

Sample Cash Report

Salary Ranges and Base Pay

Sector	Tot Orgs	Base Salary Data								Range Data							
		Tot Incumb.	Percentile							Minimum		Hire Point		Maximum		Control	
			10th	25th	50th	75th	90th	Avg.	Co. Wt. Avg	Average	Median	Average	Median	Average	Median	Average	Median
Analysis By Location																	
Victoria	4	34	60806	65275	70608	74121	78393	69598	68069	56374	56155	---	---	94576	93662	74897	72704
Vancouver	12	62	57795	66160	75364	83121	85540	73499	72967	53418	55542	69001	69915	90276	88169	45296	66000
Calgary	21	137	63281	67907	72760	81510	91030	75100	73286	57302	59526	60744	59526	87220	89289	74114	74408
Edmonton	14	138	61197	67000	73906	79775	83407	73312	73461	57565	56155	68642	72056	86444	84232	70715	72879
Regina/Saskatoon	6	49	54858	57359	58887	61646	67187	60422	59538	48418	46751	---	---	85985	93662	68842	72704
Winnipeg	4	26	57589	60597	64961	75200	80896	67620	68420	51836	49112	---	---	79514	78579	70315	72704
Toronto	11	227	62022	67156	74726	81945	87367	74575	72671	50034	46751	57348	55120	89232	93662	70009	72704
Ottawa	7	107	60274	64484	69710	76054	80162	70129	72384	49901	46751	51000	51000	93022	93662	72070	72704
Southern Ontario (excluding GTA)	6	313	59486	63838	68352	73609	77478	68906	69682	47769	46751	66885	70011	94731	93662	73643	72704
Montreal	7	65	53240	60096	66353	72736	75971	65901	70659	50742	48909	49504	48909	83276	77161	66639	61110
Quebec City	4	184	47860	50580	54250	59000	66382	55611	60056	49797	46751	51000	---	80050	82800	72540	72704
Halifax	8	58	48525	56925	65050	69319	74531	63140	66727	48381	48525	47899	48525	71213	67188	63647	60651
Sydney	1	2	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
St. John/Moncton	5	29	52558	59653	65000	66524	68113	62966	63041	48623	46751	44792	44792	80238	82800	64839	72704
Total BC	16	96	58220	65775	71719	80085	85188	72118	70518	54586	55574	69001	69915	91975	93662	57321	72704
Total Alberta	35	275	62200	67470	73292	80361	86469	74203	73373	57416	59192	63232	59526	86884	88789	72868	74408
Total Saskatchewan	7	52	55513	57574	60568	65123	76026	61918	61249	49635	49112	---	---	83212	93662	69366	70567
Total Manitoba	6	31	56485	56859	57882	60164	68718	60422	59538	48418	46751	---	---	84598	93662	68842	71627
Total Ontario	24	647	60614	64546	70379	76650	82885	71097	71579	48910	46751	58144	60344	92528	89362	72295	72704
Total Quebec	11	249	48232	51500	56200	64612	71645	58297	65357	50048	48283	49559	48909	80907	82800	69486	72704
Total Western Canada	64	454	58522	63915	71432	79505	85250	71856	67897	55409	56155	63865	59526	87582	89289	69531	72879
Total Atlantic	13	75	49255	60030	66524	68621	74192	63728	66572	47862	46751	46656	44792	76387	67188	64605	60651
National	115	1448	55455	61104	68278	75681	82827	68601	67618	50892	46751	57920	59526	88309	93662	71016	72704

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	Tot Orgs	Tot Incumb.	Percentile							Minimum		Hire Point		Maximum		Control	
			10th	25th	50th	75th	90th	Avg.	Co. Wt. Avg	Average	Median	Average	Median	Average	Median	Average	Median
Analysis By Annual Revenue																	
Under \$25 Mil	8	20	60679	62648	68601	75490	80108	68976	65874	51436	51000	51562	51000	81512	83000	65655	66000
\$25 to \$50 Mil	15	95	57700	64984	71650	79250	85000	71556	70692	53200	---	---	---	62600	---	57900	---
\$50 to \$100 Mil	8	40	56307	59572	63500	67954	69966	63583	63733	54056	53600	60874	60874	71371	69935	69779	63845
\$100 to \$250 Mil	17	48	62504	66524	69860	74701	82200	71278	72005	48735	44792	48899	44792	70926	67188	61088	55990
\$250 to \$500 Mil	10	84	62756	67000	71432	77316	80573	71826	70197	56486	59192	62207	59526	84730	88789	70088	74408
\$500 to \$750 Mil	33	969	53926	60033	67064	73700	79200	66936	67581	50066	46751	52857	48909	90090	93662	72546	72704
\$750 to \$1 Billion	3	49	49722	55890	62687	67275	72036	61867	68842	50146	50146	---	---	---	---	63967	63967
\$1 Billion and Over	18	135	58902	69731	83407	87500	91174	79392	77325	53849	55275	69208	72056	86892	84198	57718	79900

