

## WYNFORD GROUP SURVEYS

### CSS (IAT) Sample Survey Report

#### 0000 - Sample Position

#### Sample Description

#### Base Pay and Salary Range

Locations	Tot Orgs	Tot Incm	Base Salary Data							Range Data			
			Percentile							Minimum	Maximum	Control Point	
			25th	50th	60th	75th	90th	Avg	CWTAvg	Median	Median	Median	Avg
<b>Analysis By Location</b>													
Victoria	7	11	113500	122491	122491	126729	131944	119190	119356	104814	131209	131209	127053
Vancouver	25	98	118755	130453	140709	147644	176791	138870	135836	109600	138028	138028	145657
Interior BC	9	12	122904	131570	139163	150665	199126	142068	149052	107342	132374	132374	149978
Fort St. John BC	1	1	--	--	--	--	--	--	--	--	--	--	--
Calgary	53	189	125679	136535	142874	150499	175902	142383	140739	109600	137000	137000	143656
Edmonton	42	162	120402	132911	139677	151093	168909	138371	137603	109600	137000	137000	140536
Fort McMurray	12	35	130000	141555	159496	164596	169683	147003	144933	109600	137350	137350	142754
Grande Prairie	4	11	112723	132660	135675	159943	192960	139225	137780	92338	115423	115423	144199
Northern Alberta	16	46	125542	140778	159496	164671	175461	145143	143145	109600	137000	137000	143142
Regina/Saskatoon	26	98	110909	120107	122830	138650	187171	131987	133804	93000	123067	123067	126264
Winnipeg	14	32	114772	127939	131565	135463	147175	130474	137895	93000	123581	123581	123574
Toronto	24	110	125177	134013	139759	149782	165011	137893	136387	102475	133202	133202	133674
Ottawa	9	40	116447	131700	142124	148545	160584	132263	125404	97440	139200	139200	136616
Southern Ontario (excluding GTA)	14	44	110536	122324	127702	145521	160781	127482	138792	99901	124974	124974	130098
Montreal	11	67	116507	126500	128525	140606	163686	130530	127600	93556	125600	125600	130764
Quebec City	5	11	108849	113505	113622	118687	132925	115581	110936	93278	124741	124741	116134
Halifax	8	11	98847	109947	109947	114517	119791	109913	115165	83107	108695	108695	110077
St. Johns NF	2	5	--	--	--	--	--	--	--	--	--	--	--
Total BC	46	130	118218	129837	135863	148914	176976	138298	137322	107789	137000	137000	143740
Total Alberta	126	413	121888	135655	141258	152020	173358	140460	138329	109600	137000	137000	141931
Total Saskatchewan	27	99	110816	119681	122818	138220	187167	131769	132936	93000	123067	123067	126093
Total Manitoba	16	36	114772	128418	132704	137276	149816	130814	138138	93000	124591	124591	126917
Total Ontario	58	252	116882	129738	134408	145523	160013	131880	132572	102400	133202	133202	132983
Total Quebec	19	82	111602	123167	127716	136732	156179	127396	120304	93556	125600	125600	129365
Total Western Canada	216	679	118905	132387	138371	150707	176793	138267	137436	106208	135697	135697	138532
Total Atlantic	13	22	109947	117943	124987	141969	213100	138337	145540	83107	114624	114624	135557
National	305	1034	117301	130000	136238	147850	169955	135848	135780	102400	133202	133202	136737

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0000 - Sample Position

Base Pay and Salary Range

Revenues	Tot Orgs	Tot Incm	Base Salary Data								Range Data			
			Percentile								Minimum	Maximum	Control Point	
			25th	50th	60th	75th	90th	Avg	CWTAvg	Median	Median	Median	Avg	
<b>Analysis By Revenue</b>														
Under \$50 Mil	24	50	114765	124062	125557	128782	151703	124917	123250	103000	127011	127011	131006	
\$50 to \$100 Mil	9	28	121276	128396	128904	134674	147175	128725	126344	100891	126164	126164	137238	
\$100 to \$250 Mil	18	58	113618	124782	134520	143855	152020	127867	124954	100383	122974	122974	122977	
\$250 to \$500 Mil	23	138	121648	138981	143206	150968	167055	138684	137976	102879	139200	139200	141882	
Over \$5 Billion	13	304	119499	132650	141880	154619	196378	141741	147454	102400	138200	138200	146040	
\$500 Mil to \$1 Billion	16	86	115584	130000	132636	137602	158796	130604	137950	120600	135697	135697	139019	
\$1 to \$2 Billion	18	110	110475	122174	126721	135876	154145	127094	129425	92300	123067	123067	130140	
\$2 to \$5 Billion	23	261	118785	130606	138881	149210	177246	137550	135935	107184	137000	137000	133082	

