

CONFIDENTIAL

2024 EXECUTIVE COMPENSATION SURVEY REPORT



WCBC Published Surveys Report Highlights



Reports Available

- Clerical/Administrative Support
- Middle Management & Professional
- Information Technology
- Marketing & Sales
- Engineering & Technical
- Production & Distribution
- Group Insurance & Retirement Benefits
- Compensation Policies & Practices
- Executive
- Board of Directors
- Consulting Engineers Compensation, Benefits & Employment Practices Survey

More than 400 Positions

- Operations/Administration
- Finance & Accounting
- Human Resources
- Information Technology
- Marketing & Sales
- Engineering & Technical
- Logistics, Manufacturing & Distribution



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TABLE OF CONTENTS

	<u>Page</u>
Section 1: Introduction	1
Section 2: Applying the Survey Data to Your Organization	3
Section 3: Survey Results - Analysis of Base Salary & Short-Term Incentives	5
Summary Analysis of Base Salary & Salary Plus Short-Term Incentives	6
1101.1 President/CEO	12
1101.2 President (Subsidiary)	14
1101.3 Chief Operating Officer	15
1101.4 Group Vice President/Group General Manager	17
1101.5 Division Vice President/General Manager	18
1101.7 Vice President, Operations (Non-Manufacturing)	19
1101.8 Vice President, Corporate Development	20
2101.1 Vice President, Finance/CFO	21
2101.2 Vice President, Finance & Administration	23
2102.3 Finance Director	24
2112.4 Corporate Controller	25
2112.5 Division/Regional Controller	26
2113.6 Assistant Controller	27
2122.20 Internal Audit Director	28
2112.56 Tax Director	29
2131.28 Vice President, Risk Management	30
2132.29 Risk Management Director	31
2131.32 Vice President, Strategic Planning	32
2132.33 Strategic Planning Director	33
2141.52 Vice President, Investments	34
2142.36 Treasurer	35
2162.47 Purchasing Director	36
2161.43 Vice President, Supply Chain	37
2162.44 Supply Chain Director	38
3101.1 Vice President, Human Resources	39
3102.2 Human Resources Director	40
3132.25 Labour Relations Director	41
3152.37 Occupational Health & Safety Director	42
4101.1 Vice President, Information Technology	43
4102.2 Information Technology Director	44
5161.43 Vice President, Research & Development	45
5162.51 Research & Development Director	46
6101.1 Vice President, Operations (Manufacturing)	47
6103.2 Operations Manager/General Manager	48
6161.81 Vice President, Real Estate Development	49
6162.82 Real Estate Development Director	50
6161.84 Vice President, Construction	51
6162.85 Construction Director	52
7111.1 Vice President, Marketing	53
7112.2 Marketing Director	54
7111.5 Vice President, Marketing & Sales	55
7112.6 Marketing & Sales Director	56
7121.12 Vice President, Sales	57
7122.13 Sales Director	58
7151.94 Vice President, Customer Experience	59
7151.82 Vice President, Customer Service	60
7152.83 Customer Service Director	61
7141.46 Vice President, Communications	62
7142.47 Communications Director	63
7172.76 Registrar	64
5101.48 Vice President, Engineering	65
5102.49 Engineering Director	66
7181.79 Vice President, Business Development	67
7182.85 Business Development Director	68

	Page
8111.38 Vice President, Infrastructure	69
8101.1 Vice President, Administration	70
9111.2 Vice President, Legal	71
9102.1 Corporate Secretary	72
9121.5 Vice President, Regulatory Affairs	73
9131.9 Vice President, Government Affairs	74
9132.11 Government Affairs Director	75
Section 4: Survey Results - Analysis of Short-Term Incentives	77
Section 5: Survey Results - Value of Equity Compensation in Publicly-Traded Companies	97
Section 6: Survey Results - Analysis of Non-Cash Components of Compensation	99
Annual Incentive Plans	100
Other Short-Term Incentives	101
Mid-Term/Long-Term Incentives	101
Employee Share/Stock Purchase Plan (ESPP)	102
Share Ownership Guidelines (publicly-traded companies)	103
Retirement/Savings Plans	103
Enhancements to Executive Group Insurance & Retirement Benefits	105
Vacation Entitlement	106
Vehicle Policies	107
Perquisites/Allowances	108
Employment Contracts	108
Section 7: Survey Participants	109
Section 8: Position Descriptions	115
Section 9: Glossary	123

