



CONFIDENTIAL

2025 GROUP INSURANCE & RETIREMENT BENEFITS SURVEY REPORT



WCBC Published Surveys

Report Highlights



Reports Available

- Clerical/Administrative Support
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- 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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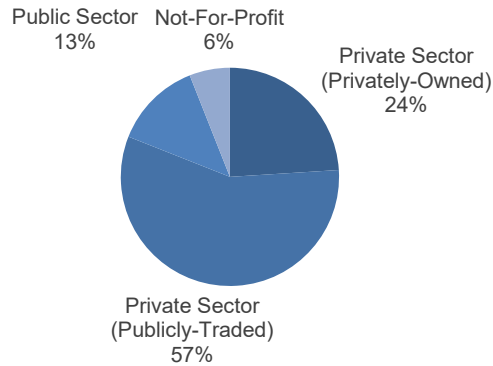
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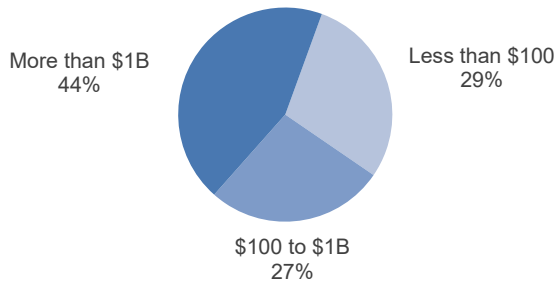
SECTION 4: SURVEY PARTICIPANTS

A total of 390 organizations provided data for this survey. The participants are broken down below by economic sector, annual revenues, number of employees and type of business.

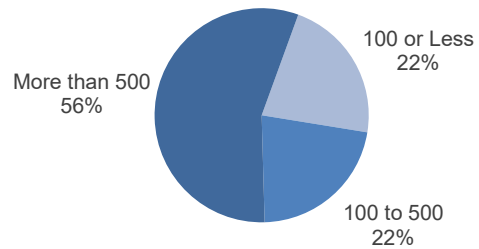
Sector of Economy



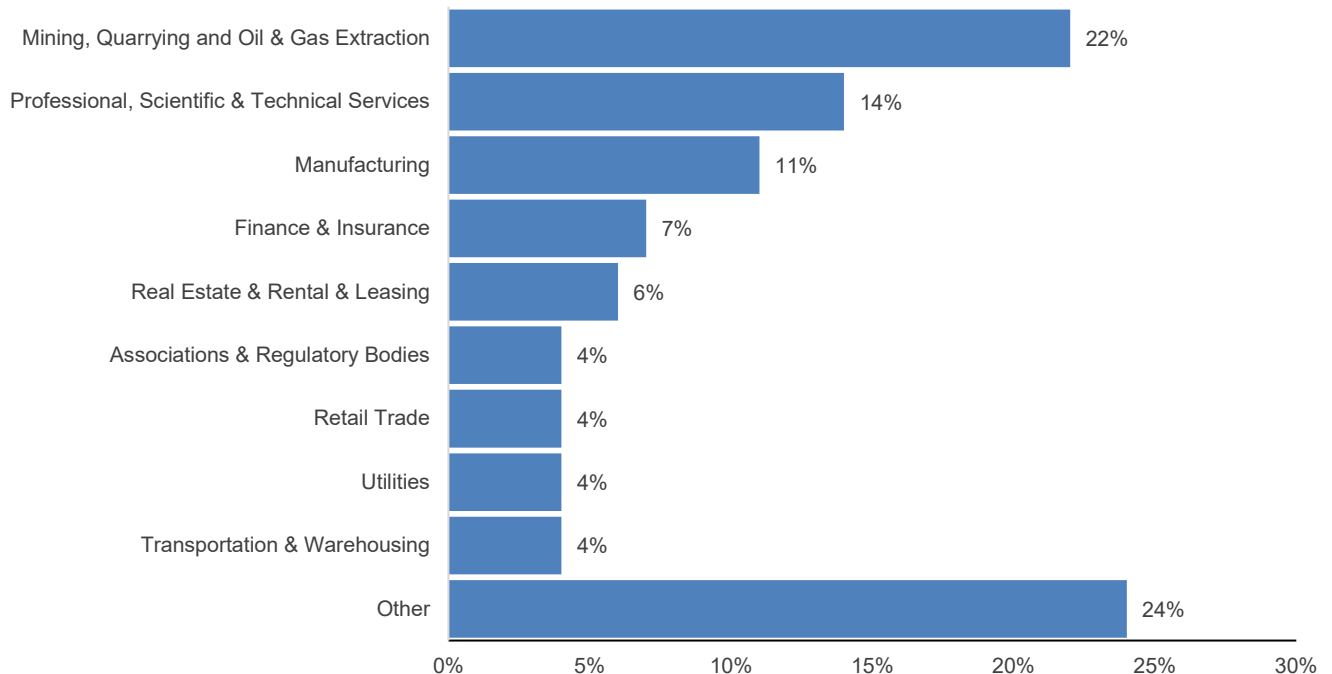
Annual Revenues (in \$Million)



