

Base Salary – All Countries

	No. Participants Min/Max	Minimum Salary		Maximum Salary		No. Participants Avg. Actual	Average Actual Salary	
		Canada	Survey	Canada	Survey		Canada	Survey
Job A	14	\$39,570	\$42,412	\$51,937	\$58,049	10	\$40,249	\$49,141
Job B	14	\$50,475	\$55,486	\$75,423	\$75,024	10	\$67,450	\$65,187
Job C	13		\$73,396		\$101,593	9		\$84,457
Job D	14	\$82,700 (EX-01 Min)	\$90,070	\$97,400 (EX-01 Max)	\$124,459	9	\$91,066 (EX-01)	\$114,480

Note: All figures have been converted to Canadian dollars, but have not been adjusted to take into account different taxation levels, cost of living, and purchasing power parity.