

# Middle Management & Professional 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.

### 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 full list of positions we are currently collecting data for)

Finance Director	Credit Manager	Labour Relations Analyst	Business Development Director
Finance Manager	Credit Analyst	Employee Relations Manager	Business Development Manager
Corporate Controller	Supply Chain Director	Employee Relations Representative	Operations Manager (Non-Manufacturing)
Assistant Controller	Supply Chain Manager	Compensation Manager	Finance Technology Manager
Division/Regional Controller	Purchasing Director	Senior Compensation Analyst	Blockchain Financial Analyst
Accounting Manager/Chief Accountant	Purchasing Manager	Compensation Analyst	Office Manager
Accountant - Senior	Buyer - Senior	Compensation & Benefits Manager	Clerical Supervisor/Manager
Accountant - Intermediate	Buyer - Junior	Benefits Manager	Project Management Office (PMO) Director
Accountant - Junior	IT Procurement Manager	Senior Benefits Analyst	Project Management Office (PMO) Manager
Accounting Clerk Supervisor	Human Resources Director	Benefits Analyst	Project Administrator
Cost Accounting Manager	Human Resources Manager	Benefits Administrator	Vendor Relationship Manager
Cost Accountant	Regional Human Resources Manager	Occupational Health & Safety Director	Contract Manager
Tax Director	Senior Human Resources Generalist/HR Business Partner	Occupational Health & Safety Manager	Contract Administrator
Tax Manager	Human Resources Generalist/HR Advisor	Safety Officer	Proposal Writer
Tax Accountant	Human Resources Administrator	Wellness Program Manager	Proposal Coordinator
Internal Audit Director	HRIS Manager	Wellness Program Officer	Librarian
Internal Audit Manager	Senior HRIS Analyst	Mental Health Coordinator	Library Technician
Internal Auditor	HRIS Analyst	Information Technology Director	Legal Counsel - Senior
Financial Planning & Analysis Manager	People Analytics Manager/Analyst	Information Technology Manager	Legal Counsel - Junior
Financial Planning Analyst - Senior	Diversity, Equity, and Inclusion Director	Regional/Branch Manager	Compliance Director
Financial Planning Analyst - Junior	Diversity, Equity, and Inclusion Manager	Operations Manager/General Manager	Compliance Manager
Budget Manager	Diversity, Equity, and Inclusion Analyst	Security Manager	Compliance Officer
Budget Analyst	Diversity, Equity, and Inclusion Specialist/Coordinator	Marketing Director	Compliance Analyst
Risk Management Director	Recruitment Director	Marketing Manager	Government Affairs Manager
Risk Manager	Recruitment Manager	Sales Director	Policy Analyst
Risk Analyst	Technical Recruiter	Sales Manager	Senior Regulatory Affairs Specialist
ESG (Environmental, Social, and Governance) Manager	Recruiter	Communications Director	Regulatory Affairs Manager/Associate
ESG (Environmental, Social, and Governance) Analyst	Recruiter	Communications Manager	
Strategic Planning Director	Training & Development Director	Communications Officer	
Strategic Planning Manager	Training & Development Manager	Indigenous Liaison Manager	
Strategic Planning Analyst	Training & Development Specialist	Indigenous Liaison	
Mergers & Acquisitions (M&A) Director	Trainer	Investor Relations Manager	
Mergers & Acquisitions (M&A) Manager	Talent Development Specialist	Investor Relations Advisor	
Mergers & Acquisitions (M&A) Analyst	Payroll Manager	Customer Service Director	
Chief Economist	Payroll Supervisor	Customer Service Manager	
Economist	Payroll Supervisor	Call Centre Manager	
Treasurer	Payroll Officer	Call Centre Supervisor/Team Lead	
Assistant Treasurer	Payroll & Benefits Administrator/Coordinator	Change Management Specialist	
Treasury Manager	Labour Relations Director	Member Services Director	
Treasury Analyst	Labour Relations Manager	Member Services Manager	
		Member Services Coordinator	



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## Need More Info?

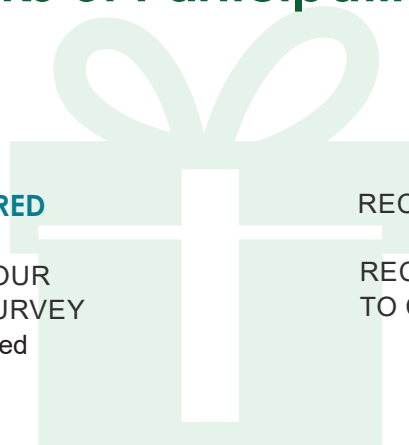
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## Perks of Participating



### 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	\$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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