

**CONFIDENTIAL**

# 2025 EXECUTIVE COMPENSATION SURVEY REPORT



**WCBC**

# 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 500 Positions

- Operations/Administration
- Finance & Accounting
- Human Resources
- Information Technology
- Marketing, Sales & Communications
- Engineering, Scientific & Technical
- Logistics, Manufacturing & Distribution
- Legal & Regulatory Affairs



Western Compensation  
& Benefits Consultants

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## SAMPLE POSITION

### Closeness of Match (% Of Inc.)

Close Match	95%
Smaller in Scope	4%
Larger in Scope	1%

### Hours per Week (% Of Inc.)

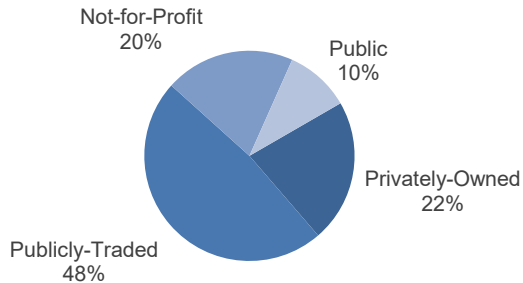
35.0	10%
37.5	67%
40.0	18%
Other	5%

	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
<b>All Organizations</b>	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
<b>Privately-Owned</b>	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
<b>Publicly-Traded</b>	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
<b>Public Sector</b>	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
<b>Not-For-Profit</b>	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

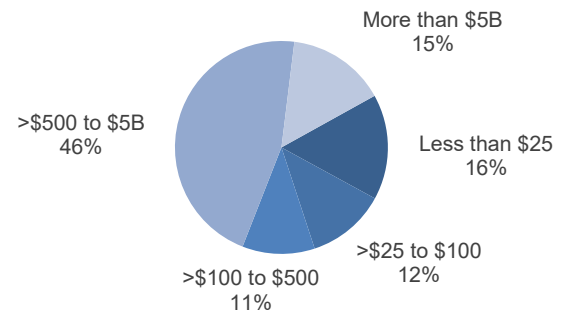
## SECTION 7: SURVEY PARTICIPANTS

A total of 470 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.

