

# Executive Compensation Survey

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## Content

**CompEssentials** segments the data into the most commonly used breakdowns so you can quickly target salary levels. Results supplied in both excel and pdf formats.

**CompPlus**, our online tool, enables you to generate customized reports. Participants receive complimentary access to CompPlus (a \$1,500 value). CompEssentials is included with CompPlus.

### Geographic Coverage

British Columbia  
Alberta  
Saskatchewan  
Manitoba  
Ontario

### Data Collected

salary ranges  
base salaries  
total cash  
quality of match  
hours of work

## Positions

President/CEO	Risk Management Director	Vice President, Operations (Manufacturing)
President (Subsidiary)	Vice President, Strategic Planning	Operations Manager/General Manager
Chief Operating Officer	Strategic Planning Director	Vice President, Marketing
Group Vice President/Group General Manager	Treasurer	Marketing Director
Division Vice President/General Manager	Vice President, Supply Chain	Vice President, Marketing & Sales
Vice President, Operations (Non-Manufacturing)	Supply Chain Director	Marketing & Sales Director
Vice President, Corporate Development	Vice President, Purchasing	Vice President, Sales
Vice President, Finance/CFO	Purchasing Director	Sales Director
Vice President, Finance & Administration	Vice President, Human Resources	Vice President, Communications
Finance Director	Human Resources Director	Communications Director
Corporate Controller	Vice President, Labour Relations	Registrar
Division/Regional Controller	Labour Relations Director	Vice President, Business Development
Assistant Controller	Occupational Health & Safety Director	Vice President, Administration
Internal Audit Director	Vice President, Information Technology	Corporate Secretary
Vice President, Risk Management	Information Technology Director	Vice President, Legal
	Vice President, Research & Development	Vice President, Regulatory Affairs

**WCBC** Western Compensation & Benefits Consultants

Suite 2000, 1188 West Georgia Street  
Vancouver, BC V6E 4A2

## Need More Info?

Nancy MacLeod | 604 683 9155 | 1 800 781 2411  
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## Perks of Participation

RECEIVE A 50% DISCOUNT, OR MORE\*

RECEIVE COMPLIMENTARY ACCESS TO COMPPLUS, WCBC'S ONLINE TOOL (\$1,500 VALUE)

RECEIVE A COPY OF OUR SALARY INCREASE SURVEY  
Reporting actual & projected salary increases (a \$1,500 value)

## Pricing

	Participant Price	Regular Price
<b>CompEssentials</b>		
Clerical/Administrative Support	\$749	\$1,500
Middle Management & Professional	\$749	\$1,500
Information Technology	\$749	\$1,500
Marketing & Sales	\$749	\$1,500
Engineering & Technical	\$749	\$1,500
Production & Distribution	\$749	\$1,500
<b>Executive Compensation</b>	<b>\$899</b>	<b>\$1,800</b>
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,499	\$5,000
Group Insurance & Retirement Benefits	\$399	\$800
Compensation Policies & Practices	\$399	\$800
<b>CompPlus – WCBC's online data sorting tool</b>	<b>FREE</b>	<b>\$1,500</b>
<b>Salary Increases</b>	<b>FREE</b>	<b>\$1,500</b>
Board of Directors Compensation	—	\$1,800

\* Members of the Greater Vancouver Board of Trade or the Chambers of Commerce in Victoria, Calgary, Edmonton, Saskatoon or Winnipeg are eligible for an additional 15% discount.

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