Total Number of Employees



Business Classification



List of Participants

360 Engineering & Environmental Consulting Ltd. - Canada

4AG Robotics Inc.

5N Plus Inc.

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

Alamos Gold Inc.

Alberta Medical Association

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.

ARC Resources Ltd.

Aritzia Inc.

Artis REIT

Associated Engineering Group Ltd.

ATCO Ltd.

AtkinsRéalis Group Inc.

ATS Corporation

B2Gold Corp.

Badger Infrastructure Solutions Ltd.

Ballard Power Systems Inc.

Bank of Montreal

Bank of Nova Scotia

Bantrel

Barrick Mining Corporation

Barron Base Oil Corporation

Bausch Health Companies Inc.

Baytex Energy Corp.

BC Institute of Technology

BC Public Service Agency

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.

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.

Bri-Chem Corp.

British Pacific Properties Limited

Brookfield Corporation

Brown and Caldwell Inc.

BRP Inc.

CAE Inc.

Calfrac Well Services Ltd.

Calgary Co-operative Association Limited

Calgary Municipal Land Corporation

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 National Railway Company

Canadian Natural Resources Limited

Canadian Pacific Kansas City Limited

Canadian Tire Corporation

Canadian Utilities Limited

Canarie

Canfor Corporation

Canterbury Coffee Corporation

Capilano University

Capital City Shopping Centre Ltd.

Capital Power Corp.

CargoJet Inc.

Cariboo Regional District

Carrier Sekani Tribal Council

Cascades Inc.

Catterall & Wright Consulting Engineers

CCL Industries Inc.

Celestica Inc.

Cenovus Energy Inc.

Centerra Gold Inc.

CES Energy Solutions Corp.

CGI Group Inc.

ChampionX Corporation

Chartwell Retirement Residences

Chemtrade Logistics Income Fund

Choice Properties REIT

Chorus Aviation Inc.

CI Financial Corp.

CIMA+

Cineplex Inc.

Citadel Drilling

City of Burnaby

City of New Westminster

City of Penticton

Clarke Inc.

Clifton Engineering Group Inc.

Cogeco Communications Inc.

College of Dental Surgeons of Alberta

College of Nurses of Ontario

College of Physicians & Surgeons of Alberta

College of Physicians & Surgeons of BC

College of Registered Nurses of Manitoba

College of Registered Nurses of Saskatchewan

Colliers International

Columbia College

Concert Properties Ltd.

Connective

Consumer Protection BC
Continuing Legal Education Society of BC
CORE Linepipe Inc.
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
District of Central Saanich
District of North Saanich
District of Port Hardy
Dollarama Inc.
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.
Ensign Energy Services Inc.
EQB Inc.
Exchange Income Corporation
Exchanger Industries Ltd.
Extendicare Inc.

Fairfax Financial Holdings Ltd.
Fairleigh Dickinson University
Falkirk Environmental Consultants Ltd.
Federated Co-operatives Limited
Finning International Inc.
First Majestic Silver Corp.
First Nations Health Authority
FirstService Corporation
FLINT Corp.
Fort Edmonton Management Company
Fortis Inc.
FP Newspapers Inc.
Franco-Nevada Corp.
Freehold Royalties Ltd.

Gateway Tubulars Inc.
George Weston Limited
Gibson Energy Inc.
Gildan Activewear Inc.
Glotman-Simpson Consulting Engineers
Goodfellow Inc.

