

RECENT PARTICIPANTS THE CANADIAN SALARY SURVEYS

420 Premium Markets Ltd.	Angkor Gold Corp.	Best Buy
A. Harvey Group of Companies	APEGA	Bethany Care Centre
A.O. Smith Enterprises	APTN	BGC Engineering Inc.
ABC Recycling	Aramark	Black Diamond Group Limited
ABEX	Arcelor Mittal Produits Longs Canada	Blackline Safety Corp.
Accerta	Architectural Institute of British Columbia	Bombardier Aerospace
Access Communications Co-operative	Argus Machine Co. Ltd.	Bonduelle
Access Credit Union	Arguson Projects Inc.	Bonify Holdings Corporation
Acciona Infrastructures Canada Inc.	Aria	Bonterra Oil & Gas Ltd.
Accord Financial Corp.	Armoires Fabritec Ltee	Bosa Properties Inc.
Acier Victoria	Arnett & Burgess Pipeliners Ltd.	BOT Construction Group
Acklands-Grainger Inc.	Aspen Trailer	Bow Valley College
AECOM	Asso. of Reg. Nurses of NF. and Labrador	Brewers Distributor Ltd.
Aecon Construction Group Inc.	Asso. Integration Sociale Ottawa (AISO)	British Columbia Lottery Corporation
AFCS	ATB Financial	Brookfield Properties
Affinity Credit Union	ATCO	Bruce Power
AG Growth International	Athabasca University	BSM Technologies Inc.
Air Canada Pilots Association	Atlantic Wallboard Ltd.	Builders Park Concrete
Alberta Blue Cross	Atlas Structural Systems Ltd.	Bulk Barn Foods Ltd.
Alberta Electric System Operator	Aurora Cannabis Enterprises Inc.	CAA Club Group
Alberta Gaming & Liquor Commission	Ausenco Engineering Canada Inc.	Calgary Co-op Association
Alberta Health Services	Avenue Living	Calgary Food Bank
Alberta Investment Management Corporation	AZZ Industrial Solutions	Calgary Real Estate Board CREB
Alberta Medical Association	B+H Architecture	Calgary Zoo
Alberta Motor Association	B2Gold Corp.	Caltech Surveys
Alberta One-Call	Backwoods Energy	Cambrian Credit Union
Alberta Pensions Services Corporation	Ballard Power	Camdon Construction
Alberta Real Estate Association	Bankers Petroleum Ltd.	Cameco Corporation
Alberta Recycling Management Authority	Bantrel Group	CANA
Alberta University of the Arts	Basintek	Canada Colors and Chemicals
Alcohol and Gaming Commission of Ontario	Bateaux Princecraft Inc.	Canada Forgings Inc.
All Weather Windows	Bath Fitter	Canadas Wonderland Company
Allnorth Consultants	Baytex Energy	Canadian Blood Services
Allstate	BC Real Estate Association	Canadian Dental Association
Almac Machine Works Ltd.	BCAA	Canadian Energy Services & Technology Corp.
Alstar Oilfield Contractors Ltd.	BCREA	Canadian First Financial
Alstom Canada	Beaver Municipal Solutions	Canadian Road Builders Inc.
AltaSteel	Bee Maid Honey	Canadian Tire Corp.
Alterna Bank	Beedie Development Group	Can-Am Geomatics Corp.
Altius Minerals Corporation	Bell Media	Canards du Lac Brome
Altus Group Limited	Benevity	Cancer Care Ontario
Amlog Canada	Bennett Jones	Cannabix Technologies Inc.

Canopy Growth Corp.	Compass Group Canada	EastGen Inc.
CanWel Building Materials	Compucom Systems Inc.	Eaton Corporation
CanWest DHI	Computronix	Economical Insurance
Capital Power	Concentra Financial	Edgewater Casino
Carscallen LLP	Concordia University	Edmonton Economic Development
Catapult Environmental	Conexus Credit Union	EfficiencyOne
Cathedral Energy Services Ltd.	Confiserie Mondoux	Elrus Aggregate Systems Ltd.
CATIE	Connect First Credit Union	Emballages Jean Cartier Inc.
CBC	Connect Logistics	Emerson Automation Solutions
CCI Solutions	Co-operators Life Insurance Company	Eminence Organics Skin Care
CEI Architecture	COREM	Empire Industries Ltd.
