

National Survey of Annual Cash Compensation

(List of benchmark organizations excluding confidential participation)

Agriculture, Forestry, Fishing and Hunting

CanWest DHI
Clearwater Seafoods
EastGen Inc.
Unicoop coopérative agricole
Valacta

Mining and Oil and Gas Extraction

Agnico-Eagle Mines
Agrium Inc.
ARC Resources Ltd.
Barrick Gold
Cameco Corporation
Canadian Natural Resources Ltd
Cenovus Energy
Crescent Point Energy Trust
Eldorado Gold Corporation
Emerson Automation Solutions
EnCana Corp
First Quantum Minerals
Franco-Nevada Corporation
Goldcorp Inc.
Hecla Mining Company
Husky Energy
Imperial Oil Ltd
Kinross Gold Corporation
Nutrien
Pembina Pipeline Corporation
Quinn Contracting Ltd.
Rio Tinto

Mining and Oil and Gas Extraction

Suncor Energy
Teck Resources Limited
TransCanada Corporation
Wheaton Precious Metals
Yamana Gold

Utilities

Alterra Power Corporation
Bruce Power
EfficiencyOne
Emera Inc
Enbridge Inc.
Inter Pipeline Ltd.
Nalcor Energy
Ontario Power Generation
Seneca College

Construction

Black & McDonald Limited
Canadian Road Builders Inc.
Omicron
Place-Crete Systems
Pomerleau Inc.
Voith Hydro Canada

Manufacturing

Abbott Laboratories
Acadian Seaplants
Aluminerie Alouette inc.

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Arcelor Mittal
Ballard Power Systems
Bateaux Princecraft Inc.
Bath Fitter
Bio-K+ International Inc.
Blackberry
Bombardier Inc.
Bonduelle Amériques
Bridor inc.
Cambridge Brass, Inc.
Canada Colors and Chemicals
Canada Forgings Inc
CGC Inc.
Deloupe Inc.
Delta Controls
Dew Engineering
Eaton
ECHOtape
Evonik Canada Inc.
Fabritec Ltd.
Geloso Group
Gildan Activewear
Gorman Bros. Lumber Ltd.
Groupe Fordia
IPEX Management Inc.
IPL Inc.
Isolofoam Group Inc.
J.D. Irving Limited

Manufacturing

Julien Inc.
Kellogg Canada
Lac Brome Ducks
Lamontagne Chocolate
Les Rôtisseries St-Hubert
Leviton Canada
Magna International
Mapei Inc.
Maxi Canada Inc.
McCain Foods Ltd
Metrie
MMC Packaging
Molson Coors Inc.
NanoXplore
Navistar Canada, Inc.
Nestle Canada
North Atlantic Refining Limited
Petro Canada Lubricants
Plasti-Fab
PLB International
Redlen Technologies Inc
Richards - Wilcox Canada
Rockshield Engineered Wood Products ULC
Russel Metals Inc.
S & C Electric Canada Ltd
Saputo
Solmax International Inc.
St Marys Cement Group

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Manufacturing

Stella-Jones Inc
Taghleef Industries Canada
Valeant Canada
Veoneer Canada
Webcom Inc

Wholesale Trade

Acier Victoria
Confiserie Mondoux
Corix Infrastructure Inc.
Diversified Ulbrich Canada Inc
East Penn Canada
Emballages Jean Cartier Inc.
Estee Lauder
Fairview Limited
Filgo-Sonic Group
Les Promotions Atlantiques Inc.
Novexco inc.
Simplex Equipment Rental
Tree of Life
UAP Inc.
Uni-select
Zimmer Biomet

Retail Trade

Alimentation Couche-Tard inc.
Canadian Tire Corporation
Dollarama Inc.
Holt Renfrew

Retail Trade

Loblaw Companies Limited
London Drugs Limited
Metro Inc.
Reitmans (Canada)
The Rockport Group LLC
Toyota

Transportation and Warehousing

A. Harvey Group of Companies
Amlog Canada
AO Smith Enterprises Ltd
Canadian National Railways
Canadian Pacific Railway
Cardinal Couriers Ltd.
Cathay Pacific Airways Limited
Groupe Océan
Halifax International Airport Authority
Highland Helicopters Ltd
Ottawa International Airport Authority
SCI Group Inc.