SAMPLE POSITION

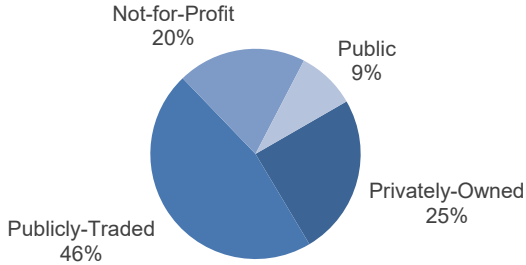
Closeness of Match (% Of Inc.)		Hours per Week (% Of Inc.)		
Close Match	95%	35.0	10%	
Smaller in Scope	4%	37.5	67%	
Larger in Scope	1%	40.0	18%	
		Other	5%	

	Orgs	# of Incumbents	Company Weighted (\$000's)											Incumbent Weighted (\$000's)							
			Salary Range			Base Salary			Salary Plus Short-Term Incentives					Base Salary				Salary Plus Short-Term Incentives			
			Orgs with Range	Min Avg	Max Avg	Avg	P25	P50	P75	Avg	P25	P50	P75	Avg	P25	P50	P75	Avg	P25	P50	P75
All Organizations	128	130	27	217.0	288.3	376.0	233.5	334.7	462.4	682.4	248.2	493.8	901.6	375.3	235.0	333.8	457.7	680.8	248.6	493.8	930.0
\$25M Rev Or Less	23	23	6	153.2	205.7	194.0	140.8	162.0	240.2	206.2	145.4	182.9	242.5	194.0	140.8	162.0	240.2	206.2	145.4	182.9	242.5
>\$25M-\$100M Rev	18	18	8	219.8	307.6	249.3	210.3	237.7	277.9	281.4	221.2	257.5	310.4	249.3	210.3	237.7	277.9	281.4	221.2	257.5	310.4
>\$100M-\$500M Rev	26	27	9	240.8	308.5	300.3	242.0	301.6	351.5	369.0	258.7	343.5	467.9	299.5	244.0	300.0	351.0	367.1	260.8	333.2	462.0
>\$500M-\$5B Rev	42	42	3	293.8	382.4	478.8	350.2	455.5	538.9	910.7	662.9	800.1	1033.8	478.8	350.2	455.5	538.9	910.7	662.9	800.1	1033.8
>\$5B Revenues	21	22	1			560.5	419.1	525.0	668.3	1441.2	831.0	1094.1	1621.1	552.5	420.2	524.9	658.5	1413.4	836.7	1079.5	1611.4
<100 Employees	30	30	9	166.7	224.1	244.8	157.2	224.6	279.7	400.0	157.2	226.4	299.9	244.8	157.2	224.6	279.7	400.0	157.2	226.4	299.9
100-500 Employees	30	30	8	228.5	311.8	290.6	210.3	275.0	345.8	424.4	221.2	316.0	589.4	290.6	210.3	275.0	345.8	424.4	221.2	316.0	589.4
>500 Employees	68	70	10	253.2	327.2	471.6	331.3	426.3	554.4	920.9	445.8	717.0	1050.8	467.6	324.4	426.3	547.7	911.0	437.3	714.3	1043.3
British Columbia	43	43	20	220.0	283.3	281.1	162.3	242.3	323.8	408.8	162.8	265.0	352.3	281.1	162.3	242.3	323.8	408.8	162.8	265.0	352.3
Alberta	37	39	2	211.8	318.2	333.3	234.9	322.0	395.8	645.1	317.9	628.8	944.1	333.2	256.4	322.0	400.4	641.4	317.9	628.8	952.1
Saskatchewan	3	3	1			321.8		225.0		498.5		250.0		321.8		225.0		498.5		250.0	
Manitoba	3	3				350.0		350.0		616.1		473.9		350.0		350.0		616.1		473.9	
Ontario	26	26	3	197.3	282.2	491.8	420.2	485.0	591.9	999.0	577.0	755.8	1027.3	491.8	420.2	485.0	591.9	999.0	577.0	755.8	1027.3
Quebec	13	13	1			582.6	350.0	540.7	668.3	1122.2	540.7	1020.0	1582.4	582.6	350.0	540.7	668.3	1122.2	540.7	1020.0	1582.4
Atlantic Canada	3	3				445.0		459.9		665.5		758.6		445.0		459.9		665.5		758.6	
Prof. Services	14	15	3	234.4	354.5	275.0	189.2	247.4	289.1	413.7	191.7	257.5	404.2	275.2	192.8	260.0	285.4	407.3	197.8	265.0	401.8
Finance/Ins	6	6	1			436.9		515.0		1115.9		949.4		436.9		515.0		1115.9		949.4	
