

2025 Canadian Salary Survey Participant List

Organization Name

A.T.L.A.S. Aeronautik Inc.
 Access Communications Co-operative
 Accessible Community Counselling And Employment Services (ACCES)
 ACCIONA Infrastructure Canada Inc.
 Acclaim Health And Community Care Services
 Acden Environment Limited Partnership
 Acden Fleet Limited Partnership
 Acden Holdings Limited Partnership
 Achev
 ADGA Group Consultants Inc.
 Admiral Insurance Canada
 Advantage Energy Ltd.
 Aeromotion Canada
 Aéroport Régional André-Fortin de Victoriaville CSR3
 Aerosystems International Inc.
 Africa Oil Corp
 Agnico Eagle Mines Limited
 AgriCorp
 AIC Global Holdings Inc.
 AIM Roads Inc.
 Air Canada
 Air Inuit
 Airbus Atlantic Canada
 Aircom Avionics Technologies
 AJW Technique
 Alamos Gold Inc.
 Alberici Constructors, Ltd.
 Alberta Blue Cross
 Alberta Children's Hospital Foundation
 Alberta Gaming, Liquor and Cannabis
 Alberta Machine Intelligence Institute
 Alberta Medical Association
 Alberta Motor Association
 Alberta Motor Transport Association
 Alberta New Home Warranty Program
 Alberta Post-Secondary Application System
 Alberta University of the Arts
 Alcohol and Gaming Commission of Ontario
 Algoma Steel Inc.
 Algoma University
 Algonquin And Lakeshore Catholic District School Board

Industry

High Technology
 Media and Telecommunications
 Public Administration
 Construction
 Healthcare
 Transportation and Warehousing
 Transportation and Warehousing
 Business Services
 Public Administration
 Professional Services
 Finance and Insurance
 Oil and Gas
 High Technology
 Transportation and Warehousing
 High Technology
 Oil and Gas
 Mining
 Public Administration
 Finance and Insurance
 Construction
 Transportation and Warehousing
 Transportation and Warehousing
 High Technology
 High Technology
 High Technology
 Mining
 Construction
 Finance and Insurance
 Not for Profit
 Public Administration
 High Technology
 Not for Profit
 Not for Profit
 Not for Profit
 Professional Services
 Education
 Education
 Public Administration
 Primary Metals
 Education
 Education

2025 Canadian Salary Survey Participant List

Organization Name

Algonquin College Of Applied Arts and Technology
 Algonquin Power Utilities Corp.
 Alimentation Couche-Tard Inc.
 All Weather Windows
 Allied Properties Real Estate Investment Trust
 Allnorth Consultants Limited
 AltaGas Ltd.
 Altitude Aerospace
 Aluminerie Alouette Inc.
 AMA-Insurance
 Amalgamated Dairies Limited
 AMA-Travel
 Andlauer Healthcare Group Inc.
 Angus Consulting Management Limited
 Anishinaabe Abinoojii Family Services
 ARA Robotique
 ARC Resources Ltd.
 Arcadis Canada
 Argus Innovates
 Aris Mining Corporation
 Aritzia
 Arnprior Regional Health
 Art Gallery Of Ontario
 Aspen Custom Trailers
 Assiniboine Credit Union
 Association Of Ontario Midwives
 ATCO Group
 AtkinsRéalis Group Inc.
 Atlantic Lottery Corporation
 ATS Automation
 Atura
 Aurinia Pharmaceuticals Inc.
 Autism Ontario
 Avianor Inc
 Avion-Tech Inc
 Avjet Holding Inc
 Avmax Group
 B2GOLD CORP.
 Backwoods Energy Services
 Badger Infrastructure Solutions Ltd.
 Ballard Power

Industry

Education
 Utilities
 Retail
 Industrial Goods
 Real Estate
 Professional Services
 Oil and Gas
 High Technology
 Primary Metals
 Finance and Insurance
 Non Durable Consumer Goods
 Arts Entertainment Recreation and Hospitality
 Transportation and Warehousing
 Construction
 Public Administration
 High Technology
 Oil and Gas
 Professional Services
 Industrial Goods
 Mining
 Retail
 Healthcare
 Arts Entertainment Recreation and Hospitality
 Industrial Goods
 Finance and Insurance
 Not for Profit
 Utilities
 Professional Services
 Arts Entertainment Recreation and Hospitality
 Industrial Goods
 Utilities
 Life Sciences
 Not for Profit
 High Technology
 High Technology
 Transportation and Warehousing
 Transportation and Warehousing
 Mining
 Construction
 Business Services
 Industrial Goods

2025 Canadian Salary Survey Participant List

Organization Name

Bantrel Co.
 BARRICK GOLD CORPORATION
 Barton Malow Canada Ltd.
 Bausch + Lomb
 Bausch Health Companies Inc.
 BauVal inc.
 Baycrest Corporate Centre For Geriatric Care
 Baytex Energy
 BC Assessment
 BC Dairy
 BC Energy Regulator
 BC Family Maintenance Agency
 BC Financial Services Authority
 BC Games Society
 BC Housing Management Commission
 BC Hydro
 BC Infrastructure Benefits
 BC Lottery Corporation
 BC Pavilion Corporation
 BC Railway Company
 BC Securities Commission
 BC Transit
 BC Utilities Commission
 BCE Inc.
 BCNET
 BCREA
 Beacon Environmental
 Beedie
 Bell Textron Canada Limit  
 Bethany Care Society
 BGC Engineering Inc.
 Birchcliff Energy Ltd.
 Bird Construction Inc.
 Bitfarms Ltd.
 Black & McDonald
 BlackBerry Ltd.
 Blanche River Health
 Bluewater District School Board
 Bluewater Health
 BM Group
 BMO

Industry

Professional Services
 Mining
 Construction
 Life Sciences
 Life Sciences
 Construction
 Healthcare
 Oil and Gas
 Public Administration
 Not for Profit
 Public Administration
 Public Administration
 Finance and Insurance
 Arts Entertainment Recreation and Hospitality
 Public Administration
 Utilities
 Public Administration
 Arts Entertainment Recreation and Hospitality
 Public Administration
 Transportation and Warehousing
 Public Administration
 Transportation and Warehousing
 Public Administration
 Media and Telecommunications
 High Technology
 Not for Profit
 Professional Services
 Real Estate
 High Technology
 Healthcare
 Professional Services
 Oil and Gas
 Construction
 High Technology
 Construction
 High Technology
 Healthcare
 Education
 Healthcare
 Construction
 Finance and Insurance

