education
Pembina Pipeline Corp.*	Oil and Gas
Penske Truck Leasing	Transportation and Warehousing
Perley and Rideau Veterans' Health Centre*	Healthcare
Pet Valu Canada Inc.*	Retail
Pharmasave West	Retail
Plan International Canada	Not for Profit
Pomerleau Inc.	Construction
Power Corp. of Canada*	Finance and Insurance
PrairieSky Royalty Ltd.*	Oil and Gas
Pratt & Whitney Canada	High Technology
Precedent Land Company LP	Real Estate
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 Care Centre*	Healthcare
Providence Health Care Society*	Healthcare
Provincial Health Services Authority*	Healthcare
PTW Energy Services	Construction
Qualico	Real Estate
Quebecor Inc.*	Media and Telecommunications

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Organization Name	Industry
Queen's University*	Education
Quinte Health*	Healthcare
Rainbow District School Board*	Education
RBC*	Finance and Insurance
Reach Out Centre For Kids*	Healthcare
Read Jones Christoffersen Ltd.	Professional Services
Recochem Inc.	Non Durable Consumer Goods
Regional Municipality Of Durham*	Public Administration
Regional Municipality Of Halton*	Public Administration
Regional Municipality Of Niagara*	Public Administration
Regional Municipality Of Peel*	Public Administration
Regional Municipality Of Waterloo*	Public Administration
Regional Municipality Of York - York Region Rapid Transit Corporation*	Transportation and Warehousing
Regional Municipality Of York*	Public Administration
Renfrew County District School Board*	Education
Restaurant Brands International Inc.*	Arts Entertainment Recreation and Hospitality
Restaurants Canada*	Not for Profit
Right To Play International*	Not for Profit
Riocan Real Estate Investment Trust*	Real Estate
Rise Air	Transportation and Warehousing
Ritchie Bros. Auctioneers Inc.*	Retail
Riverside Health Care Facilities Inc.*	Healthcare
RMA Insurance	Finance and Insurance
Rogers Communications Inc.*	Media and Telecommunications
ROGII Canada	High Technology
Rohit Group	Construction
ROSEN Canada Ltd.	Oil and Gas
Roswell Downhole Technologies	Industrial Goods
Royal BC Museum*	Arts Entertainment Recreation and Hospitality
Royal Ontario Museum*	Arts Entertainment Recreation and Hospitality
Royal Ottawa Health Care Group*	Healthcare
Royal Roads University*	Education
Royal Victoria Regional Health Centre*	Healthcare
Runnymede Healthcare Centre*	Healthcare
Rural Municipalities of Alberta	Not for Profit
Russel Metals Inc*	Industrial Goods
Ryder System, Inc	Transportation and Warehousing
S.i. Systems	Business Services
Safran Helicopter Engines Inc	High Technology
SAIT	Education
Sandstorm Gold Royalties*	Mining

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Organization Name	Industry
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
Sault College Of Applied Arts and Technology*	Education
Scarborough Health Network*	Healthcare
Scotiabank*	Finance and Insurance
Scott Builders Inc.	Construction
Seabridge Gold*	Mining
Secure Energy Services Inc*	Business Services
Selkirk College*	Education
Seneca College Of Applied Arts and Technology*	Education
SEP Metrologie	Industrial Goods
Shannex Incorporated	Healthcare
Shepherd Village Inc*	Healthcare
Sherbourne Health Centre*	Healthcare
Sheridan College Institute Of Technology and Advanced Learning*	Education
Sherweb Inc.	High Technology
Shopify Inc.*	High Technology
Sigma Lithium Corp.*	Mining
Signify Canada Ltd.	Industrial Goods
Silvercrest Metals Inc.*	Mining
Simcoe Muskoka Catholic District School Board*	Education
Simcoe Muskoka Child, Youth And Family Services*	Public Administration
Simon Fraser University*	Education
Sinai Health System*	Healthcare
Sioux Lookout Meno Ya Win Health Centre*	Healthcare
Sir Sandford Fleming College*	Education
Six Degrees Medical	Professional Services
Skilled Trades BC*	Public Administration
SmartCentres Real Estate Investment Trust*	Real Estate
SMS Equipment Inc.	Industrial Goods
Sofina Foods Inc.	Non Durable Consumer Goods
Softchoice Corporation*	High Technology
Sogclair Canada	High Technology
South Bow Corporation*	Oil and Gas
South Bruce Grey Health Centre*	Healthcare
Southlake Regional Health Centre*	Healthcare
Spin Master Corp.*	Durable Consumer Goods
Sprott Inc.*	Finance and Insurance
SSR Mining Inc.*	Mining

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Organization Name	Industry
St Clair College Of Applied Arts and Technology*	Education
St. Joseph's Care Group*	Healthcare
St. Joseph's Health Centre Guelph*	Healthcare
St. Joseph's Healthcare Hamilton*	Healthcare
St. Joseph's Health Care London*	Healthcare
St. Lawrence College Of Applied Arts and Technology*	Education
Stantec Inc.	Professional Services
Staples Canada ULC	Retail
Starlink Aviation	Transportation and Warehousing
Stawowski McGill	Professional Services
Steinbach Credit Union	Finance and Insurance
Stelco Holdings Inc.*	Primary Metals
Stella-Jones Inc.*	Industrial Goods
Stk'emlupsemc te Secwepemc Nation	Public Administration
Stollery Children's Hospital Foundation	Not for Profit
Strathcona Resources Ltd.*	Oil and Gas
Summit Air	Transportation and Warehousing
Sun Life Financial Inc.*	Finance and Insurance
Sunbeam Community & Developmental Services*	Public Administration
Suncor*	Oil and Gas
Sunnybrook Health Sciences Centre*	Healthcare
Sunwest Aviation	Transportation and Warehousing
Sunwing	Transportation and Warehousing
Superior Plus Corp*	Oil and Gas
Supply Ontario*	Public Administration
Surerus Murphy Joint Venture	Construction
Surrey Place*	Healthcare
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
Thames Valley Children's Centre*	Public Administration
Thames Valley District School Board*	Education
The Brenda Strafford Foundation Ltd.	Healthcare
The Corporation of the City of North Bay*	Public Administration

