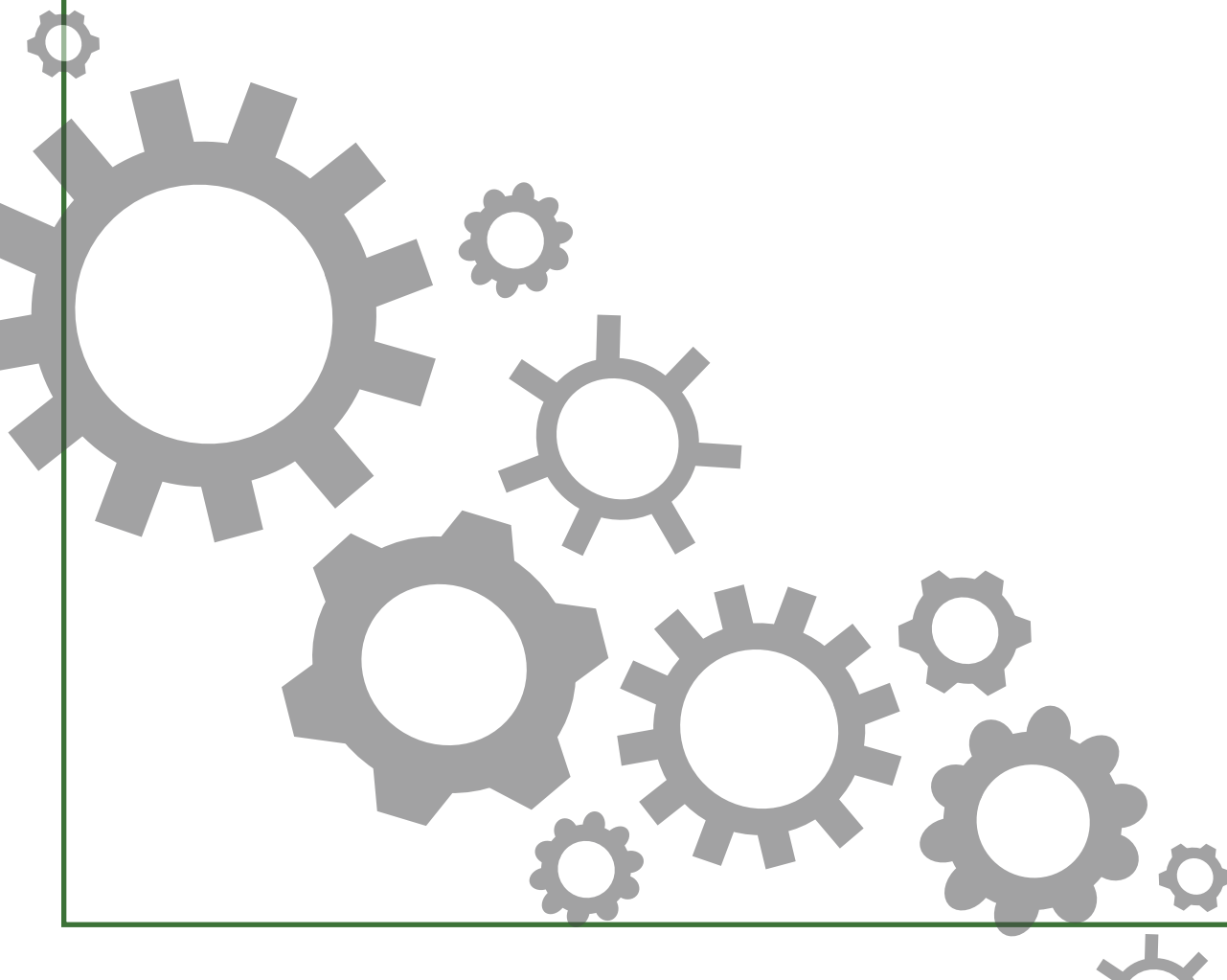




CONFIDENTIAL

# MANUFACTURING & LOGISTICS COMPENSATION SURVEY REPORT **2026**



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## SAMPLE POSITION

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

|                  |     |
|------------------|-----|
| Close Match      | 97% |
| Smaller in Scope | 2%  |
| Larger in Scope  | 2%  |

