

Member Salary Survey Final Report 2012



Prepared by:



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1.0 Study Background and Methodology

On behalf of the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), Engineers Nova Scotia, the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), and Engineers PEI, during April and May of 2012, MQO Research conducted the 2012 Member Salary Survey. This survey was conducted in response to requests for current statistics on engineering salaries in the Atlantic region. The last salary survey was conducted in 2009. To identify differences between years, comparisons between 2009 and 2012 results are made throughout the report by membership status, gender and sector of employment.

To identify differences between 2009 and 2012 data, statistical tests of significance have been completed at the 95% confidence level. Essentially, when comparing two values obtained from different populations, a statistical test will guide us to be confident that any apparent difference between the values is statistically *real* or *significant*.¹ Throughout this report, significant differences between 2009 and 2012 are shaded within the tables. Where this occurs, we can say that we are 95% confident that the difference between the values in question exists in the population and is not simply due to uncontrollable sampling error. It is important to note that the term 'significant' is used to denote *statistically significant* differences, and it is not synonymous with 'important'.

For PEGNL, Engineers Nova Scotia, and APEGNB, a sample of resident members, including Professional Engineers (P.Eng) and Engineers-in-Training (EIT), was randomly selected to participate in the survey. Due to the small membership base for Engineers PEI, a census of resident P.Eng and EIT members was conducted.² To ensure the sample is representative of the population, weights were designed for analysis by designation, discipline and gender at the overall and provincial levels.

A quantitative telephone survey was completed with a total of 1,413 members who are employed full-time or at least 30 hours per week. However, 58 completed surveys were removed from analysis because the respondents did not report salary. In addition, to minimize the effect of outliers on salary statistics, a formula was used to determine an upper cut-off for base salary.³ The upper cut-off salary was \$215,000. This process resulted in the exclusion of 20 completed surveys. The table below presents the final sample sizes and margins of error⁴ by province of registration. Margin of error, or the level of precision, refers to the range, above or below the sample-based value, in which the true population value is estimated to fall.

| Province of Registration | Sample Size | Margin of Error |
|--------------------------|-------------|------------------|
| All Associations | 1335 | ± \$1,435 |
| PEGNL | 374 | ± \$2,758 |
| Engineers NS | 428 | ± \$2,761 |
| APEGNB | 383 | ± \$2,312 |
| Engineers PEI | 150 | ± \$3,042 |

¹ What may seem to be a difference between percentages may simply be the result of sampling error or the margin of error associated with the sample size, and not a real or significant difference in the population.

² The census resulted in a response rate of 52% for Engineers PEI.

³ Upper cut off = Upper quartile + (3 x Inter-quartile range). Lower cut off = Lower quartile – (3 x Inter-quartile range). Inter-quartile range = Upper quartile – Lower Quartile. The lower cut off was negative in magnitude and thus did not apply.

⁴ Margins of error were determined based on the formula: $n = \frac{Z^2 s^2}{(C^2 + Z^2 s^2/N-1)}$, where: n=sample size; s=standard deviation; C = confidence interval or margin of error; Z=1.96 or 95% confidence level; and N=population size.

Explanatory Notes

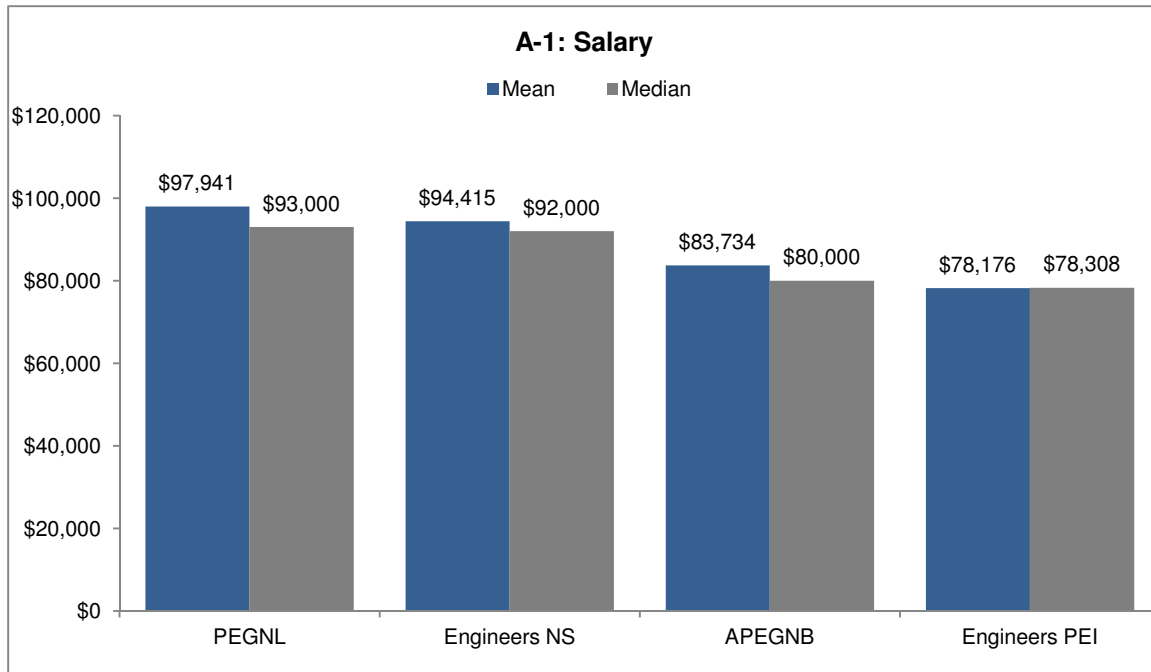
1. **Salary** refers to base salary excluding bonuses and overtime for full-time employees who work 30 or more hours per week.
2. The **mean** refers to the numerical average.
3. The **median** refers to the midpoint of the distribution – 50% of salaries fell above the median and 50% fell below it.
4. **Upper Quartile** – 25% of salaries fell above this point and 75% were below it. **Lower Quartile** – 75% of salaries fell above this point and 25% were below it.
5. Greater consideration should be given to the median than to the mean when sample sizes are small. Medians are less likely to be influenced by a few very low or very high salaries.

It is important to note that while the overall sample size provides an acceptable margin of error, the format of the survey resulted in low sample sizes throughout specific sections of the study. Findings should be interpreted with caution for instances where sample sizes are less than 30.