Industries	Tot Orgs	Tot Incm	Base Salary Data								Range Data			
			Percentile								Minimum	Maximum	Control Point	
			25th	50th	60th	75th	90th	Avg	CWTAvg	Median	Median	Median	Avg	
<b>Analysis By Industry</b>														
Advanced Technology/Manufacturing	9	55	128396	142894	147175	150081	159202	140619	133308	102072	135789	135789	137592	
IT Services/Telecommunications	19	101	110781	119791	123619	130478	146381	122132	120106	84356	123067	123067	120850	
Energy Services	9	35	128996	134200	135808	149471	165369	140125	139470	107878	134848	134848	135539	
Public Sector	20	35	112103	116590	121859	128852	141110	120039	120376	90427	120091	120091	120799	
Retail & Logistics	5	7	121568	127500	131168	136163	147228	129389	126811	75300	94100	94100	104828	
Cannabis	6	11	117760	121010	128891	132788	136197	127329	125010	79753	100173	100173	103218	
Engineering, Procurement & Construction	54	699	118747	130650	137745	149765	175959	137703	139155	107789	137000	137000	142630	
Engineering/Professional Services	7	37	128452	150820	155956	176791	204179	153373	152947	78312	96087	96087	115592	
Financial Services	8	35	110666	116637	119681	122007	130062	116674	113266	89322	109765	109765	110638	
Energy/Utilities/Mining	13	31	133944	147404	150000	153200	160091	145606	149004	129212	152015	152015	141479	

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## WYNFORD GROUP SURVEYS

### CSS (IAT) Sample Survey Report

0000 - Sample Position

Total Cash and Variable Pay

Locations	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay							Total Direct Compensation						
			Percentile							Actual%							Total Direct Comp		LTI Value				
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Avg	Median	Orgs	Incm	Avg	Median
<b>Analysis By Location</b>																							
Victoria	7	11	116895	123491	126451	131841	144863	126020	128693	5	7	64	2480	9700	16454	10734	9.8	126020	123491	--	--	--	--
Vancouver	25	98	128454	142531	152037	167874	197078	150497	145840	19	76	78	7540	14248	21045	14993	9.8	150497	142531	--	--	--	--
Interior BC	9	12	138713	147136	151883	191213	255140	167479	177703	7	10	83	13978	18412	31800	26199	14.9	167479	147136	--	--	--	--
Fort St. John BC	1	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Calgary	53	189	138663	149556	159788	172444	203325	157009	157326	40	127	67	13172	18528	25000	21766	13.6	158202	149556	4	12	18786	22655
Edmonton	42	162	130596	147283	154000	171107	193228	152877	150168	28	115	71	10366	15251	23902	18478	12.1	153308	147283	2	3	--	--
Fort McMurray	12	35	157475	182720	188471	203828	233589	181995	175580	10	24	69	8000	10250	15938	17089	7.3	183727	183458	1	5	--	--
Grande Prairie	4	11	133775	143866	147660	185055	212960	156548	149326	2	6	55	--	--	--	--	--	156548	143866	--	--	--	--
Northern Alberta	16	46	143217	176396	183458	204076	223526	175910	169017	12	30	65	8000	14449	27000	17805	8.7	177227	179474	1	5	--	--
Regina/Saskatoon	26	98	121883	132385	135413	144206	215694	144095	147173	21	80	82	8478	11721	16732	14832	10.3	144316	132385	1	1	--	--
Winnipeg	14	32	117223	132712	138391	147376	163232	137474	144615	10	22	69	3961	5374	13206	10182	5.2	137474	132712	--	--	--	--
Toronto	24	110	132430	145401	153471	163034	184766	148976	147690	18	73	66	8430	16182	20000	15987	11.5	149865	145401	3	6	16306	16643
Ottawa	9	40	129371	148182	160628	166352	195211	148492	137169	6	32	80	16684	18182	21735	20286	14	148492	148182	--	--	--	--
Southern Ontario (excluding GTA)	14	44	123271	140401	143980	160028	192543	147774	160341	9	34	77	12108	21498	37300	26260	18.5	148190	140401	2	2	--	--
Montreal	11	67	122486	135974	139030	154128	180911	140748	148297	8	45	67	5000	9000	12300	13419	7	142309	135974	2	11	--	--
Quebec City	5	11	111655	113622	116527	124199	139319	118603	114944	3	4	36	6046	6427	8694	8313	4.8	118603	113622	--	--	--	--
Halifax	8	11	102719	117877	119791	120584	132171	116818	123125	6	6	55	10637	13507	16576	12660	10.6	116818	117877	--	--	--	--
St. Johns NF	2	5	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Total BC	46	130	126527	142390	151848	167874	192366	150642	151187	34	96	74	7929	14656	21395	16126	10.2	150642	142390	--	--	--	--
Total Alberta	126	413	132639	148956	159458	174186	203546	156463	153415	84	276	67	10871	17049	25000	19940	12.6	157325	149078	7	20	17798	21338
Total Saskatchewan	27	99	121394	132069	135137	144206	215209	143840	146126	22	81	82	8516	11649	15964	14754	10.3	144059	132069	1	1	--	--
Total Manitoba	16	36	117461	134410	143250	152544	193414	143686	150695	12	26	72	3961	8000	13690	11560	7	143686	134410	--	--	--	--
Total Ontario	58	252	123570	141039	148182	163034	185249	144720	148080	42	160	63	10489	17319	22856	18760	12.8	145181	141039	5	8	14514	9139
Total Quebec	19	82	116376	128426	136615	150239	179027	137135	137474	13	51	62	5000	8700	12150	12718	6.6	138411	129426	2	11	--	--
Total Western Canada	216	679	128566	145000	153025	172246	203740	152870	151967	153	480	71	9570	15000	22042	17896	11.3	153427	145180	8	21	17985	21630
Total Atlantic	13	22	118355	138807	149391	197512	230317	158120	161015	9	12	55	8000	10637	16806	13538	9.7	158120	138807	--	--	--	--
National	305	1034	125427	143089	149797	167395	196721	149718	150607	216	702	68	8725	15000	21645	17607	11.2	150297	143229	15	40	14961	12536