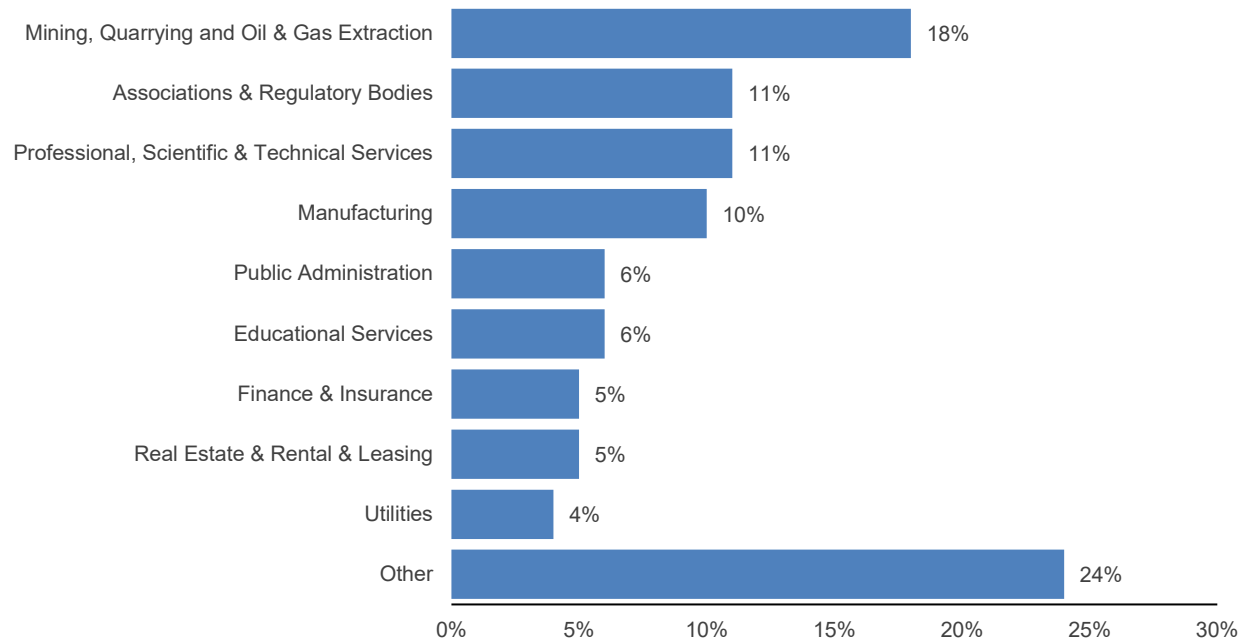
**Sector of Economy**



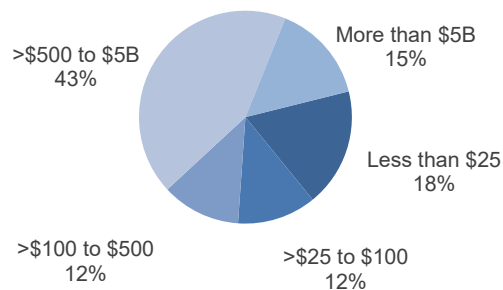
**Annual Revenues (in \$Million)**



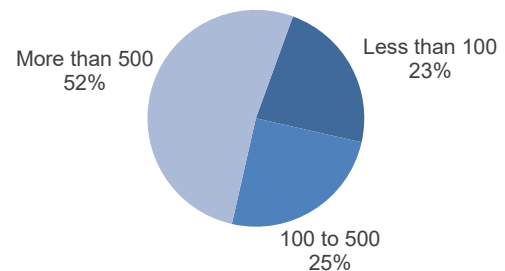
**Business Classification**



**Total Assets (in \$Million)**



**Number of Employees**



## List of Participants

360 Engineering & Environmental Consulting Ltd. -  
Canada

4AG Robotics Inc.

5N Plus Inc.

Acadia University  
Acadian Timber Corp.  
Adler University  
Advantage Energy Ltd.  
Aecon Group Inc.  
Aegis Brands Inc.  
Ag Growth International Inc.  
Agnico Eagle Mines Limited  
Aimia Inc.  
Air Canada  
AKITA Drilling Ltd.  
Alamos Gold Inc.  
Alberta Blue Cross  
Alberta College of Pharmacy  
Alberta College of Social Workers  
Alberta Insurance Council  
Alberta Medical Association  
Alberta Motor Association  
Alberta Newsprint Company  
Alberta Real Estate Association  
Alberta University of the Arts  
Algonquin Power & Utilities Corp.  
Allied Properties Real Estate Investment Trust  
Allnorth Consultants Limited  
AltaGas Ltd.  
Al-Terra Group Ltd.  
Ambrose University  
AMGAS Service Inc.  
Apex Distribution Inc.  
AQTIS 514 IATSE  
ARC Resources Ltd.  
Aritzia Inc.  
Artis REIT  
Assiniboine College  
Associated Engineering Group Ltd.  
Association of Consulting Engineering Companies  
British Columbia  
ATCO Ltd.  
ATCO Wood Products Ltd.  
Athabasca University  
AtkinsRéalis Group Inc.  
ATS Corporation

B2Gold Corp.  
Badger Infrastructure Solutions Ltd.  
Ballard Power Systems Inc.  
Bank of Montreal  
Bank of Nova Scotia  
Bantrel  
Barron Base Oil Corporation  
Baytex Energy Corp.  
BC Assessment Authority  
BC College of Nurses & Midwives  
BC College of Oral Health Professionals  
BC Construction Association  
BC Construction Safety Alliance