Salary Ranges and Base Pay

Sector	Base Salary Data									Range Data							
	Tot Orgs	Tot Incumb.	Percentile							Minimum		Hire Point		Maximum		Control	
			10th	25th	50th	75th	90th	Avg.	Co. Wt. Avg	Average	Median	Average	Median	Average	Median	Average	Median
Analysis By Industry																	
Advanced Technology	7	50	63926	67436	71432	78128	80510	72059	72279	58261	59526	59526	59526	88148	89289	73212	74408
Manufacturing	6	39	57200	59103	66572	69964	73272	65947	62996	57108	55888	69915	69915	85662	83832	5513	6
IT Services/Telecommunications	58	1159	54200	60300	67411	74177	79655	67326	68490	50205	46751	55306	48909	89037	93662	72000	72704
Energy	6	14	67907	68739	84716	91955	93818	80493	78560	57213	54990	68830	70900	91397	87840	74305	71415
Engineering Procurement & Construction	5	10	64999	67004	71964	78928	82574	73621	71045	53280	53280	60874	60874	68468	68468	60874	60874
Public Sector	6	32	57148	60649	80226	83407	83407	71709	64384	58870	64732	63135	72056	69875	76374	75089	83407
Other	1	1	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Software Development	3	3	66233	66521	67001	67246	67394	66845	66844	57325	---	---	---	75712	---	64896	---
E-commerce/Internet Solutions/MultiMedia	9	42	59890	63146	69618	75226	79980	69230	66602	51286	51000	51000	51000	81571	83000	65714	66000
Financial Services	6	77	60568	79507	85563	89806	92014	82210	82231	49995	50146	---	---	91532	85218	63967	63967
Logistics/Transportation/Distribution	1	3	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Retail	4	10	59958	60443	67072	80525	83319	70205	70252	57261	54000	---	---	84191	80568	70664	67062

Sample Cash Report

Variable Pay and Total Cash

Sector	Total Cash Data									Bonus and Profit Sharing					
	Tot Orgs	Tot Incumb.	Percentile						Variable Pay				Profit Sharing		
			10th	25th	50th	75th	90th	Avg.	Co. Wt. Avg.	Target %	Actual %	Average	Median	Average	Median
Analysis By Location															
Victoria	4	34	61800	66219	72737	76274	80715	71228	68982	3	3	2519	2321	43	---
Vancouver	12	62	61304	67385	77976	86339	90654	76445	76464	3	4	4152	2974	6201	7436
Calgary	21	137	66274	72000	80647	92700	100306	81817	78864	5	9	8600	8289	841	---
Edmonton	14	138	62200	67754	74596	80794	83407	74331	75658	2	2	1529	1250	963	152
Regina/Saskatoon	6	49	56106	58400	61169	64895	67718	61973	62278	2	3	2111	1800	1800	1800
Winnipeg	4	26	59710	61769	69582	79912	82472	70952	71417	7	7	4560	4474	4487	4819
Toronto	11	227	64500	70303	78797	85478	90927	78186	75801	5	5	4248	3185	670	670
Ottawa	7	107	62084	65438	71617	78120	82003	71579	74808	3	3	2125	1818	805	---
Southern Ontario (excluding GTA)	6	313	61524	65794	72007	77710	82283	72183	75933	5	5	4838	3808	---	---
Montreal	7	65	53903	60100	68164	78093	83588	69451	73512	12	12	6992	8008	---	---
Quebec City	4	184	47860	50580	54250	59000	66382	55682	60137	3	3	2176	1854	---	---
Halifax	8	58	48525	56925	65050	71214	75329	63611	67799	4	8	3898	5142	2239	3210
Sydney	1	2	---	---	---	---	---	---	---	---	---	---	---	---	---
St. John/Moncton	5	29	52558	59653	65000	71665	71665	64578	65287	4	8	4252	5142	---	---
Total BC	16	96	61270	66648	74520	82420	88656	74598	72723	3	3	3607	2559	5586	7400
Total Alberta	35	275	64954	69549	77200	83664	96095	78060	77261	5	4	5331	2637	961	153
Total Saskatchewan	7	52	57434	59195	62368	69190	79977	65086	65324	7	4	2957	2244	2760	1800
Total Manitoba	6	31	58971	60176	68582	78914	81047	68709	69701	7	7	4000	4474	4498	4500
Total Ontario	24	647	62085	66720	73594	80864	87144	74189	75514	5	5	4185	3115	715	805
Total Quebec	11	249	48232	51657	56400	65453	76454	59276	66824	12	12	6251	7525	---	---
Total Western Canada	64	454	60262	66042	74176	83044	90630	75133	70848	5	4	4567	2578	1953	214
Total Atlantic	13	75	49255	60340	66854	71665	75311	65056	69924	4	8	4527	5142	2239	3210
National	115	1448	55881	62992	71306	79594	86032	71262	70623	5	5	4425	3162	1916	246

