

THE IAT SURVEYS® REPORT

Compensation & Employment Practices Highlights of Executive Summary - Fall 2005

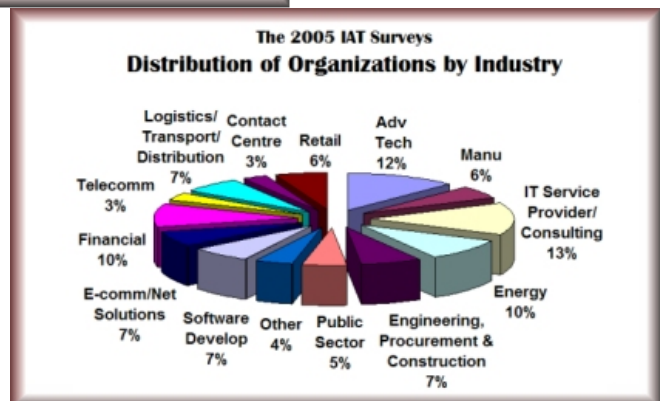
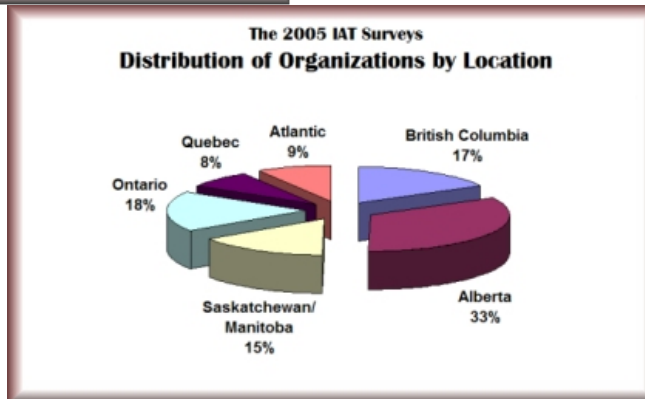
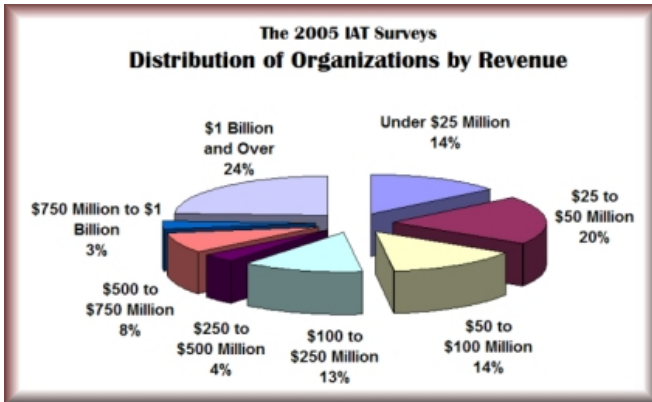
THE WYNFORD GROUP is pleased to present a brief snapshot of some of the highlights from the comprehensive “IAT Survey Questionnaire Report 2005”.

Enhancements for 2005 include:

- Additional positions descriptions for: Credit Collection, (Contact Centre), Project Management (Tech), Supply Chain Management
- Enhanced Customized Report Feature
- Expanded Retention and Talent Management section
- Expanded Benchmark Indicators

THE WYNFORD GROUP's, *IAT SURVEYS 2005* consist of 5 surveys and over 350 positions, and includes data from over 150 organizations across Canada. Data was collected in the spring/summer of 2005.

Sample characteristics are identified as follows:



COMPENSATION - POLICY & STRATEGY

Base Salary Adjustments in 2005

- **92.66%** of participants indicated they adjusted base salaries in 2005, up from 2004.
- The average amount of the range adjustment increase is **2.50%**, up from the projection of 2.30%.
- The average amount of the base salary increase is **3.56%**, again up from 2004.

2006 Projected Adjustments

- The national average projected range adjustment increase is **2.56%**.
- Projected average base salary adjustment is **3.44%**, up from 2004, with the highest average increases in the energy sector at **4.61%**.

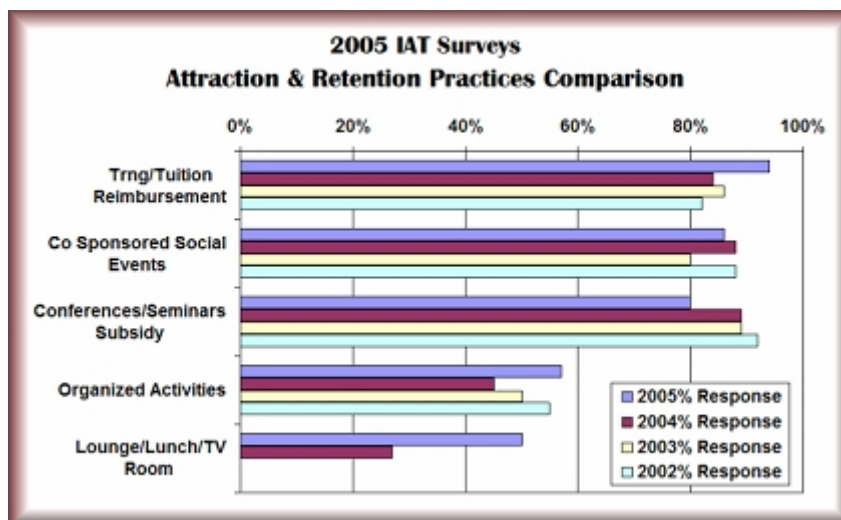
Regional Differences

- Toronto ranked highest overall in regional salary differences, with Calgary very close behind. Ottawa, Vancouver, Edmonton and Montreal followed in rank.

ATTRACTION & RETENTION PRACTICES

Cash Based Attraction & Retention Practices

- **53.66%** of organizations currently use a special attraction or retention program.
- The percentage of organizations using educational subsidies increased to **82.46%** (up from 61.76% for 2004).
- Referral Bonuses increased significantly to **75.44%** (up from 67.65% in 2004).
- Signing Bonuses increased to **29.17%** (up from 20.59% in 2004).
- The significant increase in using signing and retention bonuses indicates a large number of companies are attempting to hire and keep key workers during times of uncertainty.



TOP CRITICAL ISSUES FOR 2005

RANKING	EMPLOYERS	EMPLOYEES
1	Competitive Compensation	Competitive Compensation
2	Effective Leadership	Balanced Worklife
3	Challenging Work	Challenging Work
4	Career Planning/Development Opportunities	Effective Leadership
5	Fit of Employee & Organizational Culture	Career Planning/Development Opportunities
6	Balanced Worklife	Opportunities for Advancement
7	Clearly Defined Goals & Strategic Direction	Comprehensive Benefit Package

BENCHMARKING INDICATORS

Top 7 Training Topics/Areas for the Current Year 2005

RANKING	TECHNICAL	NON TECHNICAL
1	Project Management	Leadership/Management Skills
2	Security	Project Management
3	Java, VB, XML	Presentation & Communications
4	Microsoft Products (XP)	Customer Service
5	.Net	Performance Management
6	Web Skills (Design, Apps.)	Conflict Resolution
7	MVS, DB2, Ada	Team Building /Coaching

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