2.0 Survey Results

2.1. BASE SALARY

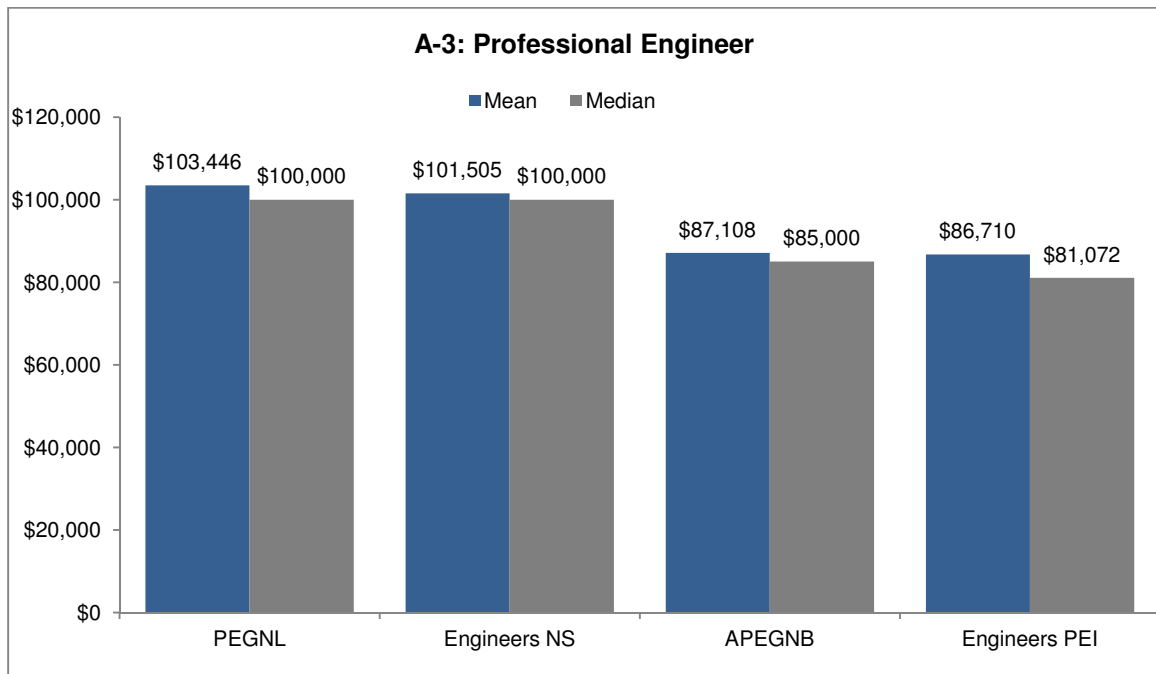
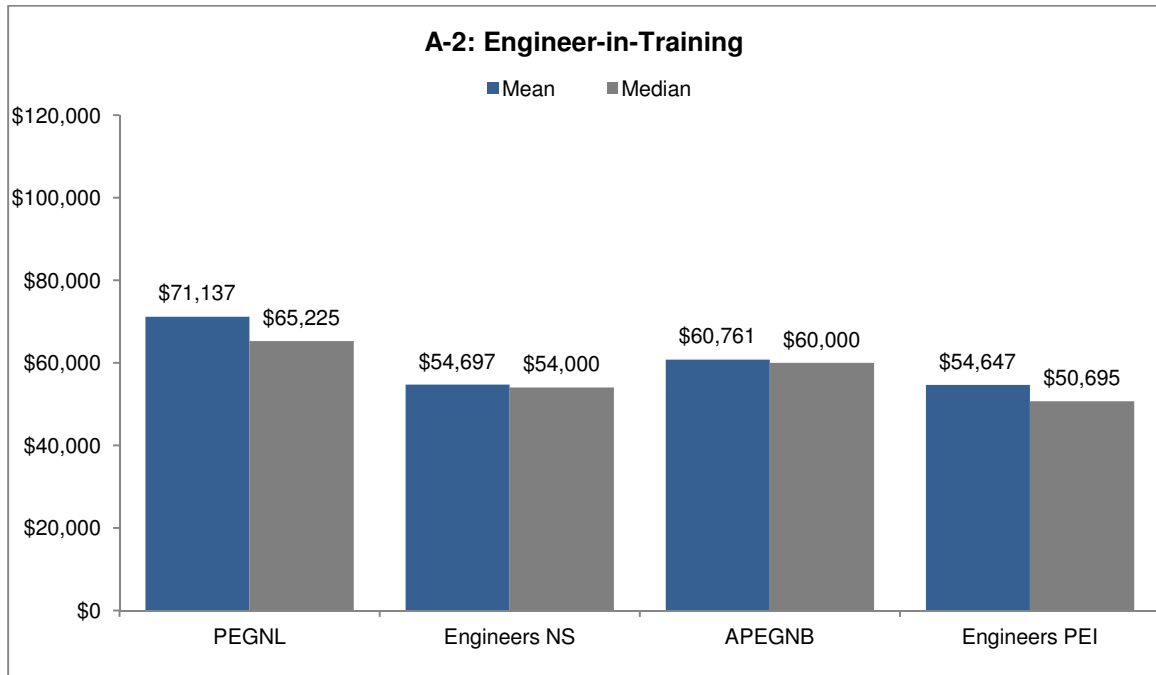
Salary⁵



| | Mean | Median | Lower Quartile | Upper Quartile |
|-------------------------|-----------------|-----------------|-----------------|------------------|
| All Associations | \$91,127 | \$88,000 | \$70,000 | \$107,000 |
| PEGNL | \$97,941 | \$93,000 | \$76,000 | \$115,000 |
| Engineers NS | \$94,415 | \$92,000 | \$72,470 | \$111,000 |
| APEGNB | \$83,734 | \$80,000 | \$65,000 | \$96,000 |
| Engineers PEI | \$78,176 | \$78,308 | \$58,761 | \$90,982 |

⁵ Includes Professional Engineers and Engineers-in-Training.

Salary by Membership Status

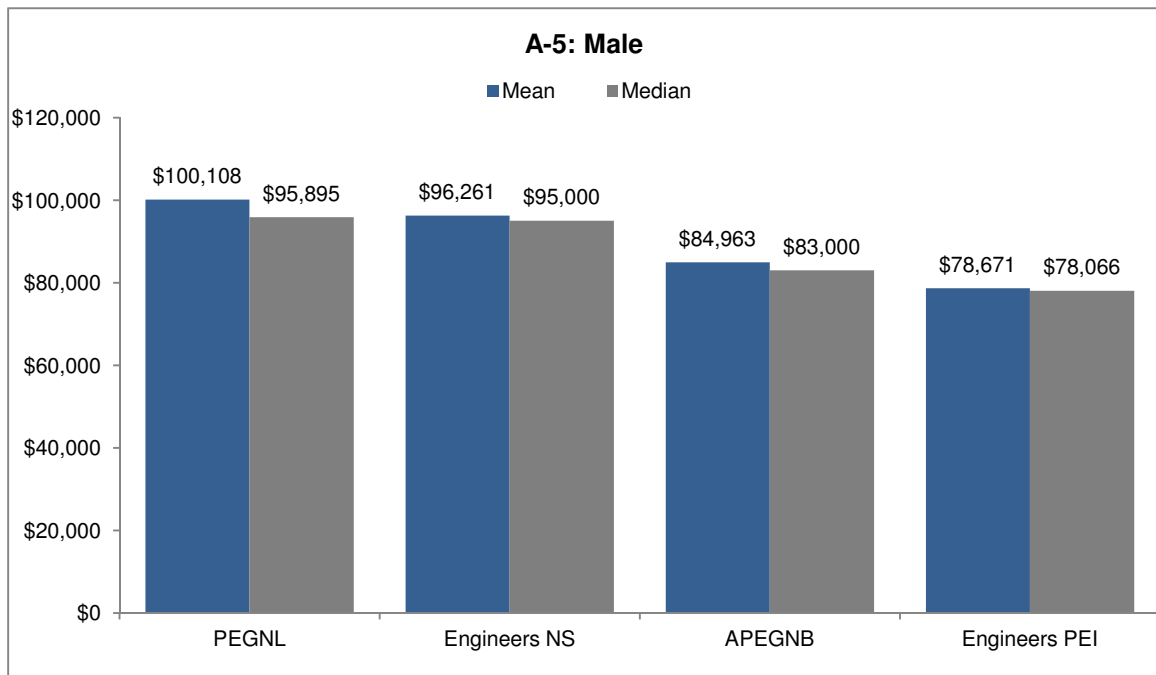
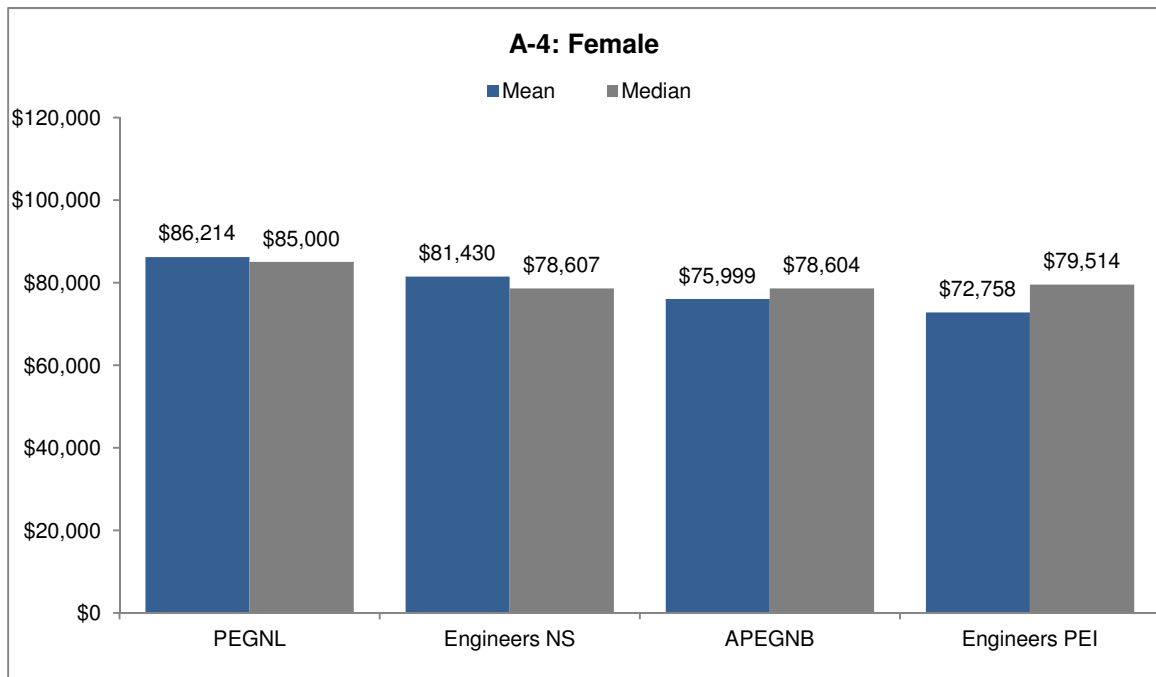


