

THE EXECUTIVE SURVEY

2017 BENCHMARK POSITIONS

President and Chief Executive Officer (CEO)	Top Position Business Development
President (Subsidiary)	Top Position Investor Relations
Chief Operating Officer (COO)	VP Operations
Chief Financial Officer (CFO)	Top Position Risk Management
Chief Information Officer (CIO)	Top Position Credit Management
Chief Technology Officer (CTO)	Tax Executive
Top Position Finance & Adminn/Corporate Resources (Revised Title)	Top Position Quality Control
Treasurer	Environment Services Executive
Controller	Top Position Administration
Top Position Region (General Manager)	Executive Vice President
Top Position Business Unit (Branch)	Top Position Construction
Top Position Legal Services	Top Position Exploration
Top Position Human Resources and Administration	Top Position Production
Top Position Human Resources	Top Position Health, Safety & Environment
Top Position Research and Development	VP Retail Operations
Top Position Manufacturing	Top Position Product Development
Top Position Sales	Top Position Maintenance
Top Position Marketing	Top Position Equipment
Top Position Sales and Marketing	Top Position Asset Management
Top Position Corporate Communications/Public Affairs	Vice President Corporate Development
Top Position Planning And Strategy	Vice President Finance
Top Position Regulatory Affairs	Top Position Project Controls
Top Position Customer Service	Top Position Facilities
Top Position Engineering	Executive Director
Top Position Logistics	Chairman, Board of Directors
Top Position Procurement	Chief Business Officer (New)
Top Position Supply Chain Management	Engineering Practice Director (New)
Top Position Customer Contact Management	