BC Financial Services Authority  
BC Housing Management Commission  
BC Hydro and Power Authority  
BC Institute of Technology  
BC Lottery Corporation  
BC Pavilion Corporation  
BC Public School Employers' Association  
BC Public Service Agency  
BC Real Estate Association  
BC Road Builders and Heavy Construction  
Association  
BC Securities Commission  
BC Transit Corporation  
BC Utilities Commission  
BCE Inc.  
BCL Engineering Ltd.  
BCNET  
Beacon Community Services  
Beedie Development Group  
Beverage Container Management Board  
Big Rock Brewery Inc.  
Binnie  
Birchcliff Energy Ltd.  
Bird Construction Inc.  
Bishop's University  
BJ Energy Solutions Canada, ULC  
BKL Consultants Ltd.  
BlackBerry Limited  
BMTC Group Inc.  
Boardwalk REIT  
Bombardier Inc.  
Bonterra Energy Corp.  
Boralex Inc.  
Bosa Properties Inc.  
Bow Valley College  
Bravo Target Safety GP Ltd.  
BrettYoung Seeds Limited  
Bri-Chem Corp.  
British Pacific Properties Limited  
Brock University  
Brookfield Corporation  
Brown and Caldwell Inc.  
BRP Inc.  
Bylands Nurseries Ltd.  
  
CAE Inc.  
Calfrac Well Services Ltd.  
Calgary Co-operative Association Limited  
Calgary Municipal Land Corporation  
Calgary Real Estate Board  
Cambrian Credit Union  
Cameco Corporation  
Camosun College  
Canada Goose Holdings Inc.  
Canada Lands Company Limited  
Canadian Apartment REIT  
Canadian Centre for Professional Legal Education  
Canadian Imperial Bank of Commerce  
Canadian Light Source Inc.  
Canadian Media Producers Association  
Canadian National Railway Company  
Canadian Natural Resources Limited  
Canadian Pacific Kansas City Limited

Canadian Tire Corporation  
 Canadian Utilities Limited  
 Canarie  
 Canfor Corporation  
 Canfor Pulp Products Ltd.  
 Canterbury Coffee Corporation  
 Canuck Place Children's Hospice  
 Cape Breton University  
 Capilano University  
 Capital City Shopping Centre Ltd.  
 Capital Power Corp.  
 CargoJet Inc.  
 Cariboo Regional District  
 Cascades Inc.  
 CCL Industries Inc.  
 Celestica Inc.  
 Cenovus Energy Inc.  
 Centennial College  
 Centerra Gold Inc.  
 CES Energy Solutions Corp.  
 CGI Group Inc.  
 ChampionX Corporation  
 Chartered Professional Accountants of BC  
 Chartwell Retirement Residences  
 Chemtrade Logistics Income Fund  
 Choice Properties REIT  
 Chorus Aviation Inc.  
 CI Financial Corp.  
 CIMA+  
 Cineplex Inc.  
 Citadel Drilling  
 City of Abbotsford  
 City of Coquitlam  
 City of Fort St. John  
 City of Langford  
 City of Maple Ridge  
 City of Mission  
 City of Nelson  
 City of New Westminster  
 City of North Vancouver  
 City of Penticton  
 City of Pitt Meadows  
 City of Prince George  
 City of Prince Rupert  
 City of Richmond  
 City of Salmon Arm  
 City of Vancouver  
 Clarke Inc.  
 Clifton Engineering Group Inc.  
 Coast Mountain College  
 Cogeco Communications Inc.  
 Collège Boréal d'arts appliqués et de technologie  
 College of Dental Surgeons of Alberta  
 College of New Caledonia  
 College of Nurses of Ontario  
 College of Physicians & Surgeons of Alberta  
 College of Physicians & Surgeons of BC  
 College of Psychologists of Ontario  
 College of Registered Nurses of Manitoba  
 College of Registered Nurses of Saskatchewan  
 College of the Rockies  
 Colliers International  
 Columbia Basin Trust  
 Concert Properties Ltd.  
 Construction Labour Relations Alberta  
 Construction Labour Relations Association of BC