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

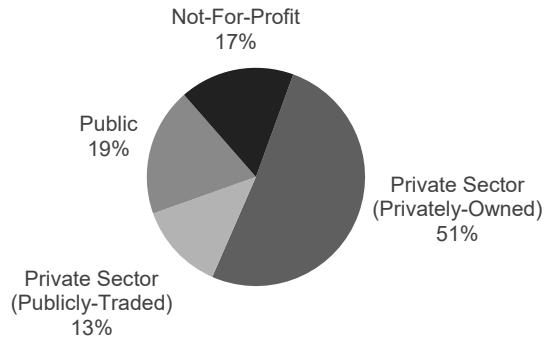
|       |     |
|-------|-----|
| 35.0  | 34% |
| 37.5  | 29% |
| 40.0  | 32% |
| Other | 5%  |

|                          | # of 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> | 103       | 234             | 66                         | 64.0    | 84.4        | 78.3 | 70.0 | 78.3 | 86.0                              | 80.1 | 70.2 | 79.0 | 89.3  | 78.0                         | 69.5 | 77.2 | 84.9 | 79.9                              | 69.9 | 77.4 | 86.8  |
| Privately-Owned          | 26        | 60              | 9                          | 65.8    | 93.7        | 82.7 | 75.4 | 81.3 | 92.2                              | 86.5 | 76.2 | 84.1 | 97.5  | 85.1                         | 78.8 | 84.2 | 91.4 | 90.0                              | 80.0 | 87.3 | 98.4  |
| Publicly-Traded          | 5         | 14              | 5                          | 65.6    | 96.2        | 83.8 |      | 85.1 |                                   | 91.1 |      | 88.9 |       | 85.1                         | 78.6 | 84.4 | 91.1 | 91.4                              | 83.9 | 88.4 | 98.2  |
| Public Sector            | 29        | 97              | 20                         | 66.8    | 81.9        | 77.5 | 70.0 | 73.0 | 82.1                              | 77.5 | 70.0 | 73.0 | 82.1  | 74.2                         | 69.0 | 74.3 | 78.0 | 74.2                              | 69.0 | 74.3 | 78.0  |
| Not-For-Profit           | 43        | 63              | 32                         | 61.4    | 81.5        | 75.5 | 65.8 | 73.0 | 81.6                              | 76.7 | 66.0 | 74.8 | 81.8  | 75.3                         | 67.3 | 74.0 | 80.4 | 76.6                              | 67.7 | 74.0 | 81.8  |
| <\$50M Rev               | 44        | 58              | 26                         | 61.7    | 80.2        | 75.0 | 65.3 | 72.4 | 79.9                              | 76.4 | 65.5 | 73.1 | 80.5  | 76.2                         | 70.2 | 74.0 | 80.0 | 77.5                              | 70.2 | 74.4 | 81.3  |
| \$50-\$100M Rev          | 19        | 20              | 13                         | 65.5    | 83.4        | 78.3 | 70.4 | 78.8 | 85.5                              | 79.3 | 70.4 | 78.8 | 85.9  | 77.6                         | 67.1 | 78.6 | 84.9 | 78.6                              | 67.1 | 78.6 | 85.5  |
| >\$100M Rev              | 40        | 156             | 27                         | 65.4    | 88.9        | 81.9 | 72.4 | 82.1 | 90.0                              | 84.6 | 72.9 | 84.1 | 95.9  | 78.7                         | 69.4 | 77.4 | 85.1 | 81.0                              | 69.8 | 77.4 | 88.1  |
| <100 Employees           | 37        | 37              | 20                         | 59.3    | 76.2        | 73.2 | 65.0 | 71.1 | 78.2                              | 74.8 | 65.2 | 71.1 | 79.0  | 73.2                         | 65.0 | 71.1 | 78.2 | 74.8                              | 65.2 | 71.1 | 79.0  |
| 100-500 Employees        | 37        | 57              | 24                         | 67.5    | 86.8        | 79.7 | 72.7 | 79.5 | 87.8                              | 80.7 | 73.0 | 79.7 | 87.9  | 79.6                         | 74.0 | 79.3 | 86.8 | 80.6                              | 74.0 | 79.7 | 87.9  |
| >500 Employees           | 29        | 140             | 22                         | 64.4    | 89.2        | 82.9 | 73.0 | 82.6 | 89.9                              | 86.1 | 81.0 | 85.7 | 98.4  | 78.6                         | 69.4 | 77.4 | 85.0 | 81.0                              | 69.4 | 77.4 | 87.6  |
| Prof. Services           | 15        | 46              | 5                          | 65.8    | 97.2        | 87.2 | 79.7 | 85.1 | 93.9                              | 90.7 | 80.6 | 86.1 | 100.5 | 88.3                         | 80.2 | 86.8 | 92.8 | 91.5                              | 80.8 | 87.7 | 98.7  |
| Education                | 8         | 52              | 7                          | 59.6    | 77.1        | 69.5 | 62.4 | 66.5 | 73.8                              | 69.6 | 63.0 | 66.7 | 73.8  | 71.1                         | 66.1 | 70.7 | 77.4 | 71.1                              | 66.1 | 70.7 | 77.4  |
| Finance/Ins              | 3         | 11              | 3                          | 54.6    | 75.3        | 67.3 |      | 67.5 |                                   | 68.5 |      | 67.5 |       | 67.5                         | 66.2 | 68.2 | 68.9 | 68.5                              | 66.2 | 68.9 | 68.9  |