Government of Manitoba
Gran Tierra Energy Inc.
Granite REIT
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
InterCAD Services Ltd.
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
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
Layfield Group of Companies
Leon's Furniture Limited
Levare Canada Ltd.
Liberty Energy, Inc.
Lifting Solutions Inc.
Lightspeed Commerce Inc.
Loblaw Companies Limited
Lucara Diamond Corp.
Lululemon Athletica Inc.
Lundin Mining Corporation

Magellan Aerospace Corporation
Manulife Financial Corporation
Maple Leaf Foods Inc.
Martinrea International Inc.
Mattr Corp.
Maxim Power Corp.
McElhanney Consulting Services Ltd.
MEG Energy Corp.
Methanex Corporation
Metro Inc.
Miller Titerle Law Corporation
Morguard Corporation

Mullen Group Ltd.

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

Obsidian Energy Ltd.
OceanaGold Corporation
Olympic International Sales Ltd.
Ontario Real Estate Association
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
Russel Metals Inc.

Sagen MI Canada Inc.
Sandbox Mutual Insurance Company
Sandstorm Gold Ltd.
Sangoma Technologies Corporation
Sanjel Energy Services Inc.
Saskatchewan Blue Cross
Saskatchewan First Nations Family & Community Institute Inc.
Saskatchewan Government Insurance
Savaria Corporation
Schlumberger Limited
Science World BC

Seaspan Ship Management Ltd.
Secure Waste Infrastructure Corp.
Sherritt International Corporation
Shopify Inc.
Sinclar Group Forest Products Ltd.
Singleton Urquhart Reynolds Vogel LLP
Site Power Engineering Consultants Ltd.
SmartCentres REIT
SSR Mining Inc.
Stahl Peterbilt Inc.
Steelhaus Technologies Inc.
Stella-Jones Inc.
STEP Energy Services Ltd.
Straiton Engineering Ltd.
Stream-Flo Industries Ltd.
Strike Group Limited Partnership
Struthers Technical Solutions Ltd.
Sun Life Financial Inc.
Suncor Energy Inc.
Superior Plus Corp.
Surge Energy Inc.
Swiss Water Decaffeinated Coffee Inc.
SYLVIS Environmental Services Inc.
Synergy Partners Consulting Ltd.

Taiga Building Products Ltd.
TC Energy Corporation
Technical Safety BC
Teck Resources Limited
TELUS Corporation
TerraLink Horticulture Inc.
Tetra Tech Canada Inc.
TFI International Inc.
The AME Consulting Group Ltd.
The Great Little Box Company Ltd.
The Mutual Fire Insurance Company of BC
The North West Company Inc.
The Toronto-Dominion Bank
Thomson Reuters Corporation
Thurber Engineering Ltd.
Tiger Calcium Services Inc.
Titanium Transportation Group Inc.
TMX Group Limited
Torex Gold Resources Inc.
Toromont Industries Ltd.
Total Energy Services Inc.
Tourmaline Oil Corp.
TransAlta Corporation
Transat A.T. Inc.
Transcontinental Inc.
TransLink
Tree Island Steel Ltd.
Trican Well Services Ltd.
Trillium Mutual Insurance Company
Triton Environmental Consultants Ltd.
TVA Group Inc.
TYCROP Manufacturing Ltd.

Union Gospel Mission Foundation
University Neighbourhoods Association
University of Manitoba
Urban Systems Ltd.

Vancouver Foundation
Vehicles Sales Authority of BC
Vermilion Energy Inc.
VersaBank

Village of Pemberton

Wajax Corporation
Weatherford Canada Ltd.
West Fraser Timber Co. Ltd.
Western Forest Products Inc.
Western Transportation Advisory Council
Westmar Advisors Inc.
Westview Primary Care Network
Wheaton Precious Metals Corp.
Whitecap Resources Inc.
Whitewater Management Limited Partnership
WildBrain Ltd.
Williams Engineering Canada Inc.
Winpak Ltd.
WorkSafeBC
Worley Canada Services Ltd.
WSP Canada Inc.

YMCA BC
YWCA Metro Vancouver



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Production & Distribution	\$999	\$2,000
Executive Compensation	\$1,249	\$2,500
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,900	\$5,800
Group Insurance & Retirement Benefits	\$524	\$1,050
Compensation Policies & Practices	\$524	\$1,050
CompPlus – WCBC’s online data sorting tool	FREE	\$2,000
Salary Increases	FREE	\$2,000
Board of Directors Compensation	—	\$2,500



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