Mining/Oil & Gas	24	25				442.9	344.7	400.4	474.3	934.1	693.8	841.0	1042.5	440.6	331.4	405.0	459.9	929.9	674.1	853.8	1035.0
Privately-Owned	19	20	4	234.6	354.1	264.0	212.4	242.3	313.6	311.4	222.4	270.7	401.5	264.7	218.7	251.1	303.2	311.7	228.6	285.0	399.3
\$25M Rev Or Less	4	4				205.3		170.4		218.3		196.4		205.3		170.4		218.3		196.4	
>\$25M-\$100M Rev	7	7	2	209.3	318.2	236.2		240.0		273.2		265.0		236.2		240.0		273.2		265.0	
>\$100M-\$500M Rev	10	11	2	260.0	390.0	304.6	246.2	285.4	388.1	369.5	273.6	357.6	409.0	302.2	252.5	278.0	370.2	364.8	282.2	318.0	408.0
<100 Employees	2	2				164.9				169.9				164.9				169.9			
100-500 Employees	9	9	2	209.3	318.2	235.0	185.7	235.3	242.3	268.5	185.7	250.0	299.4	235.0	185.7	235.3	242.3	268.5	185.7	250.0	299.4
>500 Employees	8	9	2	260.0	390.0	321.4	274.8	313.6	364.5	395.0	304.8	373.7	448.1	316.5	278.0	292.9	350.4	386.4	318.0	350.4	410.0
Publicly-Traded	70	71	1			486.8	350.5	450.0	591.9	1024.3	622.5	841.0	1107.5	485.3	350.0	450.0	583.7	1021.6	624.6	853.8	1105.0
\$25M Rev Or Less	2	2				250.6				332.4				250.6				332.4			
>\$25M-\$100M Rev	2	2				322.7				430.2				322.7				430.2			
>\$100M-\$500M Rev	8	8	1			332.9	324.9	342.5	354.7	474.9	432.5	487.9	529.5	332.9	324.9	342.5	354.7	474.9	432.5	487.9	529.5
>\$500M-\$5B Rev	39	39				489.2	363.7	470.0	554.1	951.5	676.3	868.8	1040.5	489.2	363.7	470.0	554.1	951.5	676.3	868.8	1040.5
>\$5B Revenues	19	20				588.8	431.1	550.0	702.9	1540.6	870.6	1149.8	1731.2	578.6	434.9	537.5	685.6	1504.9	879.1	1121.9	1676.1
<100 Employees	8	8				390.2	316.5	387.7	452.5	956.9	482.6	638.9	915.3	390.2	316.5	387.7	452.5	956.9	482.6	638.9	915.3
100-500 Employees	12	12	1			374.9	307.6	341.6	437.9	679.3	509.2	645.2	798.1	374.9	307.6	341.6	437.9	679.3	509.2	645.2	798.1
>500 Employees	50	51				529.1	388.4	511.6	628.0	1117.9	683.1	971.1	1160.9	526.3	386.6	511.1	627.0	1112.2	676.3	977.9	1157.2
Public Sector	10	10	7	243.4	293.2	292.4	250.2	308.8	353.1	333.6	250.2	308.8	353.1	292.4	250.2	308.8	353.1	333.6	250.2	308.8	353.1
>\$100M-\$500M Rev	5	5	3	276.6	323.8	295.2		303.2		295.2		303.2		295.2		303.2		295.2		303.2	
>\$500M-\$5B Rev	2	2	2	311.9	380.5	354.4				354.4				354.4				354.4			
>\$5B Revenues	2	2	1			291.5				497.4				291.5				497.4			
100-500 Employees	2	2	1			206.4				206.4				206.4				206.4			
>500 Employees	8	8	6	264.6	316.0	313.9	289.4	332.5	354.9	365.4	289.4	332.5	354.9	313.9	289.4	332.5	354.9	365.4	289.4	332.5	354.9
Not-For-Profit	29	29	15	194.0	263.7	210.9	152.0	209.0	260.3	220.6	152.6	209.0	282.2	210.9	152.0	209.0	260.3	220.6	152.6	209.0	282.2
\$25M Rev Or Less	17	17	6	153.2	205.7	184.7	140.8	161.7	229.2	188.5	140.8	161.7	229.8	184.7	140.8	161.7	229.2	188.5	140.8	161.7	229.8