| Assoc./Regulatory        | 19        | 31              | 15                         | 65.2    | 85.8        | 80.8 | 74.0 | 79.3 | 85.0                              | 82.6 | 76.3 | 80.2 | 86.0  | 80.5                         | 74.0 | 79.3 | 84.9 | 82.1                              | 74.0 | 80.3 | 86.9  |
| Ag./Forestry             | 7         | 18              | 6                          | 68.4    | 96.6        | 81.9 |      | 82.6 |                                   | 90.9 |      | 88.9 |       | 82.4                         | 77.2 | 82.5 | 86.9 | 94.3                              | 86.0 | 94.6 | 100.3 |
| <b>British Columbia</b>  | 65        | 119             | 40                         | 66.0    | 85.8        | 78.6 | 70.1 | 79.3 | 85.1                              | 80.5 | 70.5 | 79.9 | 87.9  | 78.8                         | 70.4 | 78.0 | 84.9 | 81.5                              | 70.7 | 80.3 | 87.2  |
| Metro Vancouver          | 44        | 90              | 25                         | 65.3    | 85.3        | 79.9 | 70.4 | 79.4 | 87.1                              | 81.6 | 72.2 | 80.1 | 89.3  | 79.2                         | 70.2 | 78.0 | 85.0 | 81.0                              | 70.6 | 78.8 | 85.4  |
| Privately-Owned          | 13        | 21              | 2                          | 62.9    | 89.3        | 83.3 | 75.0 | 83.3 | 92.3                              | 86.1 | 75.1 | 85.0 | 92.3  | 86.7                         | 78.0 | 85.0 | 92.3 | 90.3                              | 81.0 | 85.2 | 98.2  |
| Publicly-Traded          | 3         | 7               | 2                          | 58.7    | 88.0        | 87.5 |      | 85.6 |                                   | 97.1 |      | 98.4 |       | 86.4                         |      | 84.9 |      | 96.5                              |      | 96.4 |       |
| Public Sector            | 11        | 35              | 8                          | 69.8    | 86.2        | 81.8 | 72.8 | 78.4 | 88.8                              | 81.8 | 72.8 | 78.4 | 88.8  | 77.5                         | 71.0 | 76.5 | 81.0 | 77.5                              | 71.0 | 76.5 | 81.0  |
| Not-For-Profit           | 17        | 27              | 13                         | 63.9    | 83.6        | 74.7 | 65.0 | 76.5 | 80.9                              | 75.4 | 65.5 | 76.5 | 81.3  | 73.8                         | 66.2 | 73.0 | 79.6 | 74.5                              | 66.2 | 73.0 | 81.1  |
| <\$50M Rev               | 15        | 20              | 9                          | 62.7    | 79.7        | 76.4 | 65.0 | 79.3 | 81.3                              | 77.3 | 65.3 | 79.5 | 81.8  | 77.2                         | 69.2 | 79.3 | 81.3 | 78.1                              | 69.3 | 80.1 | 82.4  |
| \$50-\$100M Rev          | 9         | 9               | 7                          | 66.9    | 86.8        | 76.6 | 73.0 | 78.0 | 78.8                              | 77.5 | 73.0 | 78.0 | 78.8  | 76.6                         | 73.0 | 78.0 | 78.8 | 77.5                              | 73.0 | 78.0 | 78.8  |
| >\$100M Rev              | 20        | 61              | 9                          | 66.7    | 89.6        | 83.9 | 72.9 | 84.1 | 92.7                              | 86.7 | 74.6 | 85.1 | 98.7  | 80.3                         | 70.1 | 77.5 | 85.3 | 82.5                              | 70.8 | 80.8 | 87.2  |
| <100 Employees           | 12        | 12              | 6                          | 59.0    | 73.8        | 73.6 | 64.4 | 69.3 | 80.5                              | 74.5 | 64.6 | 69.3 | 80.5  | 73.6                         | 64.4 | 69.3 | 80.5 | 74.5                              | 64.6 | 69.3 | 80.5  |
| 100-500 Employees        | 20        | 28              | 12                         | 69.7    | 90.1        | 80.3 | 74.5 | 79.4 | 87.1                              | 81.5 | 75.1 | 79.9 | 87.1  | 79.4                         | 74.9 | 79.1 | 83.8 | 80.4                              | 75.1 | 79.6 | 84.7  |
| >500 Employees           | 12        | 50              | 7                          | 63.2    | 86.9        | 85.4 | 75.7 | 85.1 | 93.8                              | 89.0 | 79.6 | 87.1 | 100.7 | 80.5                         | 70.3 | 77.4 | 85.2 | 83.0                              | 70.3 | 81.0 | 87.1  |