2025 Canadian Salary Survey Participant List

Organization Name

Boardwalk Real Estate Investment Trust
Bombardier Inc.
Bombardier Recreational Products
Boralex Inc.
Bot Construction Group
Bow Valley College
Boyd Group
Bridgewater Bank
Brightshores Health System
British Columbia Institute of Technology
British Columbia Public Service Agency
Brock University
Brookfield Asset Management Inc.
Brookfield Corporation
Brookfield Properties Development LP
Brookfield Residential Properties Inc.
Bulkley Valley Credit Union
Buttcon Limited
CAA Atlantic
CAA Club Group
CAE Inc
Calgary Co-operative Association Limited
Calgary Co-operative Association Limited - Cannabis
Calgary Economic Development
Calgary Foundation
Calgary Municipal Land Corporation
Cambria Design Build Ltd.
Cambrian College Of Applied Arts and Technology
Cameco Corporation
Camosun College
Campton Constructors Ltd.
Canada Diagnostic Centres
Canada Goose
Canada Lands Company Limited
Canada West Garage Doors
Canadian Apartment Properties REIT
Canadian Hearing Services/Services canadiens de L'ouïe
Canadian Imperial Bank of Commerce
Canadian Mental Health Association - Algoma
Canadian Mental Health Association - Durham
Canadian Mental Health Association - Fort Frances Branch

Industry

Real Estate
High Technology
Durable Consumer Goods
Utilities
Construction
Education
Retail
Finance and Insurance
Healthcare
Education
Public Administration
Education
Finance and Insurance
Finance and Insurance
Construction
Construction
Finance and Insurance
Construction
Finance and Insurance
Finance and Insurance
High Technology
Retail
Cannabis
Public Administration
Not for Profit
Construction
Construction
Education
Mining
Education
Construction
Healthcare
Durable Consumer Goods
Real Estate
Industrial Goods
Real Estate
Public Administration
Finance and Insurance
Healthcare
Healthcare
Healthcare

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Canadian Mental Health Association - Grey Bruce	Healthcare
Canadian Mental Health Association - Haliburton Kawartha Pine Ridge Branch	Healthcare
Canadian Mental Health Association - Halton Branch	Healthcare
Canadian Mental Health Association - Kenora Branch	Healthcare
Canadian Mental Health Association - Lambton Kent Branch	Healthcare
Canadian Mental Health Association - North Bay and District	Healthcare
Canadian Mental Health Association - Ontario Division	Healthcare
Canadian Mental Health Association - Ottawa-Carleton Branch	Healthcare
Canadian Mental Health Association - Peel Branch	Healthcare
Canadian Mental Health Association - Simcoe County Branch	Healthcare
Canadian Mental Health Association - Thames Valley Addiction & Mental Health	Healthcare
Canadian Mental Health Association - Toronto Branch	Healthcare
Canadian Mental Health Association - Waterloo Wellington Branch	Healthcare
Canadian Mental Health Association - Windsor-Essex County Branch	Healthcare
Canadian Mental Health Association - York Region Branch	Healthcare
Canadian National Railway Co.	Transportation and Warehousing
Canadian Natural Resources	Oil and Gas
Canadian Pacific Kansas City Limited	Transportation and Warehousing
Canadian Red Cross Society	Not for Profit
Canadian Tire Corp	Retail
Canadian Utilities Ltd.	Utilities
Canadian Western Bank	Finance and Insurance
Canadore College Of Applied Arts and Technology	Education
Canopy Growth Corp.	Cannabis
Canuck Place Children's Hospice	Healthcare
Capilano University	Education
Capital Power	Utilities
Capitalize for Kids	Not for Profit
Capstone Copper	Mining
Carbon Engineering Ltd.	Chemical
Cardinal Energy Ltd.	Oil and Gas
Carefor Health And Community Services	Healthcare
Cargojet Inc.	Transportation and Warehousing
Carleton University	Education
Castle Rock Enterprises	Construction
Catholic Children's Aid Society	Public Administration
CCL Industries Inc.	Industrial Goods
CDN Controls ULC.	Oil and Gas
Celestica Inc	High Technology
Cenovus	Oil and Gas
Centennial College Of Applied Arts and Technology	Education

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Centre For Addiction And Mental Health	Healthcare
CGI	Professional Services
Challenger Geomatics Ltd.	Professional Services
Chandos Construction	Construction
Chartwell Retirement Residences	Healthcare
Chatham-Kent Health Alliance	Healthcare
Child and Family Services of Grand Erie	Public Administration
Children's Aid Society Of London And Middlesex	Public Administration
Children's Aid Society Of Ottawa/La Societe De L'Aide A L'Enfance D' Ottawa	Public Administration
Children's Aid Society Of Oxford County	Public Administration
Children's Aid Society Of The Niagara Region	Public Administration
Children's Aid Society Of The Region Of Peel	Public Administration
Children's Aid Society Of Toronto	Public Administration
Children's Treatment Network Of Simcoe York	Public Administration
Choice Properties Real Estate Investment Trust	Real Estate
CIFAR	Not for Profit
City of Barrie	Public Administration
City of Belleville	Public Administration
City of Brampton	Public Administration
City of Brantford	Public Administration
City of Burlington	Public Administration
City of Calgary	Public Administration
City of Cambridge	Public Administration
City of Clarence-Rockland	Public Administration
City of Cornwall	Public Administration
City of Dryden	Public Administration
City of Edmonton	Public Administration
City of Greater Sudbury	Public Administration
City of Guelph	Public Administration
City of Hamilton	Public Administration
City of Kawartha Lakes	Public Administration
City of Kenora	Public Administration
City of Kingston	Public Administration
City of Kitchener	Public Administration
City of London	Public Administration
City of Markham	Public Administration
City of Mississauga	Public Administration
City of Niagara Falls	Public Administration
City of Orillia	Public Administration
City of Oshawa	Public Administration
City of Ottawa	Public Administration