Salary by Membership Status: Comparison Between 2009 and 2012⁶

| | 2012 | | | | | 2009 | | | | |
|------------------------------|--------------|---------------|---------------|----------------|----------------|------------|---------------|---------------|----------------|----------------|
| | # | Mean | Median | Lower Quartile | Upper Quartile | # | Mean | Median | Lower Quartile | Upper Quartile |
| Engineer-in-Training | | | | | | | | | | |
| All Associations | 207 | 60,509 | 58,000 | 51,000 | 67,000 | 344 | 55,708 | 53,000 | 47,000 | 62,500 |
| PEGNL | 62 | 71,137 | 65,225 | 60,000 | 80,000 | 101 | 63,146 | 62,000 | 51,706 | 72,000 |
| Engineers NS | 55 | 54,697 | 54,000 | \$48,944 | 59,584 | 104 | 54,079 | 50,000 | 47,000 | 61,022 |
| APEGNB | 46 | 60,761 | 60,000 | 50,978 | 70,000 | 99 | 53,259 | 50,000 | 44,722 | 59,000 |
| Engineers PEI | 44 | 54,647 | 50,695 | 46,338 | 62,383 | 40 | 52,659 | 49,755 | 42,279 | 59,532 |
| Professional Engineer | | | | | | | | | | |
| All Associations | 1,128 | 96,630 | 92,000 | 77,168 | 110,000 | 991 | 87,335 | 84,000 | 70,000 | 100,000 |
| PEGNL | 312 | 103,446 | 100,000 | 82,000 | 120,000 | 289 | 100,298 | 92,669 | 80,000 | 114,958 |
| Engineers NS | 373 | 101,505 | 100,000 | 82,000 | 116,776 | 282 | 86,431 | 84,842 | 73,000 | 100,000 |
| APEGNB | 337 | 87,108 | 85,000 | 72,000 | 100,000 | 290 | 80,948 | 78,000 | 65,000 | 94,000 |
| Engineers PEI | 106 | 86,710 | 81,072 | 70,000 | 99,192 | 130 | 81,199 | 75,000 | 65,000 | 90,101 |

⁶ Shading indicates significant differences between 2009 and 2012 for the mean salaries.

Salary by Gender⁷



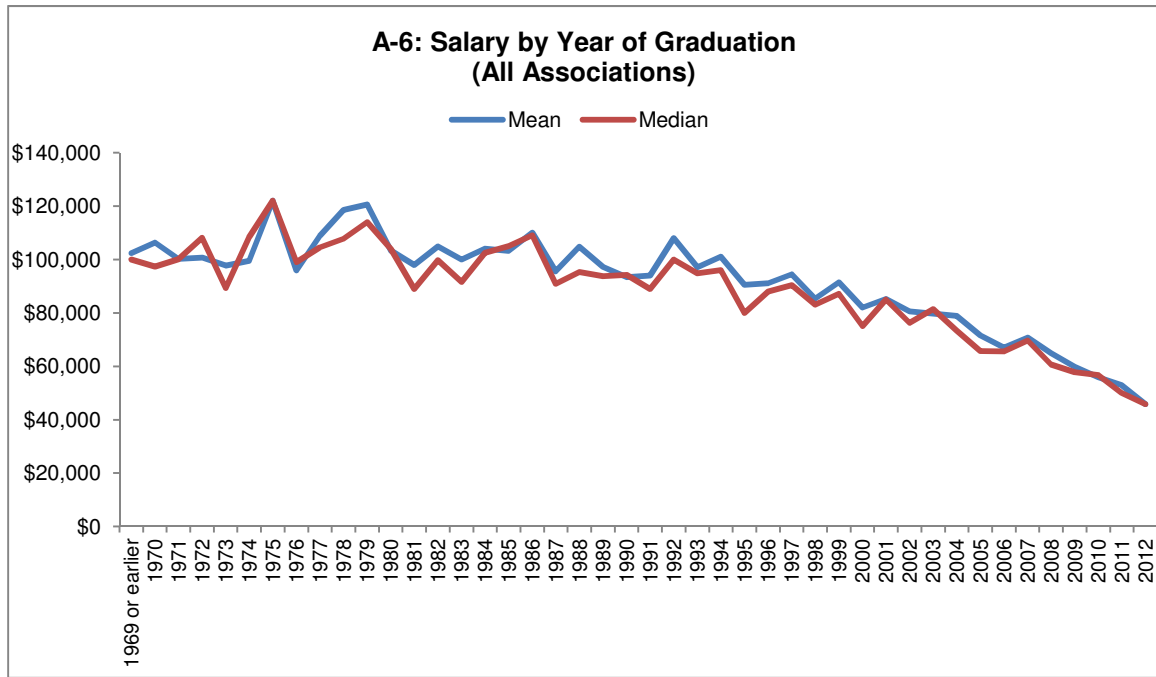
⁷Gender differences in salary may be attributable to differences in years of experience.

Salary by Gender: Comparison Between 2009 and 2012⁸

| | 2012 | | | | | 2009 | | | | |
|-------------------------|--------------|---------------|---------------|----------------|----------------|------------|---------------|---------------|----------------|----------------|
| | # | Mean | Median | Lower Quartile | Upper Quartile | # | Mean | Median | Lower Quartile | Upper Quartile |
| Female | | | | | | | | | | |
| All Associations | 166 | 80,676 | 80,000 | 67,000 | 92,000 | 368 | 73,691 | 72,000 | 61,400 | 83,000 |
| PEGNL | 57 | 86,214 | 85,000 | 70,000 | 100,000 | 100 | 81,237 | 76,377 | 65,000 | 91,000 |
| Engineers NS | 50 | 81,430 | 78,607 | 65,000 | 98,108 | 139 | 73,380 | 70,000 | 61,031 | 82,907 |
| APEGNB | 46 | 75,999 | 78,604 | 66,043 | 85,000 | 113 | 70,285 | 70,000 | 57,337 | 81,150 |
| Engineers PEI | 13 | 72,758 | 79,514 | 62,806 | 89,890 | 16 | 64,809 | 64,000 | 57,498 | 73,195 |
| Male | | | | | | | | | | |
| All Associations | 1,169 | 92,747 | 90,000 | 72,000 | 110,000 | 968 | 83,737 | 80,663 | 65,000 | 99,302 |
| PEGNL | 317 | 100,108 | 95,895 | 77,000 | 118,764 | 291 | 95,551 | 90,000 | 74,021 | 110,000 |
| Engineers NS | 378 | 96,261 | 95,000 | 75,000 | 114,813 | 247 | 83,402 | 82,252 | 67,177 | 100,000 |
| APEGNB | 337 | 84,963 | 83,000 | 65,000 | 100,000 | 276 | 77,322 | 73,000 | 59,104 | 90,000 |
| Engineers PEI | 137 | 78,671 | 78,066 | 57,735 | 92,408 | 154 | 76,014 | 70,000 | 58,573 | 87,817 |