| Prof. Services           | 6         | 13              | 2                          | 62.9    | 89.3        | 88.7 |      | 86.5 |                                   | 91.3 |      | 86.5 |       | 91.8                         | 81.1 | 87.2 | 94.6 | 95.3                              | 83.6 | 87.2 | 111.6 |
| Education                | 4         | 4               | 3                          | 54.8    | 71.4        | 62.5 |      | 62.4 |                                   | 62.7 |      | 62.8 |       | 62.5                         |      | 62.4 |      | 62.7                              |      | 62.8 |       |
| Assoc./Regulatory        | 8         | 12              | 7                          | 68.6    | 85.5        | 79.9 | 77.7 | 80.1 | 81.3                              | 81.2 | 78.2 | 80.6 | 81.5  | 79.7                         | 78.3 | 79.3 | 81.3 | 81.1                              | 78.7 | 80.9 | 82.4  |
| Ag./Forestry             | 4         | 9               | 2                          | 58.7    | 88.0        | 84.8 |      | 85.3 |                                   | 94.2 |      | 93.6 |       | 84.2                         | 77.5 | 84.0 | 92.0 | 94.0                              | 85.4 | 94.5 | 98.8  |
| Vancouver Island         | 6         | 7               | 4                          | 65.7    | 84.2        | 76.2 |      | 76.5 |                                   | 78.1 |      | 76.5 |       | 75.1                         |      | 75.0 |      | 77.2                              |      | 80.0 |       |
| Public Sector            | 4         | 4               | 3                          | 66.1    | 80.1        | 75.0 |      | 76.5 |                                   | 75.1 |      | 76.5 |       | 75.0                         |      | 76.5 |      | 75.1                              |      | 76.5 |       |
| <\$50M Rev               | 3         | 3               | 2                          | 62.2    | 85.8        | 74.2 |      | 72.1 |                                   | 77.3 |      | 72.1 |       | 74.2                         |      | 72.1 |      | 77.3                              |      | 72.1 |       |
| >\$100M Rev              | 2         | 3               | 1                          |         |             | 75.0 |      |      |                                   | 76.2 |      |      |       | 73.0                         |      | 75.0 |      | 74.7                              |      | 80.0 |       |
| 100-500 Employees        | 3         | 3               | 3                          | 66.0    | 85.3        | 78.3 |      | 84.3 |                                   | 81.4 |      | 84.3 |       | 78.3                         |      | 84.3 |      | 81.4                              |      | 84.3 |       |
| >500 Employees           | 2         | 3               | 1                          |         |             | 75.0 |      |      |                                   | 76.2 |      |      |       | 73.0                         |      | 75.0 |      | 74.7                              |      | 80.0 |       |
| Education                | 2         | 2               | 2                          | 62.4    | 78.1        | 71.9 |      |      |                                   | 72.1 |      |      |       | 71.9                         |      |      |      | 72.1                              |      |      |       |
| Other BC                 | 17        | 22              | 11                         | 67.8    | 87.7        | 77.9 | 70.3 | 79.5 | 82.6                              | 80.6 | 70.3 | 82.1 | 87.9  | 78.4                         | 71.4 | 79.3 | 83.9 | 84.8                              | 72.1 | 85.4 | 94.2  |
| <b>Alberta</b>           | 27        | 41              | 17                         | 60.6    | 80.2        | 77.5 | 68.9 | 75.0 | 89.5                              | 79.4 | 70.1 | 77.7 | 90.9  | 79.1                         | 70.2 | 74.0 | 90.8 | 81.3                              | 71.6 | 76.6 | 95.4  |
| Calgary                  | 11        | 14              | 4                          | 63.6    | 89.1        | 80.8 | 70.1 | 87.6 | 91.0                              | 82.9 | 70.1 | 91.0 | 95.1  | 82.5                         | 70.5 | 87.3 | 91.9 | 85.0                              | 70.6 | 90.4 | 96.9  |
| Privately-Owned          | 3         | 4               |                            |         |             | 92.1 |      | 92.1 |                                   | 93.2 |      | 92.1 |       | 91.0                         |      | 91.7 |      | 92.6                              |      | 94.3 |       |