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Total Cash and Variable Pay

Revenues	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay							Total Direct Compensation						
			Percentile							Actual%							Total Direct Comp		LTI Value				
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Avg	Median	Orgs	Incm	Avg	Median
<b>Analysis By Revenue</b>																							
Under \$50 Mil	24	50	120910	134697	138389	146157	172274	138799	139052	17	35	70	10000	11588	15113	19831	9.1	138799	134697	--	--	--	--
\$50 to \$100 Mil	9	28	128169	142535	147222	149228	165703	141056	134983	8	20	71	15131	18528	19189	17262	12.6	141056	142535	--	--	--	--
\$100 to \$250 Mil	18	58	120584	131704	140238	148405	172586	136494	132037	17	47	81	3930	6200	15456	10647	5.3	136494	131704	--	--	--	--
\$250 to \$500 Mil	23	138	138787	153575	159091	167874	206263	155891	157476	34	89	64	13898	17692	20000	19623	11.7	156836	153967	3	8	16315	12750
Over \$5 Billion	13	304	124070	144036	154158	178443	209908	151866	157986	35	156	51	10500	17115	27044	19716	13.7	153253	144206	9	29	14539	9234
\$500 Mil to \$1 Billion	16	86	127371	145019	148182	159994	183651	148553	158979	19	72	84	11750	18182	25000	21250	14	148839	145019	2	2	--	--
\$1 to \$2 Billion	18	110	120627	132941	141974	153710	185093	140706	142685	24	90	82	7493	13006	21718	15897	10.5	140706	132941	--	--	--	--
\$2 to \$5 Billion	23	261	129658	144060	152250	174319	207250	154224	153450	63	194	74	8000	12855	20000	15878	10.3	154307	144060	1	1	--	--

Industries	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay							Total Direct Compensation						
			Percentile							Actual%							Total Direct Comp		LTI Value				
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Avg	Median	Orgs	Incm	Avg	Median
<b>Analysis By Industry</b>																							
Advanced Technology/Manufacturing	9	55	146377	156562	165057	166650	175527	156930	146663	14	49	89	16057	17654	18758	18308	12.6	156930	156562	--	--	--	--
IT Services/Telecommunications	19	101	118889	130123	134896	141907	171264	135848	139619	26	82	81	8403	11972	19998	16894	9.9	135848	130123	--	--	--	--
Energy Services	9	35	136261	159873	164601	183452	199890	162381	163808	11	24	69	13628	25663	38580	28761	20.5	162381	159873	--	--	--	--
Public Sector	20	35	112103	116590	121859	128852	141110	120253	120733	1	1	3	--	--	--	--	--	120253	116590	--	--	--	--
Retail & Logistics	5	7	128375	140844	143639	152822	173618	142833	135942	2	4	57	--	--	--	--	--	142833	140844	--	--	--	--
Cannabis	6	11	117760	121010	128891	132788	136197	127329	125010	3	4	41	--	--	--	--	--	139714	140041	--	--	--	--
Engineering, Procurement & Construction	54	699	126004	143739	150877	168284	204471	151007	154029	126	455	65	8000	13898	20652	16278	10.2	151363	143866	8	24	10351	8833
Engineering/Professional Services	7	37	136952	154617	172417	186398	226791	165201	163072	11	23	62	10250	17000	25925	19028	12	165201	154617	--	--	--	--
Financial Services	8	35	125162	134431	138781	145522	153002	135569	132256	11	35	100	11942	19036	23668	18895	15.4	136805	134431	1	2	--	--
Energy/Utilities/Mining	13	31	157213	177748	183173	191902	195010	172153	170373	15	30	97	18297	31850	37450	27431	22.5	182047	186496	6	14	21910	23274

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