2025 Canadian Salary Survey Participant List

Organization Name

City of Owen Sound
 City of Pembroke
 City of Peterborough
 City of Pickering
 City of Port Colborne
 City of Quinte West
 City of Richmond Hill
 City of Sarnia
 City of Sault Ste. Marie
 City of St Catharines
 City of St. Thomas
 City of Stratford
 City of Thorold
 City of Timmins
 City of Toronto
 City of Toronto - Board of Governors of Exhibition Place
 City of Toronto - Public Library Board
 City of Toronto - Toronto Community Housing Corp.
 City of Toronto - Toronto Seniors Housing Corporation
 City of Toronto - Toronto Transit Commission
 City of Vaughan
 City of Waterloo
 City of Welland
 City of Windsor
 City of Woodstock
 City of Yellowknife
 Civeo Canada Employees LP
 Clark Builders
 Coast Mountain College
 Coast Mountain Hydro
 Coastal Community Credit Union
 Coastal Community Insurance Services
 Colas Canada Inc.
 College of Licensed Practical Nurses of Alberta
 College of New Caledonia
 College of the Rockies
 Colliers International Group Inc.
 Columbia Basin Trust
 Communitech Corporation
 Community Living BC
 Community Living Toronto

Industry

Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Arts Entertainment Recreation and Hospitality
 Public Administration
 Public Administration
 Public Administration
 Transportation and Warehousing
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Arts Entertainment Recreation and Hospitality
 Construction
 Education
 Utilities
 Finance and Insurance
 Finance and Insurance
 Construction
 Not for Profit
 Education
 Education
 Real Estate
 Public Administration
 Professional Services
 Public Administration
 Public Administration

2025 Canadian Salary Survey Participant List

Organization Name

Computronix (Canada), Ltd.
 Conestoga College Institute Of Technology and Advanced Learning
 Conexus Credit Union
 Confederation College Of Applied Arts and Technology
 Confidence Management Ltd.
 Connect Atlantic Utility Services
 connectFirst Credit Union Ltd.
 Constellation Software Inc.
 Convergint Technologies
 Cooper Lighting Solutions
 Costi Immigrant Services
 County Of Brant
 County Of Bruce
 County Of Dufferin
 County of Elgin
 County Of Essex
 County Of Frontenac
 County Of Grey
 County Of Hastings
 County Of Huron
 County of Lambton
 County Of Lennox And Addington
 County Of Middlesex
 County Of Northumberland
 County Of Oxford
 County Of Perth
 County Of Peterborough
 County Of Prince Edward
 County Of Renfrew
 County of Simcoe
 County of St. Paul No. 19
 County Of Wellington
 COWI North America Ltd.
 Credit Valley Conservation Authority
 CRH Canada Group Inc.
 Cronos Group Inc.
 CT Real Estate Investment Trust
 Cybera
 Dakwakada Capital Investments LP
 Data Gathering Service Inc.
 Dease Lake Airport

Industry

High Technology
 Education
 Finance and Insurance
 Education
 Construction
 Construction
 Finance and Insurance
 High Technology
 Business Services
 Industrial Goods
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
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 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Professional Services
 Public Administration
 Industrial Goods
 Cannabis
 Real Estate
 Not for Profit
 Business Services
 Finance and Insurance
 Transportation and Warehousing

2025 Canadian Salary Survey Participant List

Organization Name

Definity Financial
 Demix Agrégats
 Demix Construction
 Dentalcorp
 Destination British Columbia
 DIALOG
 Di-Corp
 Dillon Consulting
 District Municipality of Muskoka
 District School Board Of Niagara
 District School Board Ontario North East
 Dollarama Inc.
 Douglas College
 Dream Industrial REIT
 Dryden Regional Health Centre
 Ducks Unlimited Canada
 Dufferin Aggregates
 Dufferin Concrete
 Dufferin Construction
 Durham Catholic District School Board
 Durham College Of Applied Arts and Technology
 Durham District School Board
 East Penn Canada
 Eastern Ontario Health Unit
 Ecojustice
 Edmonton Community Foundation
 E-L Financial Corporation Ltd.
 Eldorado Gold
 Element Fleet Management Corp.
 EMC, a Day & Zimmermann Company
 EMERA INCORPORATED
 Emily Carr University of Art + Design
 Empire Company Limited
 Empire Homes LP
 Enbridge
 Enerflex Ltd.
 Enerflex Ltd. - Engineered Systems
 Enerflex Water Solutions
 EQB Inc. (Equitable Bank)
 Equilibrium Consulting Inc.
 Equinox Gold

Industry

Finance and Insurance
 Mining
 Construction
 Healthcare
 Arts Entertainment Recreation and Hospitality
 Professional Services
 Industrial Goods
 Professional Services
 Public Administration
 Education
 Education
 Retail
 Education
 Real Estate
 Healthcare
 Not for Profit
 Mining
 Industrial Goods
 Construction
 Education
 Education
 Education
 Non Durable Consumer Goods
 Healthcare
 Not for Profit
 Not for Profit
 Finance and Insurance
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 Utilities
 Education
 Retail
 Construction
 Oil and Gas
 Oil and Gas
 Industrial Goods
 Construction
 Finance and Insurance
 Professional Services
 Mining

2025 Canadian Salary Survey Participant List

Organization Name

Équipement d'essai aérospatial CEL Ltée
 Erie Shores Healthcare
 Erinoakkids Centre For Treatment And Development
 Ero Copper Corp.
 Estee Lauder Company
 Exact Air Inc
 Exo Drone
 Explore Edmonton
 Fairfax Financial Holdings Limited
 Fairfax India Holdings Corporation
 Fairview Ltd.
 Family And Children's Services Of Frontenac Lennox And Addington
 Family and Children's Services Of St Thomas And Elgin
 Fanshawe College Of Applied Arts and Technology
 Farm Credit Canada
 Federated Co-operatives Limited
 Federation CJA
 FGF Brands
 Filo Corp.
 Financial Services Regulatory Authority of Ontario
 Finning International Inc.
 First Canadian Insurance Corporation
 First Capital REIT
 First Majestic Silver Corp.
 First National Financial
 First Nations Health Authority
 First Peoples' Cultural Council
 First Quantum Minerals Ltd.
 Firstservice Corporation
 Flatiron Construction
 Fluor Driver Inc.
 Forest Protection Limited
 Forestry Innovation Investment
 Fort Edmonton Management Company
 Fortis Inc
 Fortuna Silver Mines Inc.
 Fountain Tire
 Franco-Nevada Corp.
 Fraser Health Authority
 Fred Victor Centre
 FT Synthetics Inc.