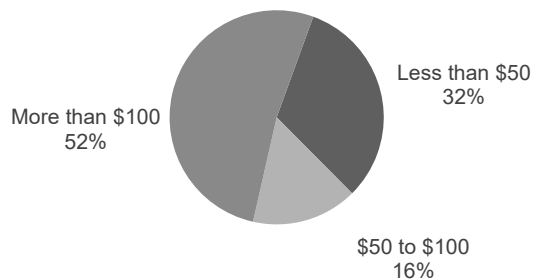
## SECTION 4: SURVEY PARTICIPANTS

A total of 145 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.

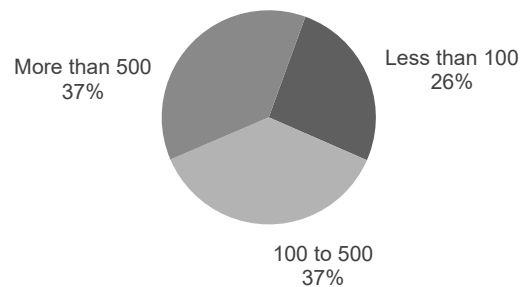
**Sector of Economy**



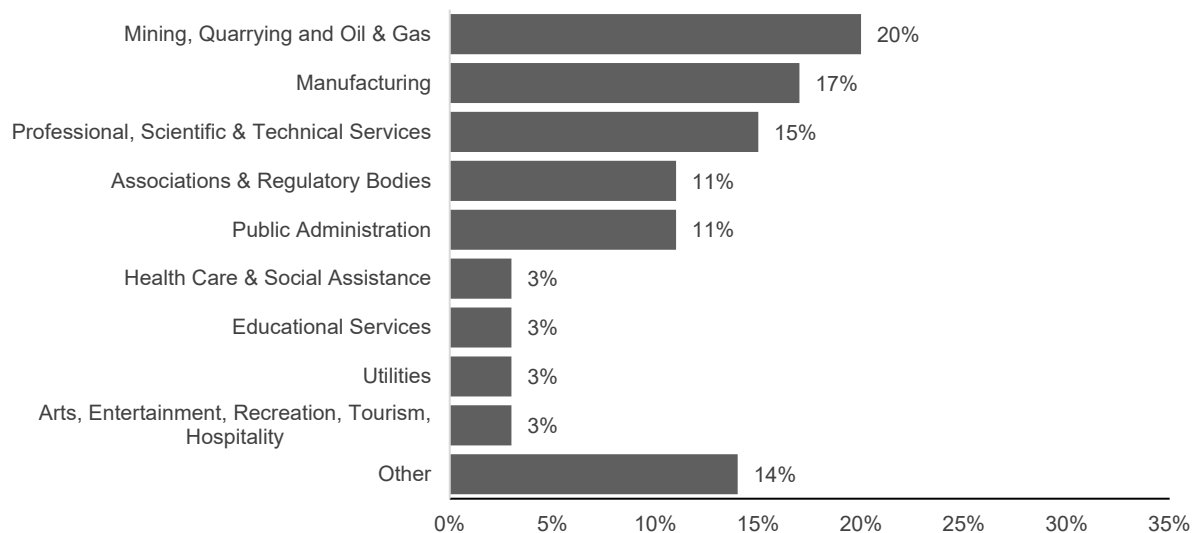
**Annual Revenues (in \$Million)**



**Total Number of Employees**



**Business Classification**



## List of Participants

360 Engineering & Environmental Consulting  
Ltd. - Canada  
4AG Robotics Inc.

Aarcomm Systems Inc.  
Actsafes Safety Association  
AKITA Drilling Ltd.  
All Weather Windows Ltd.  
Allnorth Consultants Limited  
AMGAS Service Inc.  
Apex Distribution Inc.  
Apex Oilfield Services (2000) Inc.

Bantrel Co.  
Barron Base Oil Corporation  
BC Association of Crane Safety  
BC Automobile Association  
BC College of Nurses & Midwives  
BC College of Oral Health Professionals  
BC Construction Safety Alliance  
BC Forest Safety Council  
BC Municipal Safety Association  
BC Securities Commission  
Beacon Community Services  
Beedie Development Group  
BGC Engineering Inc  
BJ Energy Solutions Canada, ULC  
Blackstone Drilling Fluids Limited  
Bombardier Inc.  
Bosa Properties Inc.  
BrettYoung Seeds Limited  
Bylands Nurseries Ltd.

Calfrac Well Services Ltd.  
Calgary Co-operative Association Limited  
Canadian Light Source Inc.  
Canterbury Coffee Corporation  
Capilano University  
ChampionX Corporation  
Chemtrade Logistics Income Fund  
City of Abbotsford  
City of Burnaby  