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Variable Pay and Total Cash

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	Tot Orgs	Tot Incumb.	Percentile							Variable Pay				Profit Sharing	
			10th	25th	50th	75th	90th	Avg.	Co. Wt. Avg.	Target %	Actual %	Average	Median	Average	Median
Analysis By Annual Revenue															
Under \$25 Mil	8	20	60679	62648	69718	75490	80658	70227	66568	8	12	8335	8253	---	---
\$25 to \$50 Mil	15	95	57720	65536	72030	79619	86000	72033	71134	1	---	656	177	275	138
\$50 to \$100 Mil	8	40	59594	63035	67736	72131	74830	67342	67138	7	7	4176	4497	---	---
\$100 to \$250 Mil	17	48	65478	71665	73290	80972	86500	76058	76133	4	8	5597	5142	3359	3690
\$250 to \$500 Mil	10	84	65210	72393	78686	85718	94646	79343	73793	5	6	7893	4802	---	---
\$500 to \$750 Mil	33	969	54187	60993	68997	77567	83245	69089	69921	4	4	3996	2746	---	---
\$750 to \$1 Billion	3	49	51005	55890	63963	67275	72036	62502	72989	9	3	2830	1800	1800	1800
\$1 Billion and Over	18	135	64636	76688	83407	92728	100109	84080	83549	6	6	6086	5346	8005	7672

Variable Pay and Total Cash

Sector	Total Cash Data									Bonus and Profit Sharing					
	Tot Orgs	Tot Incumb.	Percentile							Variable Pay				Profit Sharing	
			10th	25th	50th	75th	90th	Avg.	Co. Wt. Avg.	Target %	Actual %	Average	Median	Average	Median
Analysis By Industry															
Advanced Technology	7	50	68670	75156	82146	89290	96433	82456	78562	5	20	10831	13691	---	---
Manufacturing	6	39	62200	64636	71326	74420	77964	70090	67668	2	6	4368	4024	8005	7672
IT Services/Telecommunications	58	1159	54282	61905	69850	77724	83478	69507	71387	4	4	3825	2889	902	154
Energy	6	14	80147	80647	96970	104433	104992	92267	88935	12	13	11774	11174	---	---
Engineering Procurement & Construction	5	10	69549	73992	74555	80018	87593	78011	75120	7	7	6271	4895	---	---
Public Sector	6	32	57148	60649	80226	83407	83407	71709	64384	---	---	---	---	---	---
Other	1	1	---	---	---	---	---	---	---	---	---	---	---	---	---
Software Development	3	3	66233	66521	67001	67246	67394	66845	66844	---	---	---	---	---	---
E-commerce/Internet Solutions/MultiMedia	9	42	60885	63358	69718	76000	80726	69682	66741	1	1	1000	1000	---	---
Financial Services	6	77	63131	81798	90224	94293	100037	86264	86228	6	5	4397	3863	1800	1800
Logistics/Transportation/Distribution	1	3	---	---	---	---	---	---	---	---	---	---	---	---	---
Retail	4	10	60346	60695	73722	88709	93961	75129	74830	15	13	8208	9964	---	---