

Wynford Survey Results

WYNFORD GROUP SURVEYS - 2013

2013 Mining

Mining Sample Sample Description Base Pay and Salary Range

Sector	Tot Orgs	Tot Incm	Base Salary Data							Range Data	
			Percentile							Minimum	Maximum
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median
Analysis By Location											
Vancouver	7	25	204631	215800	223602	232942	274593	220588	233399	129199	259411
Calgary	31	181	198000	212160	224016	248245	276640	225373	233086	139444	253198
Edmonton	12	75	174720	181335	190223	215222	227136	192860	202350	142025	213038
Northern Alberta	6	31	177509	214240	219883	224264	260000	208632	215242	139444	185926
Regina/Saskatoon	6	23	177543	196001	203968	209825	216343	194496	186798	134440	201660
Toronto	14	87	176644	198757	205088	231092	284697	208895	241060	141536	212304
Ottawa	3	13	140272	159998	168402	190496	217796	165744	153224	93788	143400
Southern Ontario (excluding GTA)	1	1	--	--	--	--	--	--	--	--	--
Montreal	7	16	155043	173434	173434	218936	222103	181202	183092	93240	161605
Halifax	1	1	--	--	--	--	--	--	--	--	--
Total BC	8	27	202925	213725	222980	231115	272165	219045	229195	129199	259411
Total Alberta	49	287	187600	208014	216840	233179	267170	215069	223374	139444	220840
Total Saskatchewan	7	24	180523	195760	202570	208912	215976	194518	187975	134440	201660
Total Ontario	18	101	174720	190496	200000	220916	276640	202497	219898	124672	206500
Total Quebec	7	16	155043	173434	173434	218936	222103	181202	183092	93240	161605
Total Western Canada	64	338	188537	207959	214240	228800	265192	213927	220230	134816	216877
Total Atlantic	3	4	183862	185537	185998	194070	208047	192395	190109	--	--
National	92	459	184220	204360	212364	228800	266454	210084	216357	134440	212304

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			Percentile							Minimum	Maximum
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median
Analysis By Revenue											
Under \$25 Mil	3	4	195760	219374	233398	253785	273653	230171	230171	--	--
\$25 to 50 Mil	5	15	197844	202023	205062	229518	242154	212143	191812	181247	277655
\$50 to \$100 Mil	6	8	183173	220386	223536	226830	270677	222341	227532	--	--
\$100 to \$250 Mil	8	34	180850	200210	201220	220327	254782	200028	200565	93788	176505
\$250 to \$500 Mil	7	25	174512	182183	193570	216342	240756	193583	212288	--	--
\$500 to \$750 Mil	2	2	--	--	--	--	--	--	--	--	--
\$750 to \$1 Billion	4	42	199167	216641	225492	239218	256733	220775	225182	141536	212304
\$1 to \$2 Billion	13	259	180960	203840	212880	228800	268736	210127	221003	139444	185926
Over \$2 Billion	14	70	194069	207048	212192	223011	261605	211811	216829	129510	259411

Sector	Tot Orgs	Tot Incm	Base Salary Data							Range Data	
			Percentile							Minimum	Maximum
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median
Analysis By Industry											
Production	6	231	183040	203840	211882	223532	266240	209285	215194	129510	260036
Exploration & Production	14	29	190105	222103	228891	280000	318073	236677	233036	139662	206137
Other Mining	42	199	185085	202023	215443	228800	250697	207135	212448	139444	202594

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Mining Sample

Total Cash and Variable Pay

Sector	Tot Orgs	Tot Incm	Total Cash Data								Total Variable Pay			
			Percentile								Total Bonus		Target%	Actual%
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Avg	Median	Median	
Analysis By Location														
Vancouver	7	25	204631	215800	223602	232942	371583	241760	292886	84400	105860	30	30.2	
Calgary	31	181	198800	221000	233162	256739	298406	239755	298488	36124	61980	20	16.6	
Edmonton	12	75	174760	183040	198619	218400	232437	202507	249388	52500	80384	25	25	
Northern Alberta	6	31	177509	219068	219883	238019	260000	210908	218257	--	--	--	--	
Regina/Saskatoon	6	23	181494	203113	207600	214738	226376	200134	191121	--	--	--	--	
Toronto	14	87	176644	198757	207168	234312	301600	218760	288101	105507	122601	20	37.0	
Ottawa	3	13	147128	169620	176298	235496	286796	195443	177138	29348	35099	20	20.9	
Southern Ontario (excluding GTA)	1	1	--	--	--	--	--	--	--	--	--	--	--	
Montreal	7	16	155043	173434	173434	218936	222103	188171	199021	--	--	--	--	
Halifax	1	1	--	--	--	--	--	--	--	--	--	--	--	
Total BC	8	27	204820	222855	227044	236526	369005	241487	286035	84344	86561	25	28.8	
Total Alberta	49	287	190000	213231	222313	241550	280500	226906	276639	37000	61767	20	18.2	
Total Saskatchewan	7	24	186450	201756	207478	213569	226308	199922	191680	--	--	--	--	
Total Ontario	18	101	174720	197018	203840	235496	301600	214945	261190	37779	66170	20	20.9	
Total Quebec	7	16	155043	173434	173434	218936	222103	188171	199021	--	--	--	--	
Total Western Canada	64	338	191415	212450	221236	239200	280006	226154	268521	38313	62618	20	19.0	
Total Atlantic	3	4	223421	237471	238171	252070	276247	238020	228859	--	--	--	--	
National	92	459	187200	210000	218400	238631	285348	222467	260505	38461	63865	20	19.7	

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Total Cash and Variable Pay

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Variable Pay			
			Percentile							Total Bonus		Target%	Actual%
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Avg	Median	Median
Analysis By Revenue													
Under \$25 Mil	3	4	195760	241449	268718	316210	368972	270521	270521	--	--	--	--
\$25 to 50 Mil	5	15	198182	223995	235290	238078	244082	223148	217167	38461	41272	20	19.2
\$50 to \$100 Mil	6	8	218247	225838	256275	404750	573180	329634	369853	140000	171669	66.6	61.9
\$100 to \$250 Mil	8	34	181190	212499	215160	238704	317969	217247	230516	15000	23417	10.0	9.7
\$250 to \$500 Mil	7	25	174512	182183	193570	216342	350094	215244	279976	119000	135378	50.3	49.3
\$500 to \$750 Mil	2	2	--	--	--	--	--	--	--	--	--	--	--
\$750 to \$1 Billion	4	42	199167	216641	225492	241082	267807	224889	240707	--	--	--	--
\$1 to \$2 Billion	13	259	181127	208000	217705	236710	277056	218578	269063	50000	72962	25	24.5
Over \$2 Billion	14	70	197168	212130	222103	233791	271781	223759	236866	40041	52271	19.5	23

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Variable Pay			
			Percentile							Total Bonus		Target%	Actual%
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Avg	Median	Median
Analysis By Industry													
Production	6	231	183040	204547	212160	224640	266240	210795	237476	--	--	--	--
Exploration & Production	14	29	196001	248146	277221	317969	394916	272240	278302	85000	93757	30	37.0
Other Mining	42	199	187538	216205	224328	241550	287793	228763	260022	37779	58957	20	18.1

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