City of Coquitlam  
City of Kelowna  
City of Prince Rupert  
City of Richmond  
City of Surrey  
City of Vancouver  
City of Victoria  
Clifton Engineering Group Inc.  
College of Nurses of Ontario  
Concert Properties Ltd.  
Continuing Legal Education Society of BC  
CORE Linepipe Inc.  
Corix Group of Companies  
Covenant House Vancouver  
COWI North America, Ltd.

Daiya Foods Inc.  
Dillon Consulting Limited  
District of Central Saanich  
District of Port Hardy  
District of Saanich  
DLH Group

EggSolutions - Vanderpols Inc.  
Eminence Organic Skin Care  
Ensign Energy Services Inc.  
Exchanger Industries Ltd.

Federated Co-operatives Limited  
First Nations Health Authority  
FLINT Corp.  
FPI Fireplace Products International Ltd.

Gateway Tubulars Inc.  
go2HR  
Greater Vancouver Food Bank Society  
Greater Victoria Harbour Authority  
Groupe BBA Inc.

Halliburton Company  
Hatfield Consultants  
HTEC  
Hydro One Ltd.

IFD Technologies Inc.  
Insurance Corporation of BC  
Integrated Sustainability  
ISL Engineering and Land Services Ltd.

KGS Group  
Knight Therapeutics Inc.

Land Title and Survey Authority of BC  
Law Society of BC  
Layfield Group Ltd.  
Levare Canada Ltd.  
Liberty Energy, Inc.  
Lifting Solutions Inc.  
Lil'wat Nation  
Lonsdale Energy Corporation

Magnum Cementing Services Ltd.  
Maxim Power Corp.  
McElhanney Consulting Services Ltd.  
Metercor Inc.  
Metro Vancouver  
Musqueam Indian Band

NOV Canada ULC

Onsite Engineering Ltd.