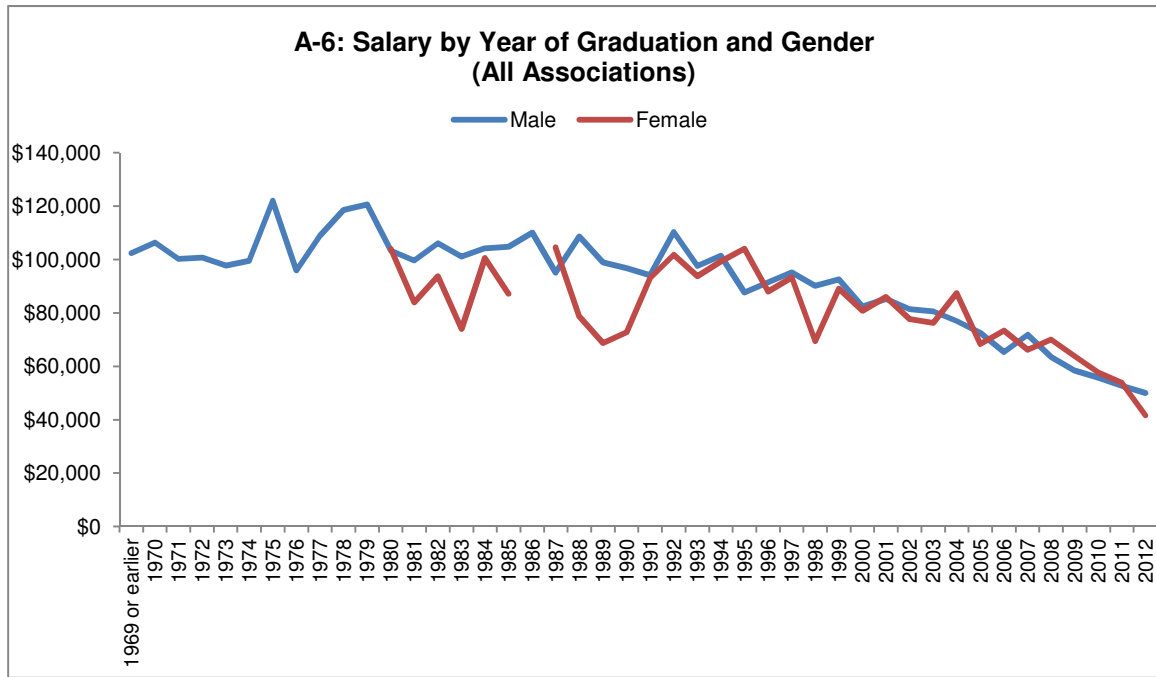
⁸ Shading indicates significant differences between 2009 and 2012 for the mean salaries.

Salary by Year of Graduation

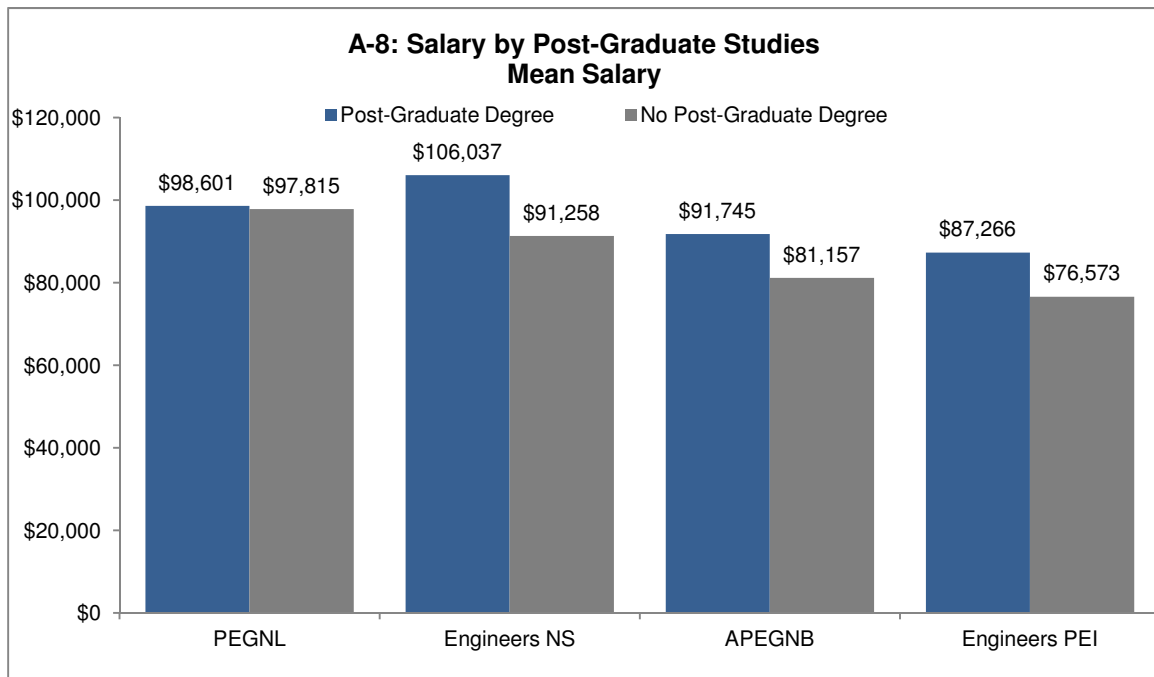


| Graduation Year | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|-----------------|----------------|---------|---------|----------------|----------------|
| 1969 or earlier | 15 | 102,348 | 100,000 | 87,000 | 121,605 |
| 1970 | 4 | 106,329 | 97,322 | 90,000 | 133,609 |
| 1971 | 8 | 100,268 | 100,160 | 72,809 | 140,000 |
| 1972 | 10 | 100,686 | 108,193 | 87,524 | 118,452 |
| 1973 | 9 | 97,704 | 89,368 | 72,384 | 118,498 |
| 1974 | 17 | 99,540 | 108,336 | 63,411 | 137,330 |
| 1975 | 22 | 122,051 | 122,000 | 100,098 | 150,000 |
| 1976 | 19 | 95,860 | 99,054 | 82,472 | 114,600 |
| 1977 | 18 | 108,817 | 104,562 | 88,371 | 121,000 |
| 1978 | 21 | 118,598 | 107,812 | 82,000 | 150,000 |
| 1979 | 25 | 120,654 | 114,000 | 96,527 | 147,000 |
| 1980 | 30 | 103,334 | 104,000 | 90,074 | 110,150 |
| 1981 | 32 | 97,999 | 89,000 | 84,800 | 110,000 |
| 1982 | 38 | 104,875 | 99,733 | 78,000 | 125,000 |
| 1983 | 30 | 100,002 | 91,580 | 81,131 | 120,000 |
| 1984 | 29 | 104,026 | 102,529 | 94,000 | 110,775 |
| 1985 | 40 | 103,247 | 105,000 | 85,000 | 121,000 |
| 1986 | 36 | 110,018 | 109,142 | 90,000 | 125,000 |
| 1987 | 56 | 95,584 | 90,880 | 85,000 | 105,000 |
| 1988 | 32 | 104,765 | 95,300 | 89,445 | 115,000 |
| 1989 | 34 | 97,246 | 93,810 | 80,000 | 110,000 |
| 1990 | 55 | 93,392 | 94,259 | 78,723 | 117,643 |
| 1991 | 33 | 93,963 | 88,986 | 81,055 | 101,385 |
| 1992 | 31 | 108,076 | 100,000 | 93,273 | 120,000 |
| 1993 | 38 | 97,117 | 94,893 | 85,000 | 101,000 |
| 1994 | 34 | 101,052 | 96,000 | 78,790 | 118,250 |
| 1995 | 31 | 90,530 | 80,000 | 76,000 | 98,014 |
| 1996 | 39 | 91,097 | 88,000 | 73,454 | 105,000 |
| 1997 | 35 | 94,481 | 90,446 | 76,074 | 105,000 |
| 1998 | 39 | 85,425 | 83,135 | 68,000 | 105,000 |
| 1999 | 45 | 91,518 | 87,139 | 74,933 | 103,597 |
| 2000 | 35 | 82,004 | 75,000 | 69,152 | 90,000 |
| 2001 | 26 | 85,271 | 85,000 | 71,072 | 100,000 |
| 2002 | 24 | 80,606 | 76,236 | 66,360 | 87,723 |
| 2003 | 42 | 79,680 | 81,415 | 59,242 | 91,308 |
| 2004 | 39 | 78,863 | 73,343 | 69,334 | 88,354 |
| 2005 | 28 | 71,527 | 65,664 | 61,000 | 87,000 |
| 2006 | 31 | 67,040 | 65,566 | 59,123 | 73,159 |
| 2007 | 41 | 70,749 | 69,680 | 55,365 | 85,780 |
| 2008 | 45 | 64,815 | 60,628 | 55,644 | 68,000 |
| 2009 | 44 | 59,825 | 57,788 | 51,000 | 65,000 |
| 2010 | 45 | 55,911 | 56,723 | 47,300 | 62,977 |
| 2011 | 26 | 52,899 | 50,000 | 46,000 | 57,882 |
| 2012 | 2 | 45,800 | - | - | - |