Information and Cultural Industries

Bell Canada
Groupe Media TFO
Rogers Communications Inc.
Shaw Communications
Telus
Thomson Reuters Canada Limited

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Finance and Insurance

Alterna Savings
Assumption Life
Bank of Montreal
C.I. Investments
CAA Club Group of companies
Canadian Imperial Bank of Commerce
Connect First Credit Union
Cornerstone Credit Union
Echelon General Insurance Company
Forum Equity Partners
General Insurance Ombudservice
Gestion Universitas Inc.
IWA - Forest Industry Pension Plan
Lawyers' Professional Indemnity Company
Liberty International Underwriters Canada
Manulife Financial
National Bank of Canada
Promutuel Assurance
Ritchie Bros. Auctioneers
Royal Bank of Canada
Scotia Bank
TD Bank Group
VanCity Savings Credit Union
Wawanesa Mutual Insurance Company

Real Estate, Rental and Leasing

BC Real Estate Association
Centretown Citizens Corp
Réseau Sélection

Real Estate, Rental and Leasing

Professional, Scientific and Technical Services

Ausenco Engineering Canada Inc.
Canadian Institute of Advanced Research, The
Carscallen LLP
Centre de référence en agriculture et agroalimentaire du Québec (CRAAQ)
CGI
Constellation Software Inc.
COREM
De Grandpré Chait
Englobe Corporation
Fasken
Insum
Lovsuns Tunneling Canada
Luminex Molecular Diagnostics
McMillan LLP
Research Institute of the McGill University Health Centre
SNC-Lavalin Inc.
Syneos Health
The Resource Corporation
Ultra Electronics Forensic Technology Inc

Management of Companies and Enterprises

Brookfield Asset Management Inc
Fortis inc.
George Weston Limited
Power Corporation

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Administrative and Support, Waste Management and Remediation Services

Alberta Recycling Management Authority
H.I.S. Canada

Educational Services

Concordia University
Foundations for the Future Charter Academy
George Brown College
Memorial University of Newfoundland
Ryerson University
University of New Brunswick
University of Sherbrooke
Yukon College

Health Care and Social Assistance

Autism Services of Saskatoon Inc.
Canadian Blood Services
Health Standards Organization
North Eastern Ontario Family and Children's Services
Revera inc.
Saskatoon Health Region
South-East Ottawa Community Health Centre
St. John Ambulance of BC
St. Joseph's Health Care, London
Valoris
VHA Home HealthCare
West Island Palliative Care Residence

Arts, Entertainment and Recreation

British Columbia Lottery Corporation

Arts, Entertainment and Recreation

Canada's Wonderland Company
Canucks Sports and Entertainment
Go2 Tourism HR Society
Great Blue Heron Charity Casino
Niagara Casinos
Royal Manitoba Theatre Centre
Ski Bromont
Toronto International Film Festival inc
Tourism Vancouver

Accommodation and Food Services

GEF Seniors Housing
Restaurant Brands International Inc.

Other Services (except Public Administration)

Association of Registered Nurses of Newfoundland and Labrador
Association pour l'intégration sociale d'Ottawa
Calgary Food Bank
Canadian AIDS Treatment Information Exchange (CATIE)
Canadian Centre on Substance Abuse
Canadian Dental Association
Cochrane & Area Humane Society
Collège des médecins du Québec
College of Nurses of Ontario
College of Registered Nurses of Manitoba
Delstar Energy
Doctors of BC
Fabrique de la paroisse Notre-Dame de Montréal
Greater Montréal Real Estate Board

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Other Services (except Public Administration)

Groupe Delom
Motion Electric Motor Services
Newman Centre Catholic Mission
Ontario Hospital Association
Ontario Real Estate Association
Peel Children's Aid Society
Real Estate Council of Ontario
The War Amputations of Canada
United Way of Calgary

Public Administration

Alberta Pensions Services Corporation
Alcohol and Gaming Commission of Ontario
British Columbia College of Nursing Professionals
Cancer Care Ontario
City of Gatineau
City of Quebec
City of Regina
City of Vaudreuil-Dorion
Government of Canada
Government of New Brunswick
Government of the Northwest Territories
Halifax Port Authority
Land Title & Survey Authority of British Columbia
Pacific Pilotage Authority
Public Health Ontario
Quebec Port Authority
Safety Codes Council
Société de transport de Laval

Public Administration

Société du Parc Jean-Drapeau
Toronto Community Housing Corporation
Toronto Police Service
Town of Amherst
Town of Ladysmith
Town of Quispamsis
Township of North Dumfries
Ville de Baie Comeau
Ville de Repentigny
WorkplaceNL