Construction Labour Relations Saskatchewan  
 Consumer Protection BC  
 Continuing Legal Education Society of BC  
 Corix Group of Companies  
 Corpro Canada, Inc.  
 Corus Entertainment Inc.  
 Covenant House Vancouver  
 Crandall University  
 Creative Energy  
 Crombie REIT  
 Crosier Kilgour & Partners Ltd.  
 CTQ Consultants Ltd.  
 Cybera Inc.  
  
 D2L Inc.  
 Daiya Foods Inc.  
 Descartes Systems Group Inc.  
 Destination Vancouver  
 DIALOG  
 Directors Guild of Canada  
 Directors Guild of Canada BC Council  
 Directors Guild of Canada ON Council  
 District of Central Saanich  
 District of North Saanich  
 District of Port Hardy  
 DLH Group  
 DMCL Chartered Professional Accountants  
 Dollarama Inc.  
 Domtar Corporation  
 Dorel Industries Inc.  
 Douglas College  
 Dream Office REIT  
 Dream Unlimited Corp.  
 Dundee Corporation  
  
 Ecora Engineering & Environmental Ltd.  
 Eldorado Gold Corporation  
 Element Fleet Management Corp.  
 Elevate Development Corp.  
 Emera Incorporated  
 Emily Carr University of Art & Design  
 Enbridge Inc.  
 Enerflex Ltd.  
 Energera International Inc.  
 ENGCOMP Engineering & Computing Professionals  
 Inc.  
 Enghouse Systems Ltd.  
 Engineers & Geoscientists British Columbia  
 Ensign Energy Services Inc.  
 EQB Inc.  
 Exchange Income Corporation  
 Exchanger Industries Ltd.  
 Extencare Inc.  
  
 Fairfax Financial Holdings Ltd.  
 Fairleigh Dickinson University  
 Falkirk Environmental Consultants Ltd.  
 Fanshawe College  
 Finning International Inc.  
 First Majestic Silver Corp.  
 First Nations Fisheries Council of British Columbia  
 First Nations Health Authority  
 FirstService Corporation  
 FLINT Corp.  
 Forestry Innovation Investment Ltd.  
 Fort Edmonton Management Company



Fortis Inc.  
FP Newspapers Inc.  
FPI Fireplace Products International Ltd.  
Franco-Nevada Corp.  
Freehold Royalties Ltd.

Gateway Tubulars Inc.  
George Weston Limited  
Gibson Energy Inc.  
Gildan Activewear Inc.  
Glotman-Simpson Consulting Engineers  
Goodfellow Inc.  
Gran Tierra Energy Inc.  
Granite REIT  
Greater Vancouver Realtors  
Greater Victoria Harbour Authority  
Great-West Lifeco Inc.  
Groupe BBA Inc.

H&R Real Estate Investment Trust  
H.H. Angus & Associates Limited  
Halliburton Company  
Hedgehog Technologies Inc.  
High Liner Foods Incorporated  
HTEC  
Hudbay Minerals Inc.  
Hydro One Ltd.

iA Financial Group  
Iamgold Corporation  
IGM Financial Inc.  
Imperial Oil Limited  
Innergex Renewable Energy Inc.  
Intact Financial Corporation  
Interfor Corporation  
ISL Engineering and Land Services Ltd.  
IWA Forest Industry Pension & LTD Plans

Jamieson Wellness Inc.  
JRS Engineering Ltd.

K-Bro Linen Inc.  
Kelso Technologies Inc.  
Kelt Exploration Ltd.  
Kerr Wood Leidal Associates Ltd.  
Keyera Corp.  
KGS Group  
Kinetic Construction Ltd.  
Kinross Gold Corporation  
Knight Therapeutics Inc.