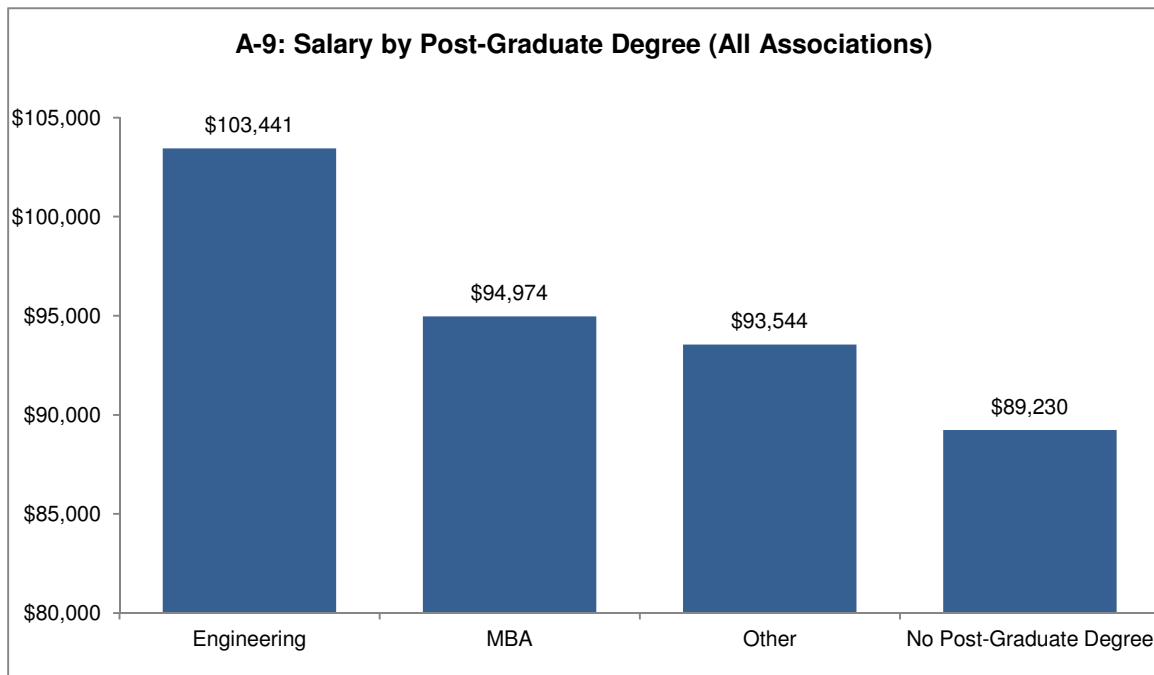
Salary by Year of Graduation and Gender



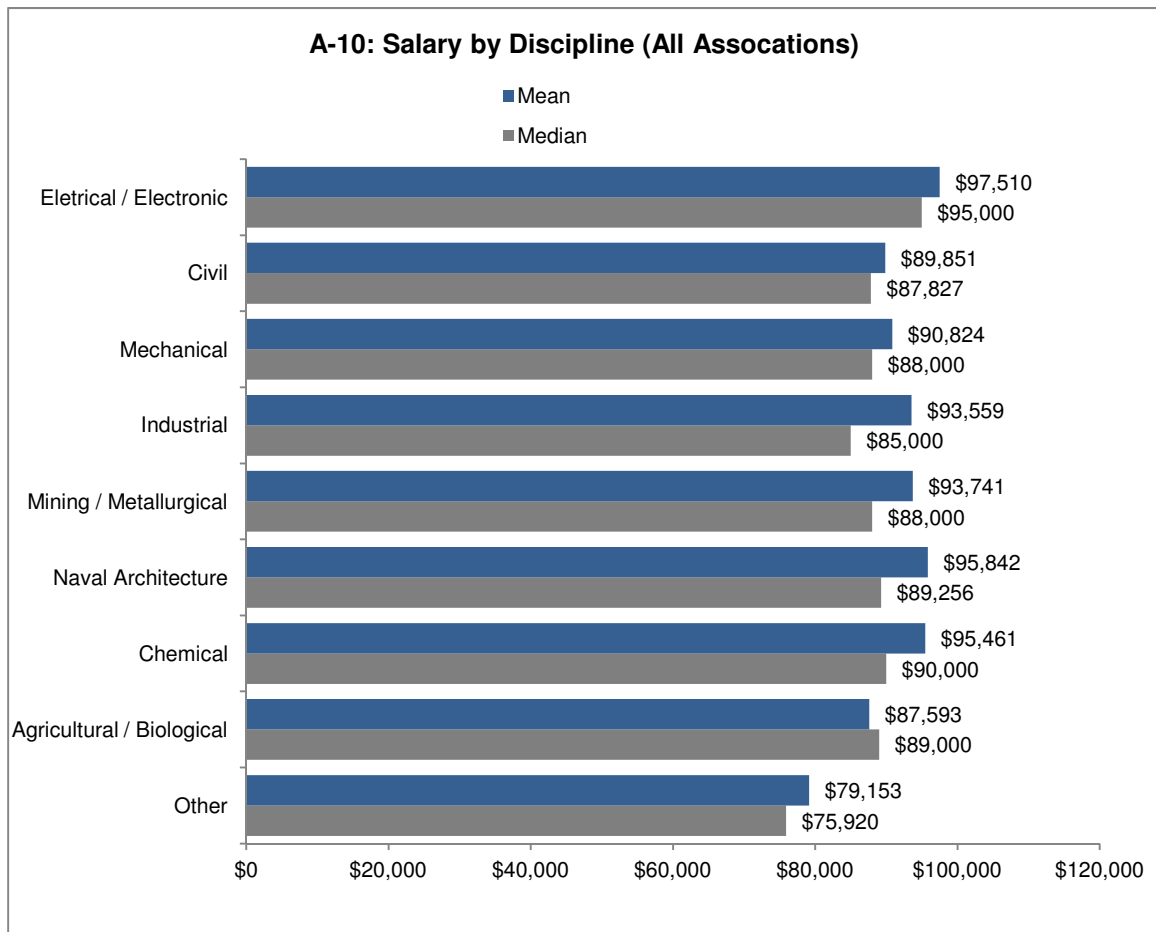
Salary by Post-Graduate Studies



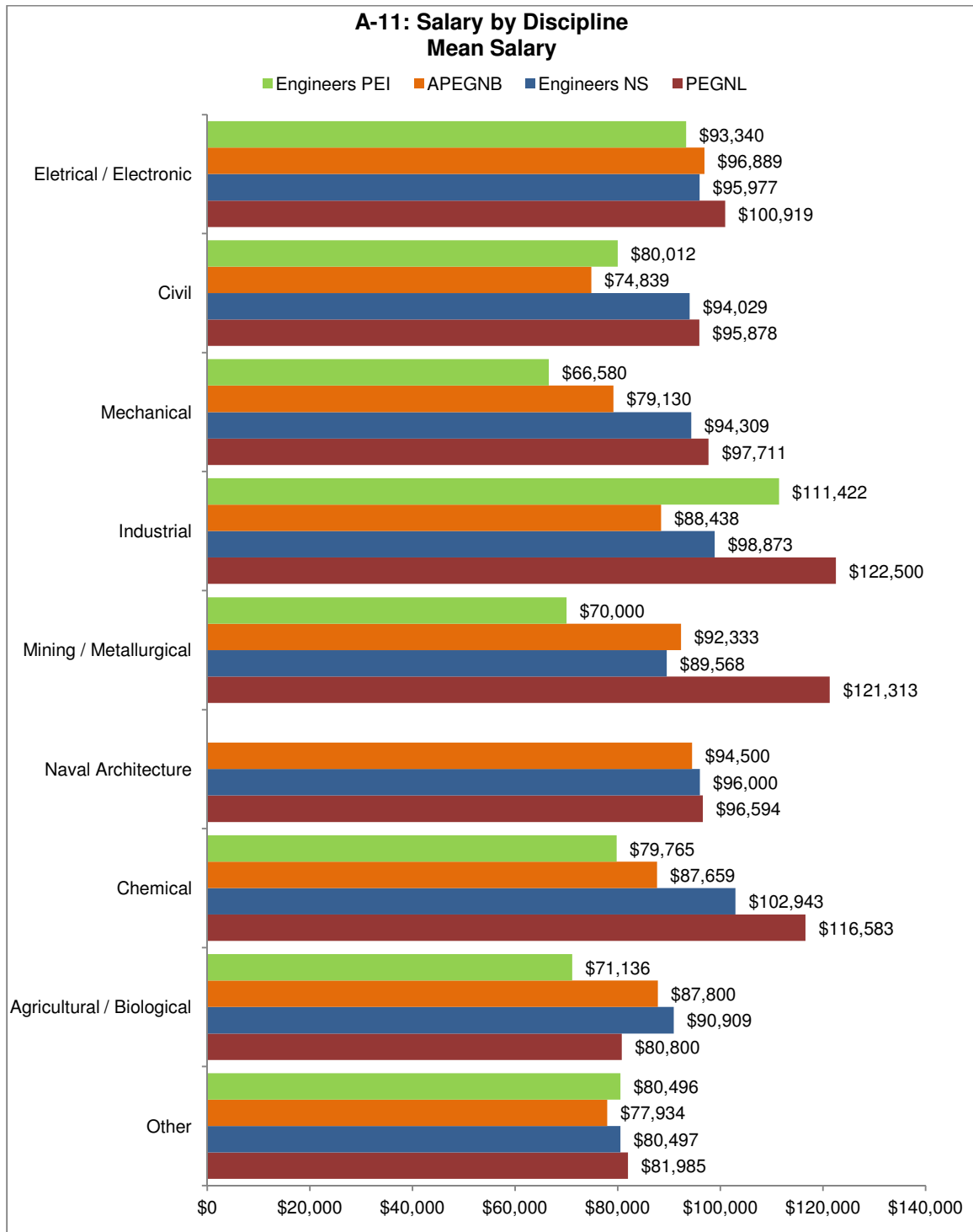