Celero Solutions	Cornerstone Credit Union	Enbridge
Celestica Inc.	COWI North America	Enercon Services Canada
Cervus Equipment Corp.	Creation Technologies	Enerflex
Challenger	Credit Union Central Manitoba	Energy Safety Canada
Champion Pet Foods	Credit Union Deposit Guarantee Corporation	EnerMAX
Chandos Construction	CRH Canada	Englobe
CIMS Ltd.	Critical Control Solutions Inc.	Enmax Corporation
City of Airdrie	Crombie REIT	Ensign Energy Services Inc.
City of Calgary	Crown Camp	EPCOR Utilities Inc.
City of Edmonton	Cummins Western Canada	Equitable
City of Fort St. John	CV Technologies	ESSA Technologies Ltd.
City of Gatineau	Cybera	ESW IT
City of Olds	Dawson Wallace Construction	Evonik Canada Inc.
City of Ottawa	Dealnet Capital Corp.	Evraz
City of Quebec	Deloupe Inc.	Exel Canada
City of Red Deer	Delstar Energy	Fabrique de la paroisse Notre-Dame de Mont.
City of Spruce Grove	Delta Controls	Fabritec Ltd.
City of Toronto	Denison Mines Corp.	Fairmont Palliser
City of Vancouver	Deposit Insurance Corporation of Ontario	Fairview Fittings & Manufacturing
City of Winnipeg	DEQ Systems Corporation	FaithLife Financial
City of Yorkton	Desjardins General Insurance Group	Federated Co-operatives Limited
Civeo	Dew Engineering	FFCA
Clark Builders	DHL Supply Chain	Fire & Flower Cannabis Co
Clean Harbors	Dialog Design	Firma Foreign Exchange
ClearStream Energy Holdings LP	Diamond and Schmitt Architects Inc.	First Canadian Financial Group
CNG Distribution Ltd.	Di-Corp.	First Canadian Insurance
Coast Capital Savings	Dillon Consulting Limited	First National Financial
ColasCanada Inc.	Doctors of BC	First West Credit Union
College des Medecins du Quebec	Dominion Insurance	Flatiron Construction
College of Licensed Practical Nurses of Alberta	Dr Pepper Snapple Group	Flexovit Canada
College of Massage Therapists of BC	DRA Americas	Fluor Canada Ltd.
College of Nurses of Ontario	Dragados Canada Inc.	FNX Mining
College of Paramedics	Dynamic Risk Assessment Systems Inc.	Forbes Bros Ltd.
College of Registered Nurses of BC	Dynamic Tire	Forrec Ltd.
	East Penn Canada	Fortis Inc.

Forum Equity Partners	Groupe Fordia	Jones Food Store Equipment Ltd.
Fountain Tire	Groupe Gelo	Joy Global (Canada) Ltd./Komatsu
Framatome	Groupe Media TFO	JS Redpath
Fraser River Dredge & Pile	Groupe Selection	Julien Inc.
Fraser Valley University College	Groupe St-Hubert	JV Driver
Freedom Cannabis	H.I.S. Canada	K+S Potash Canada GP
Frito-Lay Canada	Halifax International Airport Authority	KAEFER Canada
Frontier Project Management Ltd.	Halifax Port Authority	Kal Tire
Fujitsu	Harris and Company	Kasian Arch Interior Design and Plan. Ltd.
G&F Financial Group	Harvard Developments Inc.	Kellogg Canada
Ganotec East	Hatch Energy	Kenaidan Contracting Ltd.
Garibaldi Glass	HDR Inc.	Kenco Management Services
Garmin Canada Inc.	Hecla Quebec	Keurig Dr Pepper
GasTops	Hempco Food and Fiber Inc.	Kicking Horse Coffee
Gateway Casino and Entertainment	Hexion Specialty Chemicals Inc.	Kiewit Canada Group Inc.
GCM Consultants	Hexo Corporation	Kinetic Projects Inc.
GE Energy Services	High Liner Foods	Kinross
GEF Seniors Housing Ltd.	Highland Helicopters Ltd.	KMC Mining
Geloso Group	Hitachi ID Systems Inc.	Lafarge North America
General Dynamics Mission Systems Canada	Hockey Canada	Lamontagne Chocolate
Gensler	Holt Renfrew	Land Title & Survey Authority of BC
Geotech Drilling	Home Depot	LawPro
Gestion Universit�s Inc.	Homes by Avi	Layfield Group Ltd.
GIW Industries	Hopewell Group of Companies	Leader Energy Services Ltd.