Industry

High Technology
 Healthcare
 Healthcare
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 Non Durable Consumer Goods
 Transportation and Warehousing
 High Technology
 Arts Entertainment Recreation and Hospitality
 Finance and Insurance
 Finance and Insurance
 Industrial Goods
 Public Administration
 Public Administration
 Education
 Finance and Insurance
 Retail
 Not for Profit
 Non Durable Consumer Goods
 Mining
 Public Administration
 Industrial Goods
 Finance and Insurance
 Real Estate
 Mining
 Finance and Insurance
 Healthcare
 Public Administration
 Mining
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 Public Administration
 Arts Entertainment Recreation and Hospitality
 Utilities
 Mining
 Retail
 Mining
 Healthcare
 Not for Profit
 Industrial Goods

2025 Canadian Salary Survey Participant List

Organization Name

FWS Industrial Projects Canada Ltd.
 FWS Western Ltd.
 G2 Aviation
 Garmin Canada Inc.
 GATX Corporation
 General Dynamics Land Systems-Canada
 Gensler Canada
 George Brown College Of Applied Arts and Technology
 George Weston Ltd.
 Georgian College Of Applied Arts and Technology
 GeoVerra
 GFL Environmental Inc
 Gibson Energy
 Gildan Activewear Inc.
 Global Mentoring Solutions Inc.
 Global Power Technologies Inc.
 GM Financial
 goeasy Ltd.
 Gordon Food Service
 Governing Council Of The Salvation Army In Canada
 Government of Alberta
 Graham Management Services LP
 Grand Erie District School Board
 Grand River Conservation Authority
 Granite Real Estate Investment Trust
 Greater Essex County District School Board
 Great-West Lifeco Inc.
 Green Infrastructure Partners Inc.
 Groupe Meloche
 Groupe Sélection
 GTA Region Investment Attraction (o/a Toronto Global)
 Gulf & Fraser Fishermen's Credit Union
 H2O Power Holdings LP
 H2Safety Services Inc.
 Habitat for Humanity Greater Toronto Area
 Haldimand County
 Halton Catholic District School Board
 Halton Healthcare Services Corporation
 Halton Region Conservation Authority
 Hamilton Health Sciences
 Hamilton-Wentworth District School Board

Industry

Construction
 Construction
 High Technology
 High Technology
 Transportation and Warehousing
 Industrial Goods
 Professional Services
 Education
 Retail
 Education
 Professional Services
 Business Services
 Oil and Gas
 Durable Consumer Goods
 Business Services
 Industrial Goods
 Finance and Insurance
 Finance and Insurance
 Transportation and Warehousing
 Public Administration
 Public Administration
 Construction
 Education
 Public Administration
 Real Estate
 Education
 Finance and Insurance
 Construction
 High Technology
 Real Estate
 Public Administration
 Finance and Insurance
 Utilities
 Professional Services
 Not for Profit
 Public Administration
 Education
 Healthcare
 Public Administration
 Healthcare
 Education

2025 Canadian Salary Survey Participant List

Organization Name

Harbour Door Services
 Hastings And Prince Edward District School Board
 HDR Corporation
 Health Sciences North
 Heart and Stroke Foundation
 Hello Fresh Canada
 Heroux-Devtek inc
 HF Sinclair Corporation
 HIROC
 Hitachi ID Systems Inc.
 Hockey Canada
 Holt Renfrew
 Home Hardware Stores Limited
 Homes by Avi
 Hôpital Montfort
 Hôtel-Dieu Grace Healthcare
 Houle Electric Limited
 Hudbay Minerals Inc.
 Humber College Institute Of Technology and Advanced Learning
 Humber River Health
 Huron Perth Healthcare Alliance
 Huron University College
 Hydro One
 iA Financial Corporation Inc.
 Iamgold Corporation
 ICES (Institute For Clinical Evaluative Sciences)
 iGaming Ontario
 IGM Financial Inc.
 IMAX Corporation
 Imperial Oil Limited
 InBC Investment Corp
 Independent Electricity System Operator
 Information And Privacy Commissioner
 Infrastructure BC
 Infrastructure Health And Safety Association
 Innovate BC
 Insurance Corporation of BC
 Insurance Council of BC
 Intact Financial Corporation
 Intellectual Property Ontario
 Interior Health Authority

Industry

Industrial Goods
 Education
 Professional Services
 Healthcare
 Not for Profit
 Transportation and Warehousing
 High Technology
 Oil and Gas
 Finance and Insurance
 High Technology
 Not for Profit
 Retail
 Retail
 Construction
 Healthcare
 Healthcare
 Construction
 Mining
 Education
 Healthcare
 Healthcare
 Education
 Utilities
 Finance and Insurance
 Mining
 Healthcare
 Public Administration
 Finance and Insurance
 Arts Entertainment Recreation and Hospitality
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 Finance and Insurance
 Utilities
 Public Administration
 Public Administration
 Healthcare
 Public Administration
 Finance and Insurance
 Finance and Insurance
 Finance and Insurance
 Public Administration
 Healthcare