Salary by Post-Graduate Degree



Salary by Discipline⁹

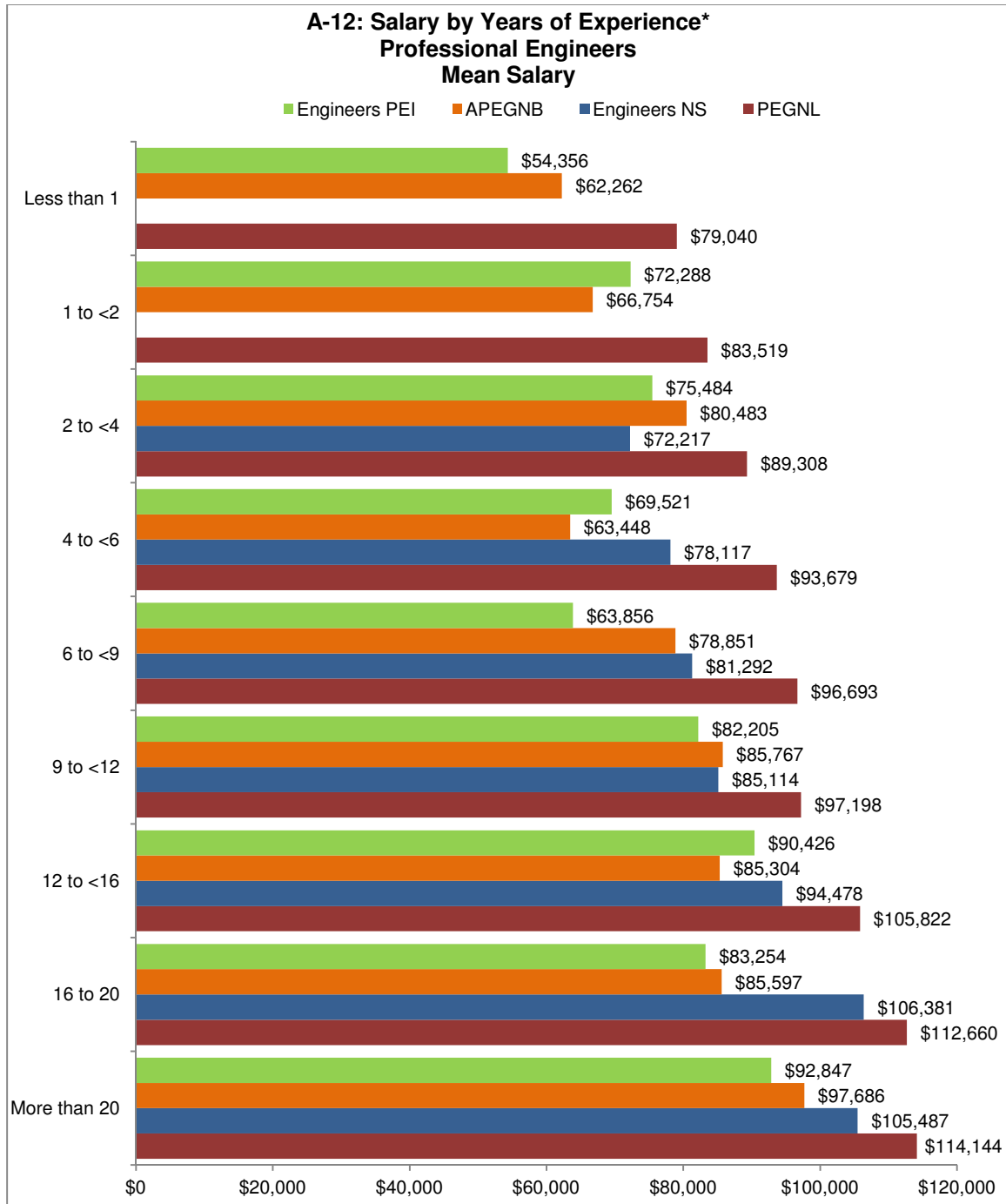


⁹ There were no respondents from PEI working in Naval Architecture therefore PEI is omitted from the graph for this discipline.