Go2 Tourism HR Society	Horizon North Logistics Inc.	Ledcor
Goeasy	Houle Electric	Leica Geosystems
Goldcorp Inc.	Housing Services Corporation	Les Promotions Atlantiques Inc.
Golder Associates Ltd.	Hunting Energy Services Canada	Lethbridge College
Goldquest Mining Corp.	Hydro One	Leviton Canada
Gordon Food Service	Hydrogenics Corporation	Liberty International Underwriters Canada
Government of Alberta	Iamgold Corporation	Liquor Control Board of Ontario
Government of British Columbia	IBI Group	Lloyd Sadd Insurance Brokers
Government of Saskatchewan	Imperial Metals Corp.	LNB Construction Inc.
Government of the Northwest Territories	Ingenium Group Inc.	LNG Canada
Gracom Masonry Ltd.	Innovative Insurance Corp.	Loblaw Companies Limited
Graham Construction and Engineering Inc.	Insum	Long View Systems
Grand Villa Casino	Investment Management Corp. of Ontario	Longo Brothers Fruit Market Inc.
Grande Prairie Regional College	IPEX Inc.	Louis Dreyfus Canada
Grant MacEwan Community College	Iron Mountain	Lovsuns Tunneling Canada Ltd.
Great Canadian Gaming Corporation	Island Savings Credit Union	Lucid Vision Labs
Greater Edmonton Foundation	Isolofoam Group Inc.	Luna Gold Corp.
Greater Montreal Real Estate Board	IWA - Forest Industry Pension Plan	Lush Cosmetics
Greenhouse Juice Co.	I-XL Building Products Ltd.	MacDonald Dettwiler and Associates Ltd.
Group TVA	J.D. Irving Ltd.	MacDonald Youth Services
Group2 Architecture	Jacobs Canada Inc.	MacEwan University
Groupe Delom	JD Sweids	Magna International Inc.

Mainland Group of Companies	North West Geomatics	PowerTel
Manitoba Hydro	Northern Lakes College	Prairie Plant Systems CMED
Manitoba Public Insurance	Northern Mat & Bridge LP	Praxair Canada Inc.
Mapei Inc.	Norwest Management Ltd.	Process Engineering Ltd.
Matrix Solutions	Nova Scotia Community College	PROJEX Technologies Ltd.
Mattamy Homes	NovAtel Inc.	PTW Energy Services
Maxi Canada Inc.	Novexco Inc.	Public Health Ontario
MCAP	Nureva Inc.	Pure Technologies Ltd.
McCain Foods Limited	OceanWorks International	QHR Technologies Inc.
McDermott	Oerlikon Metco	Qualico
McElhanney	Offshore Technical Services	Quebec Port Authority
McMillan LLP	OK Tire	Quinn Contracting Ltd.
Medicine Hat College	Olds College	Radiology Consultants Associated
MedReleaf	Omicron Architecture Engineering Construction	Read Jones Christoffersen
Mersen Canada Toronto Inc.	Ontario College of Art and Design	Real Estate Council of Ontario
MHPM Project Managers Inc.	Ontario Hospital Association	Red Deer College
Michels Canada	Ontario Lottery & Gaming Corporation	Redknee Solutions Inc.
Middlesex-London Health Unit	Ontario Power Generation	Redlen Technologies Inc.
Midland Transport Ltd.	Ontario Real Estate Association	Regional Power
Midwest Surveys Inc.	Optiom	Reitmans (Canada) Limited
Millennium Insurance Corporation	ORIX Geoscience	Repsol Sport Centre
Mitsubishi Hitachi Power Systems Canada, Ltd.	Ottawa International Airport Authority	Research Inst. of McGill Univ. Health Centre
MMC Packaging	Ottawa Macdonald-Cartier Inter. Airport Auth.	ResMor Trust
MNP LLP	Pacer Corporation	Revera Inc.
Modern Niagara	Pacific & Western Bank	Richards-Wilcox Canada
Molson Coors Inc.	Pacific Northern Gas	Ritchie Bros. Auctioneers Inc.
Morguard Investments Ltd.	Pacific Pilotage Authority	Rocky View County
Motion Electric Motor Services	Pals Geomatics	Rogers Communications Inc.
Mount Royal University	Parkland County	Rosen Group
NAIT	Parts Canada Development Co.	RS Technologies
Nalcor Energy	PCL Construction Inc.	RST Industries Ltd.