Land Title and Survey Authority of BC  
Lassonde Industries Inc.  
Laurentian Bank of Canada  
Law Society of Alberta  
Law Society of BC  
Law Society of Manitoba  
Law Society of Ontario  
Layfield Group of Companies  
Legal Aid BC  
Leon's Furniture Limited  
Levare Canada Ltd.  
Liberty Energy, Inc.  
Lifting Solutions Inc.  
Lightspeed Commerce Inc.  
Loblaw Companies Limited

Lonsdale Energy Corporation  
Lucara Diamond Corp.  
Lululemon Athletica Inc.  
Lundin Mining Corporation

Magellan Aerospace Corporation  
M'akola Development Services  
Manulife Financial Corporation  
Maple Leaf Foods Inc.  
Martinrea International Inc.  
Matr Corp.  
Maxim Power Corp.  
McElhanney Consulting Services Ltd.  
MEG Energy Corp.  
Mercer International Inc.  
Metercor  
Methanex Corporation  
Metro Inc.  
Millar Western Forest Products Ltd.  
Morguard Corporation  
Mullen Group Ltd.  
Municipal Insurance Association of BC

National Bank of Canada  
Netskrt Systems Inc.  
New Gold Inc.  
NFI Group Inc.  
Northern Savings Credit Union  
Northland Power Inc.  
NOV Canada ULC  
Novacom Building Partners Ltd.  
NuVista Energy Ltd.

Obsidian Energy Ltd.  
OceanaGold Corporation  
Olympic International Sales Ltd.  
Ontario College of Pharmacists  
Ontario Real Estate Association  
Ontario Securities Commission  
OR Royalties Inc.  
Ovintiv Inc.

Pacesetter Directional Drilling Limited Partnership  
Pan American Silver Corp.  
Paramount Resources Ltd.  
Parex Resources Inc.  
Parkland Corporation  
PBX Engineering Ltd.  
Pembina Pipeline Corporation  
Penta Completions Supply & Services Ltd.  
Pet Valu Holdings Ltd.  
Peyto Exploration & Development Corp.  
Pinchin Ltd.  
Pollard Banknote Limited  
Postmedia Network Canada Corp.  
Power Corporation of Canada  
PrairieSky Royalty Ltd.  
Precision Drilling Corporation  
Premium Brands Holdings Corporation  
Propell (Alberta) Ltd.

Qualico Developments West Ltd.  
Quebecor Inc.

R.V. Anderson Associates Limited  
RAM Consulting Group

RDH Building Science Inc.  
 Restaurant Brands International Inc.  
 Richelieu Hardware Ltd.  
 RioCan Real Estate Investment Trust  
 RJC Engineers  
 Robinson Consultants Inc.  
 Rogers Communications Inc.  
 Rogers Sugar Inc.  
 Roska DBO Inc.  
 Royal Bank of Canada  
 Royal College of Dental Surgeons of Ontario  
 RTR Terra Contracting Ltd.  
 Russel Metals Inc.

Sagen MI Canada Inc.  
 Sandstorm Gold Ltd.  
 Sangoma Technologies Corporation  
 Sanjel Energy Services Inc.  
 Sasuchan Development Corporation  
 Savaria Corporation  
 Schlumberger Limited  
 Science World BC  
 Secure Waste Infrastructure Corp.  
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 Shopify Inc.  
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 SSR Mining Inc.  
 Stahl Peterbilt Inc.  
 Steelhaus Technologies Inc.  
 Stella-Jones Inc.  
 STEP Energy Services Ltd.  
 Stream-Flo Industries Ltd.  
 Strike Group Limited Partnership  
 Struthers Technical Solutions Ltd.  
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 Superior Plus Corp.  
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 Urban Systems Ltd.

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 Westmar Advisors Inc.  
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