| Discipline | Association | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|-----------------------------|-------------------------|----------------|-----------------|-----------------|-----------------|------------------|
| Electrical/ Electronic | All Associations | 231 | \$97,510 | \$95,000 | \$75,552 | \$117,000 |
| | PEGNL | 81 | \$100,919 | \$96,452 | \$76,000 | \$120,000 |
| | Engineers NS | 77 | \$95,977 | \$99,611 | \$72,436 | \$116,028 |
| | APEGNB | 56 | \$96,889 | \$90,110 | \$80,000 | \$109,724 |
| | Engineers PEI | 17 | \$93,340 | \$88,039 | \$73,701 | \$126,940 |
| Civil | All Associations | 465 | \$89,851 | \$87,827 | \$68,000 | \$107,000 |
| | PEGNL | 120 | \$95,878 | \$90,000 | \$74,559 | \$111,204 |
| | Engineers NS | 145 | \$94,029 | \$92,000 | \$72,122 | \$110,000 |
| | APEGNB | 147 | \$74,839 | \$70,000 | \$60,000 | \$88,501 |
| | Engineers PEI | 53 | \$80,012 | \$79,718 | \$66,110 | \$94,606 |
| Mechanical | All Associations | 360 | \$90,824 | \$88,000 | \$68,976 | \$107,000 |
| | PEGNL | 112 | \$97,711 | \$96,000 | \$78,387 | \$113,666 |
| | Engineers NS | 101 | \$94,309 | \$90,000 | \$71,309 | \$112,000 |
| | APEGNB | 98 | \$79,130 | \$74,613 | \$60,000 | \$94,000 |
| | Engineers PEI | 49 | \$66,580 | \$62,715 | \$49,658 | \$82,247 |
| Industrial | All Associations | 61 | \$93,559 | \$85,000 | \$72,500 | \$105,000 |
| | PEGNL | 2 | \$122,500 | - | - | - |
| | Engineers NS | 32 | \$98,873 | \$92,000 | \$79,920 | \$117,396 |
| | APEGNB | 21 | \$88,438 | \$83,865 | \$72,000 | \$99,433 |
| | Engineers PEI | 6 | \$111,422 | \$128,365 | \$86,597 | - |
| Mining/ Metallurgical | All Associations | 28 | \$93,741 | \$88,000 | \$76,109 | \$110,000 |
| | PEGNL | 6 | \$121,313 | \$131,959 | \$75,419 | \$161,222 |
| | Engineers NS | 12 | \$89,568 | \$87,000 | \$75,120 | \$111,437 |
| | APEGNB | 6 | \$92,333 | \$88,000 | \$87,000 | \$110,000 |
| | Engineers PEI | 4 | \$70,000 | \$72,496 | \$66,874 | . |
| Naval Architecture | All Associations | 18 | \$95,842 | \$89,256 | \$75,000 | \$114,000 |
| | PEGNL | 13 | \$96,594 | \$91,613 | \$77,721 | \$116,657 |
| | Engineers NS | 3 | \$96,000 | - | - | - |
| | APEGNB | 2 | \$94,500 | - | - | - |
| | Engineers PEI | - | - | - | - | - |
| Chemical | All Associations | 70 | \$95,461 | \$90,000 | \$73,725 | \$110,000 |
| | PEGNL | 15 | \$116,583 | \$102,491 | \$90,633 | \$150,349 |
| | Engineers NS | 26 | \$102,943 | \$100,000 | \$79,092 | \$126,899 |
| | APEGNB | 22 | \$87,659 | \$83,000 | \$68,564 | \$100,000 |
| | Engineers PEI | 7 | \$79,765 | \$84,853 | \$61,308 | . |
| Agricultural/ Biological | All Associations | 26 | \$87,593 | \$89,000 | \$76,500 | \$96,000 |
| | PEGNL | 4 | \$80,800 | \$86,414 | \$58,750 | \$98,575 |
| | Engineers NS | 11 | \$90,909 | \$94,000 | \$76,500 | \$100,000 |
| | APEGNB | 5 | \$87,800 | \$89,000 | \$85,000 | \$94,000 |
| | Engineers PEI | 6 | \$71,136 | \$79,126 | \$56,566 | - |
| Other | All Associations | 76 | \$79,153 | \$75,920 | \$61,000 | \$100,000 |
| | PEGNL | 21 | \$81,985 | \$77,822 | \$69,000 | \$94,591 |
| | Engineers NS | 21 | \$80,497 | \$75,123 | \$52,000 | \$101,015 |
| | APEGNB | 26 | \$77,934 | \$75,000 | \$61,564 | \$90,000 |
| | Engineers PEI | 8 | \$80,496 | \$82,424 | \$71,602 | - |

Salary by Years of Experience¹⁰

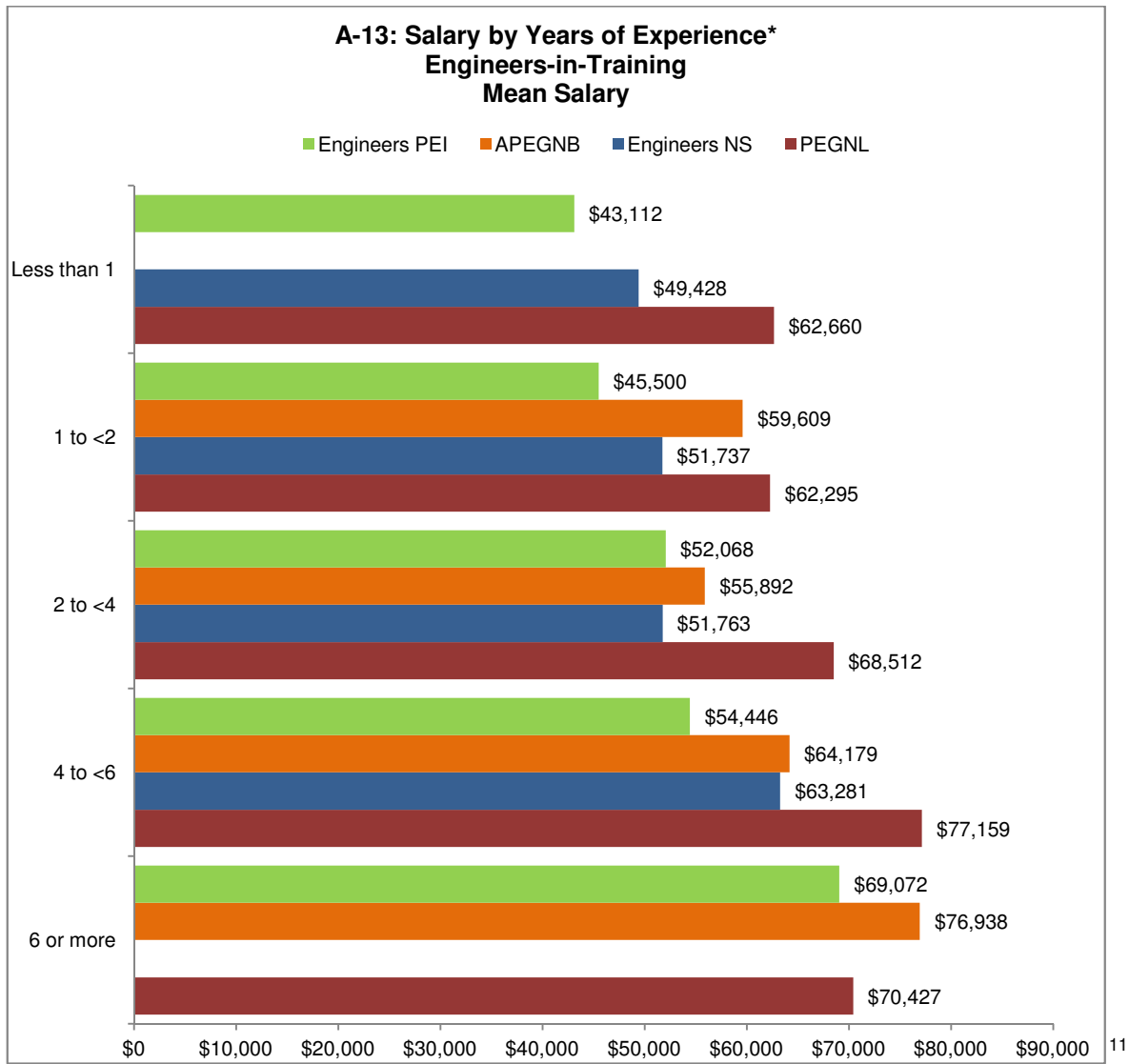


* Years of full-time work experience since receiving professional designation

¹⁰ There was 1 respondent from NS with less than 1 years experience and just 1 with 1 to less than 2 years of experience therefore NS is omitted from the graph for these two levels.