2025 Canadian Salary Survey Participant List

Organization Name

International Petroleum Corporation
Invest Ontario
Invest Ottawa
Ironflow Technologies Inc.
Ivanhoe Mines Ltd.
Jacobs Canada Inc.
Jacquet Metals
Jewish Family and Child Service Of Greater Toronto
Justice Institute of BC
K+S Potash Canada GP
K92 Mining
Kal Tire
Karis Disability Services
Kawartha Pine Ridge District School Board
Kelt Exploration
Kenaidan Contracting Ltd.
Kenco Canada
Kenora District Services Board
Kerry's Place Autism Services
KEYERA
KEYMAY Industries Ltd.
Kids Help Phone
Kiewit Canada
Killam Apartment Real Estate Investment Trust
Kinark Child And Family Services
Kinaxis Inc.
Kindred Credit Union
Kinetic Construction Ltd.
King's University College
Kingston Health Sciences Centre
Kinross Gold Corporation
Knowledge Network
KPIC Maintenance Services Inc.
KPMB Architects
Kwantlen Polytechnic University
Labrador Iron Ore Royalty Corporation
Lafarge Canada Inc.
Laidlaw Foundation
Lake Simcoe Region Conservation Authority
Lakehead University
Lakeland Credit Union

Industry

Oil and Gas
Public Administration
Public Administration
High Technology
Mining
Professional Services
Industrial Goods
Public Administration
Education
Mining
Mining
Retail
Public Administration
Education
Oil and Gas
Construction
Transportation and Warehousing
Public Administration
Public Administration
Oil and Gas
Construction
Healthcare
Construction
Real Estate
Public Administration
High Technology
Finance and Insurance
Construction
Education
Healthcare
Mining
Media and Telecommunications
Construction
Professional Services
Education
Mining
Industrial Goods
Not for Profit
Public Administration
Education
Finance and Insurance

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Lakeridge Health	Healthcare
Lambton College Of Applied Arts and Technology	Education
Lambton Kent District School Board	Education
Langara College	Education
Lassonde Industries Inc.	Non Durable Consumer Goods
Laurentian University Of Sudbury	Education
Laurentis Energy Partners	Utilities
Law Society of Alberta	Not for Profit
LAWPRO	Finance and Insurance
League Inc.	High Technology
Ledcor Construction Limited	Construction
Legal Aid BC	Public Administration
Legal Aid Ontario	Public Administration
Les Fabrications Kleton	Industrial Goods
Les Levés Aéroscan Inc	High Technology
Levio conseils inc.	Professional Services
Lightspeed Commerce Inc	High Technology
Limestone District School Board	Education
Linamar Corp.	Industrial Goods
Liquor Control Board of Ontario	Retail
LNG Canada Development Inc.	Oil and Gas
Loblaw Companies Limited	Retail
Loft Community Services	Public Administration
London Health Sciences Centre	Healthcare
Lortie Aviation Inc	High Technology
Loyalist College Of Applied Arts and Technology	Education
Loyalist Township	Public Administration
LUCID Vision Labs, Inc.	High Technology
Lululemon Athletica Inc.	Durable Consumer Goods
Lumenus Community Services	Public Administration
Lumine Group	High Technology
Lundin Gold Inc.	Mining
Lundin Mining Corp.	Mining
Luxia Innovation	High Technology
Lyle S. Hallman Foundation	Not for Profit
M1 Composites Technologie	High Technology
Mac Skylights	Industrial Goods
MacEwan University	Education
MAG Canada	Transportation and Warehousing
Magna International Inc.	Industrial Goods
Manitoba Blue Cross	Finance and Insurance

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Manitoulin Health Centre	Healthcare
Manulife Financial	Finance and Insurance
Maple Leaf Foods Inc.	Non Durable Consumer Goods
March Of Dimes Canada	Not for Profit
MaRS Discovery District	Professional Services
MasTec Canada Inc.	Construction
Mattamy Homes Limited	Construction
McElhanney	Professional Services
McMaster University	Education
MDA	High Technology
Mecachrome Canada Inc	High Technology
MEG Energy	Oil and Gas
Methanex Corporation	Chemical
Metis Nation Of Ontario Secretariat	Public Administration
Metro Inc.	Retail
Metro Supply Chain Group	Transportation and Warehousing
Metrolinx	Transportation and Warehousing
Metropolitan Toronto Convention Centre Corporation	Arts Entertainment Recreation and Hospitality
Michael Green Architecture	Professional Services
Michels Canada	Construction
Middlesex-London Health Unit	Healthcare
Midwest Surveys Inc.	Professional Services
Mill Creek Sand & Gravel (1980) Ltd.	Mining
Millennium Insurance Corporation	Finance and Insurance
Mirabel Héli Support Inc	High Technology
MNP LLP	Professional Services
Mobile Climate Control	Industrial Goods
Mohawk College Of Applied Arts and Technology	Education
Mohawks Of The Bay Of Quinte	Public Administration
Mouvement Desjardins	Finance and Insurance
Multiplex Construction Canada Ltd.	Construction
Municipal Property Assessment Corporation	Public Administration
Municipality Of Brighton	Public Administration
Municipality Of Chatham-Kent	Public Administration
Municipality Of Clarington	Public Administration
Municipality Of Kincardine	Public Administration
Municipality Of Leamington	Public Administration
Municipality Of Middlesex Centre	Public Administration
Municipality Of Port Hope	Public Administration
NAIT	Education
National Bank of Canada	Finance and Insurance

2025 Canadian Salary Survey Participant List

Organization Name

Neighbourhood Group Community Services
 Nétur Inc
 New Brunswick Financial and Consumer Services Commission
 New Gold
 New Home Warranty Insurance (Canada) Corporation
 NexGen Energy Ltd.
 Niagara Health System
 Niagara Parks Commission
 Niagara Transit Commission
 Nicola Valley Institute of Technology
 Nipissing University
 Noetic Engineering (2008) Inc.
 Nolinor Aviation
 Norfolk County
 NorLand Limited
 North American Construction Group Ltd.
 North Island College
 Northerm Windows and Doors
 Northern College Of Applied Arts and Technology
 Northern Health Authority
 Northern Lights College
 Northern Ontario School of Medicine
 Northland Power Inc.
 Northview Residential REIT
 Nova Scotia Community College
 Nutrien Ltd.
 NuVista Energy Ltd
 O.N. Site Construction Inc.
 Oak Valley Health
 Oceana Gold
 Office Of The Chief Electoral Officer of Ontario
 Office Of The Premier of Ontario
 Okanagan College
 Ombudsman Ontario
 Onex Corp.
 Ontario Agency For Health Protection And Promotion
 Ontario Arts Council
 Ontario Cabinet Office
 Ontario Cannabis Retail Corporation
 Ontario Centre of Innovation
 Ontario Clean Water Agency