NanoXplore	Peace Hills Insurance	Rural Municipalities of Alberta
Natco Canada	Peel CAS	Russel Metals Inc.
National Access Cannabis	Pennecon Limited	Ryder System, Inc.
National Bank of Canada	PepsiCo Canada	Ryerson University
National Tire Distributors	Perkins and Will	S & C Electric Canada Ltd.
Navistar Canada	Perpetual Energy Inc.	Safety Codes Council
NBTY	Pet Valu Canada Inc.	SAHO
Newalta	Place-Crete Systems	Saint Mary's University
Newfoundland Power Inc.	Plan Group	SAIT
NexJ Systems Inc.	Plasti-Fab	Sanimax
Niagara Casinos	Ply Gem Canada, Inc.	Saskatchewan Indian Gaming Authority
Nilex Civil Environmental Group	PMC-Sierra	Saskatchewan Liquor & Gaming Authority
Norquest College	Pomerleau Inc.	Saskatchewan Registered Nurses Association
North American Construction Group	Portage College	Saskatchewan Research Council
North Atlantic Refining Limited	Potash Corporation of Saskatchewan	Saskatoon Health Region

SaskTel	TerraPro Inc.	Veranova Properties Ltd.
SB Foods	Terrapure Environmental	VHA Home HealthCare
Schneider Electric Canada	Tervita Corporation	Ville de Baie Comeau
Second Nature Solutions Ltd.	The Banff Centre	Ville de Repentigny
SED	The Brick Group	Viterra Inc.
Segra International Corp.	The Co-operators	Volant Products
Seisland Surveys Ltd.	The Dominion of Cda. General Ins. Company	Waiward
Shaw Communications Inc.	The Law Society of Alberta	Wales Mclelland Construction
Sherritt International Corp.	The Law Society of British Columbia	Wallbridge Mining Co Ltd.
Sierra Wireless Inc.	The Personal Insurance Group	Walmart Logistics & Fleet
Simplex Equipment Rental	The War Amputations of Canada	Warrior Rig Technologies Ltd.
Sleep Country Canada	Toronto Community Housing Corporation	Waste Management
Snipp Interactive Inc.	Toronto International Film Festival Inc.	Wawanesa Mutual Insurance Company
Societe de transport de Laval	Town of Ladysmith	Webcom Inc.
Societe du Parc Jean-Drapeau	Town of Quispamsis	WeedMD
Sodexo	Township of North Dumfries	Weldco Companies
Sofina Foods Inc.	TransAlta Corporation	Wescast Industries Inc.
Softchoice Corporation	TransCanada Pipelines	West Island Palliative Care Residence
Solaris-MCI	Tree Island Steel Income Trust	Western Camp Services
St Mary's Cement	Trotter & Morton	Western Canada Lottery Corporation
St. John Ambulance of BC	Turner Construction Company	WestJet Airlines Ltd.
St. Josephs Health Care, London	TV5 Quebec	Westminster Savings Credit Union
Stantec Consulting Ltd.	TVOntario	Westwood Companies
Staples	UAP Inc.	Wheatland County
Stella-Jones Inc.	Unified Alloys	Whitecap Resources Inc.
STEMCELL Technologies	Union Gas	Whitewater West Industries
Stingray Digital Group Inc.	Uni-select	Willbros Construction Services
Stream-Flo Industries Ltd.	United Farmers of Alberta Co-operative Limited	Wood Group Mustang
Strollery Childrens Foundation	United Way of the Alberta Capital Region	Woodtone
Strongco Corporation	Universal Geomatics Solutions	Workers Compensation Board of Alberta
Stuart Olson Group of Companies	Universal Pegasus International	Workers Compensation Board of Nova Scotia
SUEZ North America	University of Alberta	Workplace Safety & Insurance Board
Sunbury Transport Ltd.	University of Calgary	Worley Parsons
Sunwest Aviation Ltd.	University of New Brunswick	WSP Canada Inc.
Supreme Group	University of Saskatchewan	XI Technologies
Surerus Murphy Joint Venture	University of Toronto	Xsensor
Surge Energy Inc.	Valacta	Zazu Metals Corporation
Syneos Health	Valard	ZCL Composites Inc.
SYSCO	Valoris	Zenabis
Taghleef Industries Canada Inc.	Ventana Construction Corporation	ZGF Architects Inc.
Taro Pharmaceuticals	Veolia North America	Zimmer Biomet
Telus Spark Science Centre	Veoneer Canada	