

# 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

### Geographic Coverage

British Columbia  
Alberta  
Saskatchewan  
Manitoba  
Ontario

### Data Collected

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

## Positions

(Below is a list of positions contained in our 2023 survey report)

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



Suite 502, 595 Howe Street  
Vancouver, BC V6C 2T5

## Need More Info?

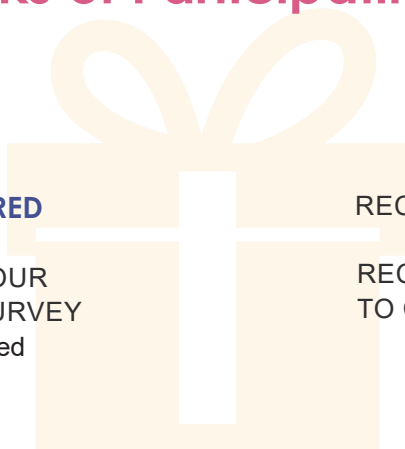
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## Perks of Participating



### NO PURCHASE REQUIRED

RECEIVE A COPY OF OUR  
SALARY INCREASE SURVEY  
reporting actual & projected  
salary increases

### RECEIVE A 50% DISCOUNT

RECEIVE COMPLIMENTARY ACCESS  
TO COMPPLUS, WCBC'S ONLINE TOOL

## Pricing

### CompEssentials

	Participant Price	Non- Participant Price
Clerical/Administrative Support	\$994	\$1,990
Middle Management & Professional	\$994	\$1,990
Information Technology	\$994	\$1,990
Marketing & Sales	\$994	\$1,990
Engineering & Technical	\$994	\$1,990
Production & Distribution	\$994	\$1,990



### Executive Compensation

Consulting Engineers Compensation, Benefits & Employment Practices	\$2,874	\$5,750
Group Insurance & Retirement Benefits	\$519	\$1,040
Compensation Policies & Practices	\$519	\$1,040

### CompPlus – WCBC's online data sorting tool

**FREE** **\$1,990**

### Salary Increases

**FREE** **\$1,990**

Board of Directors Compensation	—	\$2,400
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