Industry

Public Administration
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 Transportation and Warehousing
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 Construction
 Oil and Gas
 Education
 Industrial Goods
 Education
 Healthcare
 Education
 Education
 Utilities
 Real Estate
 Education
 Chemical
 Oil and Gas
 Construction
 Healthcare
 Mining
 Public Administration
 Public Administration
 Education
 Public Administration
 Finance and Insurance
 Healthcare
 Public Administration
 Public Administration
 Retail
 Public Administration
 Utilities

2025 Canadian Salary Survey Participant List

Organization Name

Ontario Educational Communications Authority (TV Ontario)
 Ontario Energy Board
 Ontario Financing Authority
 Ontario Health
 Ontario Health atHome
 Ontario Heritage Trust
 Ontario Hospital Association
 Ontario Infrastructure & Lands Corporation
 Ontario Institute For Cancer Research
 Ontario Lottery & Gaming Corporation
 Ontario Medical Association
 Ontario Ministry of Agriculture, Food & Agribusiness
 Ontario Ministry of Children, Community and Social Services
 Ontario Ministry of Colleges, Universities, Research Excellence and Security
 Ontario Ministry of Economic Development, Job Creation and Trade
 Ontario Ministry of Education
 Ontario Ministry of Finance
 Ontario Ministry of Labour, Immigration, Training and Skills Development
 Ontario Ministry of Long-Term Care
 Ontario Ministry of Municipal Affairs and Housing
 Ontario Ministry of Natural Resources
 Ontario Ministry of Northern Economic Development and Growth
 Ontario Ministry of Public and Business Service Delivery and Procurement
 Ontario Ministry of the Attorney General
 Ontario Ministry of the Environment, Conservation and Parks
 Ontario Ministry of Tourism, Culture and Gaming
 Ontario Northland Transportation Commission
 Ontario One Call
 Ontario Power Generation
 Ontario Public Service Pension Board (Ontario Pension Board)
 Ontario Real Estate Association
 Ontario Science Centre
 Ontario Securities Commission
 Ontario Shores Centre For Mental Health Sciences
 Ontario Tech University
 Ontario Tourism Marketing Partnership Corporation
 Ontario Trillium Foundation
 Open Text Corp
 ORIX Geoscience
 Orla Mining Ltd
 ORNGE

Industry

Media and Telecommunications
 Public Administration
 Finance and Insurance
 Healthcare
 Healthcare
 Public Administration
 Not for Profit
 Public Administration
 Life Sciences
 Arts Entertainment Recreation and Hospitality
 Not for Profit
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Transportation and Warehousing
 Business Services
 Utilities
 Finance and Insurance
 Not for Profit
 Arts Entertainment Recreation and Hospitality
 Finance and Insurance
 Healthcare
 Education
 Public Administration
 Public Administration
 High Technology
 Professional Services
 Mining
 Transportation and Warehousing

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Osisko Gold Royalties Ltd.	Mining
Osisko Mining	Mining
Ottawa Community Housing Corporation	Public Administration
Outiltech Rive-Nord	Industrial Goods
Pan American Silver Corp.	Mining
Paramount Resources Ltd.	Oil and Gas
Parkland Corporation	Retail
Parkland County	Public Administration
Partners Community Health	Healthcare
Pascan Aviation	Transportation and Warehousing
Pathways To Education Canada	Not for Profit
Pathy Family Foundation	Not for Profit
PCL Construction Inc.	Construction
Peace Hills General Insurance Company	Finance and Insurance
Peaskie Minerals Inc.	Mining
Peel District School Board	Education
Pembina Pipeline Corp.	Oil and Gas
Penske Truck Leasing	Transportation and Warehousing
Perley and Rideau Veterans' Health Centre	Healthcare
Pet Valu Canada Inc	Retail
Pharmasave West	Retail
Plan International Canada	Not for Profit
Pomerleau Inc.	Construction
Power Corp. of Canada	Finance and Insurance
PrairieSky Royalty Ltd.	Oil and Gas
Pratt & Whitney Canada	High Technology
Precedent Land Company LP	Real Estate
Precise Drilling Components Ltd.	Industrial Goods
Precision ADM	Industrial Goods
Precision Drilling Corporation	Oil and Gas
Premium Brands Holdings Corporation	Non Durable Consumer Goods
Primary Engineering and Construction Corporation	Construction
Primoris Canada	Construction
Procom	Business Services
Professional Home Builders Institute	Education
Providence Care Centre	Healthcare
Providence Health Care Society	Healthcare
Provincial Health Services Authority	Healthcare
PTW Energy Services	Construction
Qualico	Real Estate
Quebecor Inc.	Media and Telecommunications

2025 Canadian Salary Survey Participant List

Organization Name

Queen's University
 Quinte Health
 Rainbow District School Board
 RBC
 Reach Out Centre For Kids
 Read Jones Christoffersen Ltd.
 Recochem Inc.
 Regional Municipality Of Durham
 Regional Municipality Of Halton
 Regional Municipality Of Niagara
 Regional Municipality Of Peel
 Regional Municipality Of Waterloo
 Regional Municipality Of York
 Regional Municipality Of York - York Region Rapid Transit Corporation
 Renfrew County District School Board
 Restaurant Brands International Inc.
 Restaurants Canada
 Right To Play International
 Riocan Real Estate Investment Trust
 Rise Air
 Ritchie Bros. Auctioneers Inc.
 Riverside Health Care Facilities Inc.
 RMA Insurance
 Rogers Communications Inc.
 ROGII Canada
 Rohit Group
 ROSEN Canada Ltd.
 Roswell Downhole Technologies
 Royal BC Museum
 Royal Ontario Museum
 Royal Ottawa Health Care Group
 Royal Roads University
 Royal Victoria Regional Health Centre
 Runnymede Healthcare Centre
 Rural Municipalities of Alberta
 Russel Metals Inc
 Ryder System, Inc
 S.i. Systems
 Safran Helicopter Engines Inc
 SAIT
 Sandstorm Gold Royalties

