

# Compensation Policies & Practices Survey



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## Content

### Data Collected

Compensation Philosophy	Hours of Work/Work Schedules
Pay Equity/Pay Transparency	Overtime
Regional Differentiation	Vehicle Policies
Diversity, Equity & Inclusion (DE&I)	Severance
Annual Incentive Plans	Compensation Practices
Other Short-Term Incentives	Compensation Challenges
Mid-Term/Long-Term Incentives	Perquisites/Allowances
Paid Time Off	Performance & Recognition
Vacation Entitlement	Health Promotion & Wellness Programs
Statutory Holidays	Work Life Initiatives
Holiday Closures	Training & Career Development
Personal Days	Hiring/Recruiting
Leaves of Absence	Turnover/Retention
Maternity/Parental Leave Top-Up	

### Breakdowns

President/CEO  
Other Executives  
Management/Supervisory  
Professional & Technical  
Clerical/Administrative Support  
Hourly Workers

### Geographic Coverage

National



CompPlus, our online sorting tool, enables you to:

- customize reports based on location, industry, company size and more; and
- exclude or include your organizations data in your analysis (available to participants only).

**PARTICIPANTS RECEIVE COMPLIMENTARY ACCESS TO COMPLUS**



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

## Need More Info?

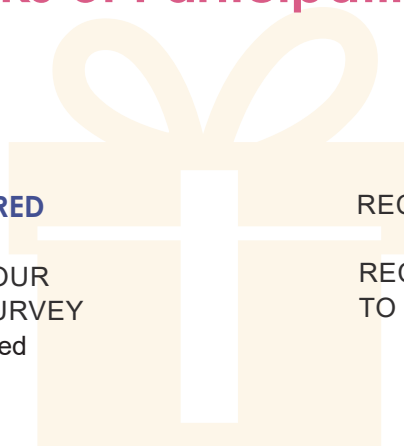
Megan Lizee | 604 683 9155  
[www.wcbc.ca](http://www.wcbc.ca) | [wcbc@wcbc.ca](mailto:wcbc@wcbc.ca)  
[wcbc.ca/published-surveys/](http://wcbc.ca/published-surveys/)

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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	\$1,199	\$2,400
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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Megan Lizée | 604 683 9155  
[www.wcbc.ca](http://www.wcbc.ca) | [wcbc@wcbc.ca](mailto:wcbc@wcbc.ca)  
[wcbc.ca/published-surveys/](http://wcbc.ca/published-surveys/)