Pacesetter Directional Drilling Limited  
Partnership  
Peaskie Minerals Inc.  
Penta Completions Supply & Services Ltd.  
Precision Drilling Corporation  
PRI Engineering  
Product Care Association  
PRT Growing Services Ltd.  
PTW Energy Services Ltd.

Qualico Developments West Ltd.

RAM Consulting Group  
Roska DBO Inc.  
RTR Terra Contracting Ltd.

SafeCare BC  
Sanjel Energy Services Inc.  
Science World BC  
Simon Fraser University  
SLB Limited  
Squamish Nation  
SRK Consulting (Canada) Inc.  
Steelhaus Technologies Inc.  
STEP Energy Services Ltd.  
Stream-Flo Industries Ltd.  
Strike Group Limited Partnership  
Surepoint Technologies Group Ltd.  
Swiss Water Decaffeinated Coffee Inc.  
SYLVIS Environmental Services Inc.

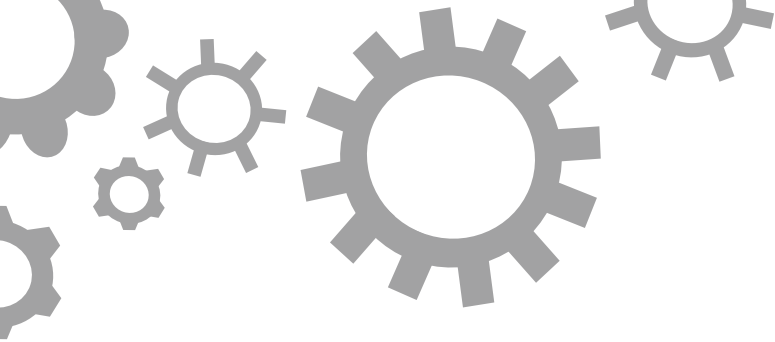
TerraLink Horticulture Inc.  
Tetra Tech Canada Inc.  
The Great Little Box Company Ltd.  
Thurber Engineering Ltd.  
Tiger Calcium Services Inc.  
TransLink  
Trican Well Service Ltd.  
Triton Environmental Consultants Ltd.  
Trucking Safety Council of BC  
TYCROP Manufacturing Ltd.

Union Gospel Mission Foundation  
University of British Columbia  
University of Manitoba

Vehicles Sales Authority of BC  
Vermilion Energy Inc.  
VMAC Global Technology Inc.

Weatherford Canada Ltd.  
Whitewater Management Limited Partnership

YMCA BC  
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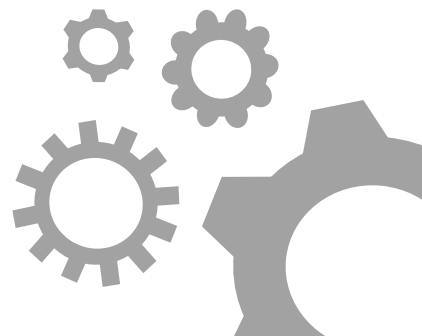
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**595 Howe Street**

**Vancouver, BC**

**V6E 2T5**



# Price List



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|                                                                    | Participant Price | Non-Participant Price |
|--------------------------------------------------------------------|-------------------|-----------------------|
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| Information Technology                                             | \$1,024           | \$2,050               |
| Marketing & Sales                                                  | \$1,024           | \$2,050               |
| Engineering & Technical                                            | \$1,024           | \$2,050               |
| Manufacturing & Logistics                                          | \$1,024           | \$2,050               |
| Executive & Senior Management                                      | \$1,599           | \$3,200               |
| Consulting Engineers Compensation, Benefits & Employment Practices | \$2,999           | \$6,000               |
| Group Insurance & Retirement Benefits                              | \$549             | \$1,100               |
| Compensation Policies & Practices                                  | \$549             | \$1,100               |
| CompPlus – WCBC’s online data sorting tool                         | FREE              | \$2,050               |
| Salary Increases                                                   | FREE              | \$2,050               |
| Board of Directors Compensation                                    | N/A               | \$2,900               |



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## Need More Info?

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