Industry

Education
 Healthcare
 Education
 Finance and Insurance
 Healthcare
 Professional Services
 Non Durable Consumer Goods
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Public Administration
 Transportation and Warehousing
 Education
 Arts Entertainment Recreation and Hospitality
 Not for Profit
 Not for Profit
 Real Estate
 Transportation and Warehousing
 Retail
 Healthcare
 Finance and Insurance
 Media and Telecommunications
 High Technology
 Construction
 Oil and Gas
 Industrial Goods
 Arts Entertainment Recreation and Hospitality
 Arts Entertainment Recreation and Hospitality
 Healthcare
 Education
 Healthcare
 Healthcare
 Not for Profit
 Industrial Goods
 Transportation and Warehousing
 Business Services
 High Technology
 Education
 Mining

2025 Canadian Salary Survey Participant List

Organization Name

Saputo Inc.
 Saskatchewan Association of Rehabilitation Centres
 Saskatchewan Government Insurance
 Saskatchewan Public Safety Agency
 Sault College Of Applied Arts and Technology
 Scarborough Health Network
 Scotiabank
 Scott Builders Inc.
 Seabridge Gold
 Secure Energy Services Inc
 Selkirk College
 Seneca College Of Applied Arts and Technology
 SEP Metrologie
 Shannex Incorporated
 Shepherd Village Inc
 Sherbourne Health Centre
 Sheridan College Institute Of Technology and Advanced Learning
 Sherweb Inc.
 Shopify Inc.
 Sigma Lithium Corp.
 Signify Canada Ltd.
 Silvercrest Metals Inc.
 Simcoe Muskoka Catholic District School Board
 Simcoe Muskoka Child, Youth And Family Services
 Simon Fraser University
 Sinai Health System
 Sioux Lookout Meno Ya Win Health Centre
 Sir Sandford Fleming College
 Six Degrees Medical
 Skilled Trades BC
 SmartCentres Real Estate Investment Trust
 SMS Equipment Inc.
 Sofina Foods Inc.
 Softchoice Corporation
 Sogclair Canada
 South Bow Corporation
 South Bruce Grey Health Centre
 Southlake Regional Health Centre
 Spin Master Corp.
 Sprott Inc.
 SSR Mining Inc.

Industry

Non Durable Consumer Goods
 Not for Profit
 Finance and Insurance
 Public Administration
 Education
 Healthcare
 Finance and Insurance
 Construction
 Mining
 Business Services
 Education
 Education
 Industrial Goods
 Healthcare
 Healthcare
 Healthcare
 Education
 High Technology
 High Technology
 Mining
 Industrial Goods
 Mining
 Education
 Public Administration
 Education
 Healthcare
 Healthcare
 Education
 Professional Services
 Public Administration
 Real Estate
 Industrial Goods
 Non Durable Consumer Goods
 High Technology
 High Technology
 Oil and Gas
 Healthcare
 Healthcare
 Durable Consumer Goods
 Finance and Insurance
 Mining

2025 Canadian Salary Survey Participant List

Organization Name	Industry
St Clair College Of Applied Arts and Technology	Education
St. Joseph's Care Group	Healthcare
St. Joseph's Health Centre Guelph	Healthcare
St. Joseph's Healthcare Hamilton	Healthcare
St. Joseph's Health Care London	Healthcare
St. Lawrence College Of Applied Arts and Technology	Education
Stantec Inc.	Professional Services
Staples Canada ULC	Retail
Starlink Aviation	Transportation and Warehousing
Stawowski McGill	Professional Services
Steinbach Credit Union	Finance and Insurance
Stelco Holdings Inc.	Primary Metals
Stella-Jones Inc.	Industrial Goods
Stk'emlupsemc te Secwepemc Nation	Public Administration
Stollery Children's Hospital Foundation	Not for Profit
Strathcona Resources Ltd.	Oil and Gas
Summit Air	Transportation and Warehousing
Sun Life Financial Inc.	Finance and Insurance
Sunbeam Community & Developmental Services	Public Administration
Suncor	Oil and Gas
Sunnybrook Health Sciences Centre	Healthcare
Sunwest Aviation	Transportation and Warehousing
Sunwing	Transportation and Warehousing
Superior Plus Corp	Oil and Gas
Supply Ontario	Public Administration
Surerus Murphy Joint Venture	Construction
Surrey Place	Healthcare
Taghleef Industries Canada Inc.	Industrial Goods
Tahltan Nation Development Corporation	Business Services
Tamarack Valley Energy Ltd.	Oil and Gas
Tarion	Public Administration
TC Energy	Oil and Gas
TD Bank	Finance and Insurance
Teck Resources	Mining
TELUS Corporation	Media and Telecommunications
Tenaquip Limited	Industrial Goods
TFI International Inc	Transportation and Warehousing
Thames Valley Children's Centre	Public Administration
Thames Valley District School Board	Education
The Brenda Strafford Foundation Ltd.	Healthcare
The Corporation of the City of North Bay	Public Administration



2025 Canadian Salary Survey Participant List

Organization Name	Industry
The Country Day School	Education
The Descartes Systems Group Inc	High Technology
The Good Samaritan Society	Healthcare
The Home Depot Canada	Retail
The Jarislowsky Foundation	Not for Profit
The Joyce Family Foundation	Not for Profit
The Lawson Foundation	Not for Profit
The Miller Group	Construction
The North West Company Inc.	Retail
The Ontario French Language Educational Communications Authority	Media and Telecommunications
The Salvation Army Toronto Grace Health Centre	Healthcare
The University of Ottawa Heart Institute	Healthcare
Thermal Systems KWC Ltd.	Construction
Thompson Rivers University	Education
Thomson Reuters Corp.	Media and Telecommunications
Thunder Bay Regional Health Sciences Centre	Healthcare
TMC The Metals Company	Mining
TMX Group Limited	Finance and Insurance
Tokio Marine Canada Ltd.	Finance and Insurance
Topaz Energy Corp.	Oil and Gas
Toromont Industries Ltd	Industrial Goods
Toronto and Region Conservation Authority	Public Administration
Toronto Centre	Business Services
Toronto District School Board	Education
Toronto Metropolitan University	Education
Toronto Waterfront Revitalization Corporation	Public Administration
Toronto Zoo	Arts Entertainment Recreation and Hospitality
Tourmaline Oil Corp.	Oil and Gas
Town Of Ajax	Public Administration
Town Of Amherstburg	Public Administration
Town Of Aurora	Public Administration
Town Of Bracebridge	Public Administration
Town Of Bradford West Gwillimbury	Public Administration
Town Of Caledon	Public Administration
Town Of Cobourg	Public Administration
Town Of Collingwood	Public Administration
Town Of East Gwillimbury	Public Administration
Town Of Essex	Public Administration
Town Of Fort Erie	Public Administration
Town Of Georgina	Public Administration
Town Of Gravenhurst	Public Administration

