

Base Salary – All Respondents

	No. Participants Min/Max	Minimum Salary		Maximum Salary		No. Participants Avg. Actual	Average Actual Salary	
		Canada	Survey	Canada	Survey		Canada	Survey
Job A	17	\$39,570	\$49,055	\$51,937	\$68,034	12	\$40,249	\$58,918
Job B	17		\$62,255		\$85,979	12		\$75,385
Job C	18	\$50,475	\$83,739	\$75,423	\$119,749	12	\$67,450	\$101,478
Job D	20	\$82,700 (EX-01 Min)	\$102,963	\$97,400 (EX-01 Max)	\$148,461	14	\$91,066 (EX-01)	\$135,727

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.