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Organization Name	Industry
The Country Day School	Education
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
The Ontario French Language Educational Communications Authority*	Media and Telecommunications
The Salvation Army Toronto Grace Health Centre*	Healthcare
The University of Ottawa Heart Institute*	Healthcare
Thermal Systems KWC Ltd.	Construction
Thompson Rivers University*	Education
Thomson Reuters Corp.*	Media and Telecommunications
Thunder Bay Regional Health Sciences Centre*	Healthcare
TMC The Metals Company*	Mining
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	Public Administration
Toronto Centre	Business Services
Toronto District School Board*	Education
Toronto Metropolitan University*	Education
Toronto Waterfront Revitalization Corporation*	Public Administration
Toronto Zoo	Arts Entertainment Recreation and Hospitality
Tourmaline Oil Corp.*	Oil and Gas
Town Of Ajax*	Public Administration
Town Of Amherstburg*	Public Administration
Town Of Aurora*	Public Administration
Town Of Bracebridge*	Public Administration
Town Of Bradford West Gwillimbury*	Public Administration
Town Of Caledon*	Public Administration
Town Of Cobourg*	Public Administration
Town Of Collingwood*	Public Administration
Town Of East Gwillimbury*	Public Administration
Town Of Essex*	Public Administration
Town Of Fort Erie*	Public Administration
Town Of Georgina*	Public Administration
Town Of Gravenhurst*	Public Administration



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Organization Name	Industry
Turner Construction Company	Construction
United Counties Of Leeds And Grenville*	Public Administration
United Counties Of Stormont, Dundas And Glengarry*	Public Administration
United Way of the Alberta Capital Region	Not for Profit
Unity Credit Union	Finance and Insurance
Unity Health Toronto*	Healthcare
University Health Network*	Healthcare
University Hospital Foundation	Not for Profit
University of British Columbia*	Education
University of Guelph*	Education
University of Northern British Columbia*	Education
University of Ottawa*	Education
University of the Fraser Valley*	Education
University of Toronto*	Education
University of Victoria*	Education
University of Waterloo*	Education
University of Western Ontario*	Education
University Of Windsor*	Education
Upper Canada District School Board*	Education
Upper Grand District School Board*	Education
Urban Systems Ltd.	Professional Services
Vancouver Coastal Health Authority*	Healthcare
Vancouver Community College*	Education
Vancouver Island Health Authority*	Healthcare
Vancouver Island University*	Education
Vector Institute*	High Technology
Ventana Construction Corporation	Construction
Venturelab Innovation Centre*	High Technology
Veolia North America	Business Services
Veren Inc.*	Oil and Gas
Verge Ag	High Technology
Vermilion Energy*	Oil and Gas
Veseris	Chemical
Viterra Canada Inc.	Transportation and Warehousing
Volant Products Inc.	Oil and Gas
Volker Stevin Canada	Construction
Wales McLelland Construction	Construction
Walker Industries Holdings Limited	Construction
Walmart Canada Corp	Retail
Waterloo Catholic District School Board*	Education
Waterloo Region District School Board*	Education

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Organization Name	Industry
Waypoint Centre For Mental Health Care*	Healthcare
Weeneebayko Area Health Authority*	Healthcare
Wellington-Dufferin-Guelph Health Unit*	Healthcare
Wesdome Gold Mines Ltd.*	Mining
West Fraser Timber Co. Ltd.*	Forestry
West Parry Sound Health Centre*	Healthcare
Western Financial Group	Finance and Insurance
Westland Insurance Group	Finance and Insurance
Weyburn Credit Union	Finance and Insurance
Wheaton Precious Metals Corp.*	Mining
Whitecap Resources Inc.*	Oil and Gas
Whitson Contracting Ltd.	Construction
Wilder Institute/Calgary Zoo	Not for Profit
Wilfrid Laurier University*	Education
William Osler Health System*	Healthcare
Willowdale Asset Management Inc.	Real Estate
Windsor-Essex Catholic District School Board*	Education
Windsor-Essex Children's Aid Society*	Public Administration
Winpak Ltd.*	Industrial Goods
Woodtone	Industrial Goods
Workers' Compensation Board - Alberta	Finance and Insurance
Workplace Safety & Insurance Board*	Finance and Insurance
Workplace Safety And Insurance Appeals Tribunal*	Public Administration
Workplace Safety and Prevention Services*	Business Services
Workplace Safety North*	Business Services
WorksafeBC*	Finance and Insurance
Worley	Professional Services
Wright Construction Western Inc.	Construction
WSP Global*	Professional Services
Xenon Pharmaceuticals Inc.*	Life Sciences
Yee Hong Centre For Geriatric Care*	Healthcare
YMCA Calgary	Not for Profit
YMCA of Greater Toronto*	Arts Entertainment Recreation and Hospitality
YMCA Of Hamilton/Burlington/Brantford*	Arts Entertainment Recreation and Hospitality
York Catholic District School Board*	Education
York Region District School Board*	Education
York University*	Education