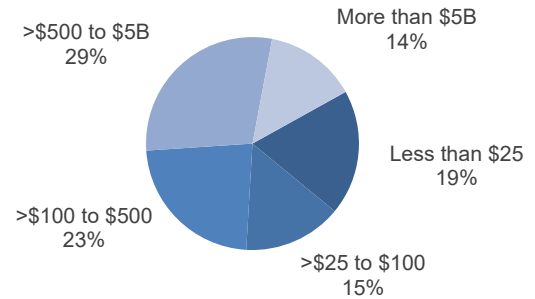
SECTION 7: SURVEY PARTICIPANTS

A total of 507 organizations provided compensation data for this survey. The participants are broken down below by economic sector, annual revenues, number of employees and type of business.

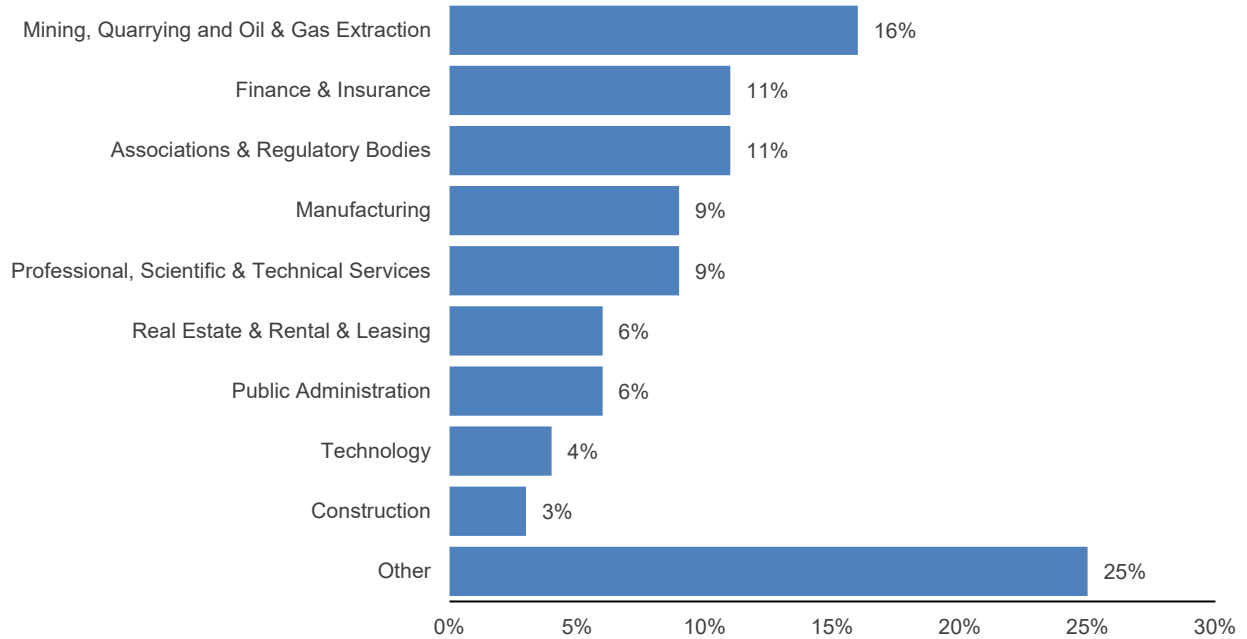
Sector of Economy



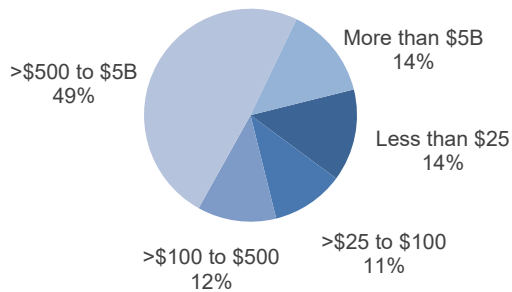
Annual Revenues (in \$Million)



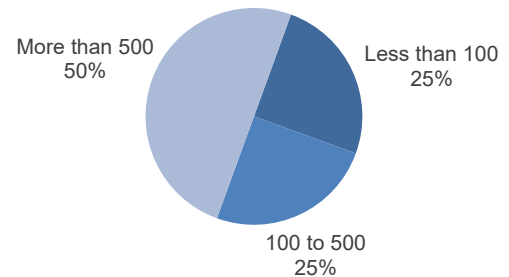
Business Classification

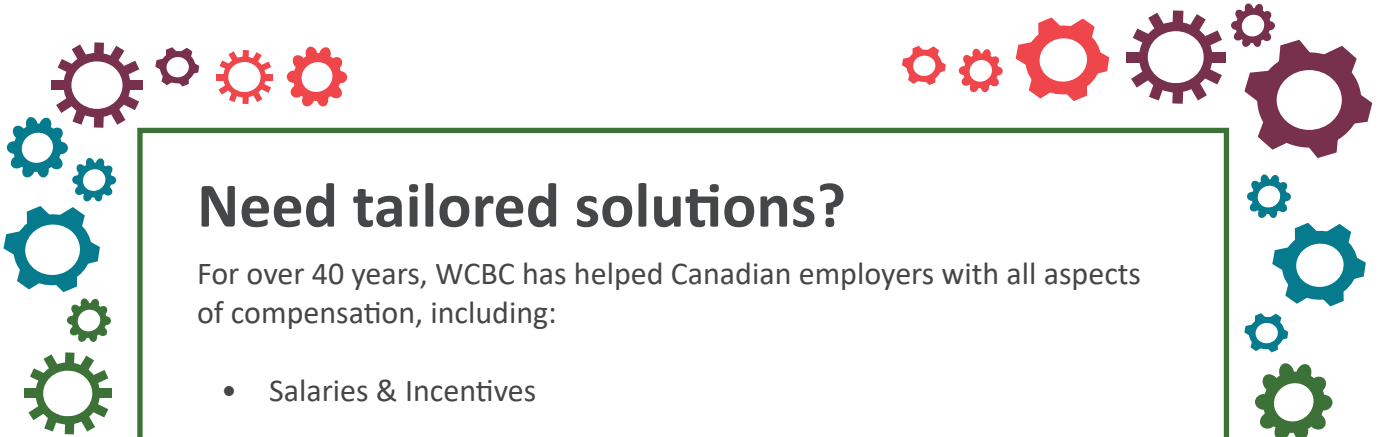


Total Assets (in \$Million)



Number of Employees





Need tailored solutions?

For over 40 years, WCBC has helped Canadian employers with all aspects of compensation, including:

- Salaries & Incentives
- Executive & Board of Director Compensation
- Group Insurance, Retirement Benefits & Total Rewards
- Compensation Administration & Management

We work with you to identify your needs and design services tailored to provide the answers and/or tools required to ensure your compensation and benefits programs are both effective and cost-efficient.

Contact us to learn how we can help you achieve your compensation and benefit goals.

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