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Town Of Grimsby	Public Administration
Town Of Halton Hills	Public Administration
Town Of Huntsville	Public Administration
Town Of Innisfil	Public Administration
Town Of Kingsville	Public Administration
Town Of Lasalle	Public Administration
Town Of Lincoln	Public Administration
Town Of Midland	Public Administration
Town Of Milton	Public Administration
Town Of New Tecumseth	Public Administration
Town Of Newmarket	Public Administration
Town Of Niagara-on-the-lake	Public Administration
Town Of Oakville	Public Administration
Town Of Orangeville	Public Administration
Town Of Saugeen Shores	Public Administration
Town Of Tecumseh	Public Administration
Town Of The Blue Mountains	Public Administration
Town Of Wasaga Beach	Public Administration
Town Of Whitby	Public Administration
Town Of Whitchurch-Stouffville	Public Administration
Township Of Centre Wellington	Public Administration
Township Of Clearview	Public Administration
Township Of King	Public Administration
Township Of Oro-Medonte	Public Administration
Township Of Scugog	Public Administration
Township Of Springwater	Public Administration
Township Of Strathroy-Caradoc	Public Administration
Township Of Wilmot	Public Administration
Trans Mountain Corporation	Oil and Gas
TransAlta Corporation	Utilities
Transcontinental Inc.	Industrial Goods
Transportation Investment Corporation	Transportation and Warehousing
Treasury Board of Canada Secretariat	Public Administration
Treasury Board of Ontario Secretariat	Public Administration
Trent University	Education
Tribunals Ontario	Public Administration
Trican Well Service Ltd.	Oil and Gas
Trillium Health Centre	Healthcare
Trillium Lakelands District School Board	Education
Triple Flag Precious Metals Corp.	Finance and Insurance
Trisura Group Ltd.	Finance and Insurance

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Turner Construction Company	Construction
United Counties Of Leeds And Grenville	Public Administration
United Counties Of Stormont, Dundas And Glengarry	Public Administration
United Way of the Alberta Capital Region	Not for Profit
Unity Credit Union	Finance and Insurance
Unity Health Toronto	Healthcare
University Health Network	Healthcare
University Hospital Foundation	Not for Profit
University of British Columbia	Education
University of Guelph	Education
University of Northern British Columbia	Education
University of Ottawa	Education
University of the Fraser Valley	Education
University of Toronto	Education
University of Victoria	Education
University of Waterloo	Education
University of Western Ontario	Education
University Of Windsor	Education
Upper Canada District School Board	Education
Upper Grand District School Board	Education
Urban Systems Ltd.	Professional Services
Vancouver Coastal Health Authority	Healthcare
Vancouver Community College	Education
Vancouver Island Health Authority	Healthcare
Vancouver Island University	Education
Vector Institute	High Technology
Ventana Construction Corporation	Construction
Venturelab Innovation Centre	High Technology
Veolia North America	Business Services
Veren Inc.	Oil and Gas
Verge Ag	High Technology
Vermilion Energy	Oil and Gas
Veseris	Chemical
Viterra Canada Inc.	Transportation and Warehousing
Volant Products Inc.	Oil and Gas
Volker Stevin Canada	Construction
Wales McLelland Construction	Construction
Walker Industries Holdings Limited	Construction
Walmart Canada Corp	Retail
Waterloo Catholic District School Board	Education
Waterloo Region District School Board	Education

2025 Canadian Salary Survey Participant List

Organization Name	Industry
Waypoint Centre For Mental Health Care	Healthcare
Weeneebayko Area Health Authority	Healthcare
Wellington-Dufferin-Guelph Health Unit	Healthcare
Wesdome Gold Mines Ltd.	Mining
West Fraser Timber Co. Ltd.	Forestry
West Parry Sound Health Centre	Healthcare
Western Financial Group	Finance and Insurance
Westland Insurance Group	Finance and Insurance
Weyburn Credit Union	Finance and Insurance
Wheaton Precious Metals Corp.	Mining
Whitecap Resources Inc.	Oil and Gas
Whitson Contracting Ltd.	Construction
Wilder Institute/Calgary Zoo	Not for Profit
Wilfrid Laurier University	Education
William Osler Health System	Healthcare
Willowdale Asset Management Inc.	Real Estate
Windsor-Essex Catholic District School Board	Education
Windsor-Essex Children's Aid Society	Public Administration
Winpak Ltd.	Industrial Goods
Woodtone	Industrial Goods
Workers' Compensation Board - Alberta	Finance and Insurance
Workplace Safety & Insurance Board	Finance and Insurance
Workplace Safety And Insurance Appeals Tribunal	Public Administration
Workplace Safety and Prevention Services	Business Services
Workplace Safety North	Business Services
WorksafeBC	Finance and Insurance
Worley	Professional Services
Wright Construction Western Inc.	Construction
WSP Global	Professional Services
Xenon Pharmaceuticals Inc.	Life Sciences
Yee Hong Centre For Geriatric Care	Healthcare
YMCA Calgary	Not for Profit
YMCA of Greater Toronto	Arts Entertainment Recreation and Hospitality
YMCA Of Hamilton/Burlington/Brantford	Arts Entertainment Recreation and Hospitality
York Catholic District School Board	Education
York Region District School Board	Education
York University	Education