Professional Engineers

| Years of Experience | Association | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|---------------------|-------------------------|----------------|------------------|------------------|-----------------|------------------|
| Less than 1 | All Associations | 27 | \$71,626 | \$69,728 | \$55,880 | \$84,678 |
| | PEGNL | 13 | \$79,040 | \$76,245 | \$67,214 | \$93,990 |
| | Engineers NS | 1 | \$51,000 | - | - | - |
| | APEGNB | 11 | \$62,262 | \$58,015 | \$55,000 | \$76,775 |
| | Engineers PEI | 2 | \$54,356 | - | - | - |
| 1 - <2 | All Associations | 27 | \$77,169 | \$77,090 | \$60,000 | \$90,000 |
| | PEGNL | 16 | \$83,519 | \$85,380 | \$74,410 | \$94,850 |
| | Engineers NS | - | - | - | - | - |
| | APEGNB | 9 | \$66,754 | \$57,156 | \$55,000 | \$83,209 |
| | Engineers PEI | 2 | \$72,288 | - | - | - |
| 2 - <4 | All Associations | 56 | \$81,521 | \$74,660 | \$65,000 | \$96,000 |
| | PEGNL | 16 | \$89,308 | \$79,571 | \$70,000 | \$108,166 |
| | Engineers NS | 4 | \$72,217 | \$70,656 | \$61,517 | \$83,455 |
| | APEGNB | 30 | \$80,483 | \$74,000 | \$65,000 | \$96,000 |
| | Engineers PEI | 6 | \$75,484 | \$86,478 | \$60,103 | . |
| 4 - <6 | All Associations | 57 | \$79,401 | \$75,000 | \$60,000 | \$89,000 |
| | PEGNL | 25 | \$93,679 | \$87,984 | \$75,683 | \$106,307 |
| | Engineers NS | 6 | \$78,117 | \$73,602 | \$60,000 | \$91,404 |
| | APEGNB | 21 | \$63,448 | \$63,223 | \$44,000 | \$75,000 |
| | Engineers PEI | 5 | \$69,521 | \$77,003 | \$62,199 | - |
| 6 - <9 | All Associations | 86 | \$85,464 | \$83,000 | \$68,000 | \$92,018 |
| | PEGNL | 41 | \$96,693 | \$88,972 | \$80,000 | \$108,000 |
| | Engineers NS | 11 | \$81,292 | \$82,000 | \$72,247 | \$88,000 |
| | APEGNB | 32 | \$78,851 | \$79,105 | \$65,000 | \$90,000 |
| | Engineers PEI | 2 | \$63,856 | - | - | - |
| 9 - <12 | All Associations | 84 | \$87,874 | \$85,000 | \$72,908 | \$105,000 |
| | PEGNL | 23 | \$97,198 | \$99,058 | \$77,102 | \$113,330 |
| | Engineers NS | 24 | \$85,114 | \$84,167 | \$75,000 | \$91,512 |
| | APEGNB | 29 | \$85,767 | \$85,940 | \$71,825 | \$105,000 |
| | Engineers PEI | 8 | \$82,205 | \$84,504 | \$73,144 | - |
| 12 - <16 | All Associations | 126 | \$94,396 | \$88,252 | \$76,000 | \$105,000 |
| | PEGNL | 36 | \$105,822 | \$104,626 | \$83,620 | \$120,000 |
| | Engineers NS | 35 | \$94,478 | \$90,000 | \$75,000 | \$105,000 |
| | APEGNB | 38 | \$85,304 | \$80,000 | \$76,000 | \$90,000 |
| | Engineers PEI | 17 | \$90,426 | \$87,994 | \$70,000 | \$102,277 |
| 16 - 20 | All Associations | 141 | \$99,571 | \$96,000 | \$82,000 | \$113,000 |
| | PEGNL | 34 | \$112,660 | \$109,040 | \$95,679 | \$129,213 |
| | Engineers NS | 46 | \$106,381 | \$100,000 | \$90,000 | \$120,000 |
| | APEGNB | 47 | \$85,597 | \$85,000 | \$75,000 | \$96,000 |
| | Engineers PEI | 14 | \$83,254 | \$83,277 | \$79,062 | \$93,254 |
| More than 20 | All Associations | 523 | \$104,410 | \$100,000 | \$85,000 | \$120,000 |
| | PEGNL | 108 | \$114,144 | \$111,669 | \$94,072 | \$134,405 |
| | Engineers NS | 246 | \$105,487 | \$102,000 | \$87,000 | \$120,000 |
| | APEGNB | 119 | \$97,686 | \$92,000 | \$81,000 | \$110,386 |
| | Engineers PEI | 50 | \$92,847 | \$87,162 | \$76,913 | \$108,295 |



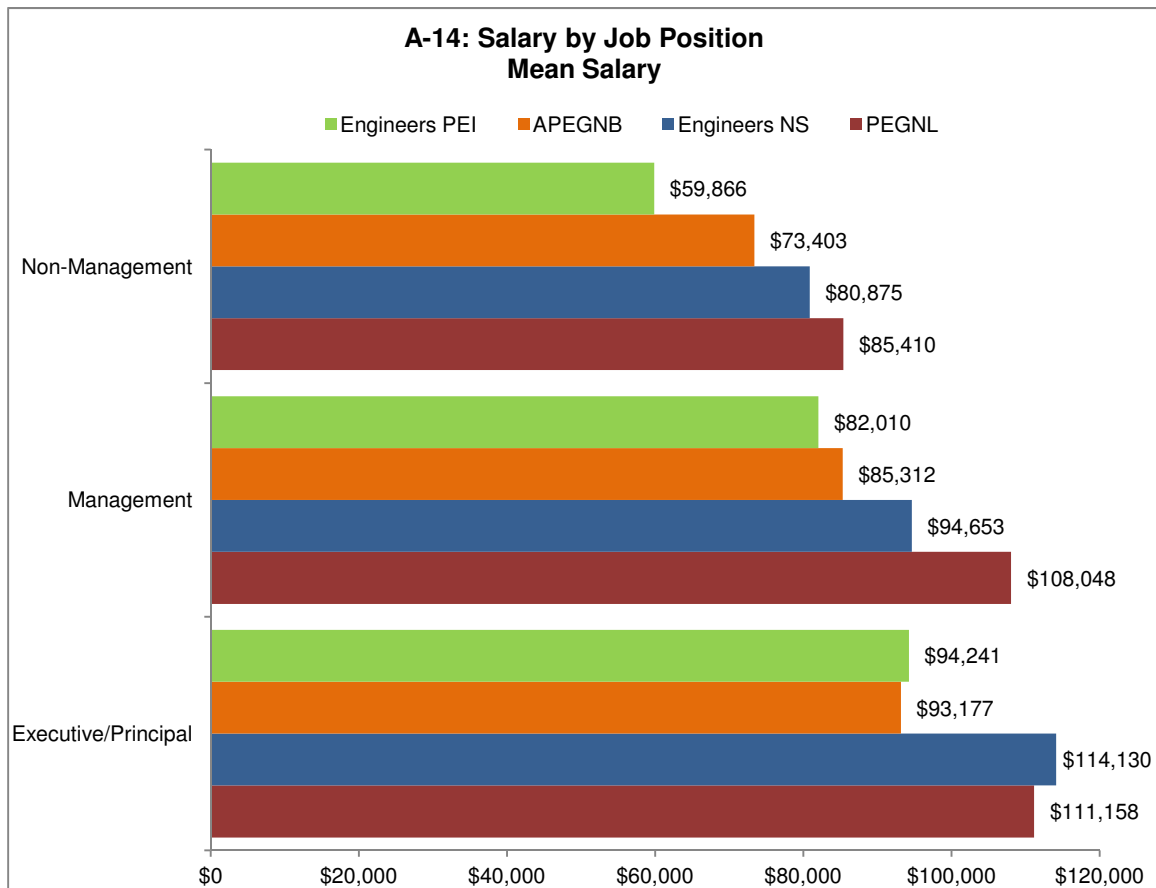
* Years of full-time work experience as an Engineer-in-Training

¹¹ Groups with only one respondent reporting for a particular age group are not shown in the graph

Engineer-in-Training

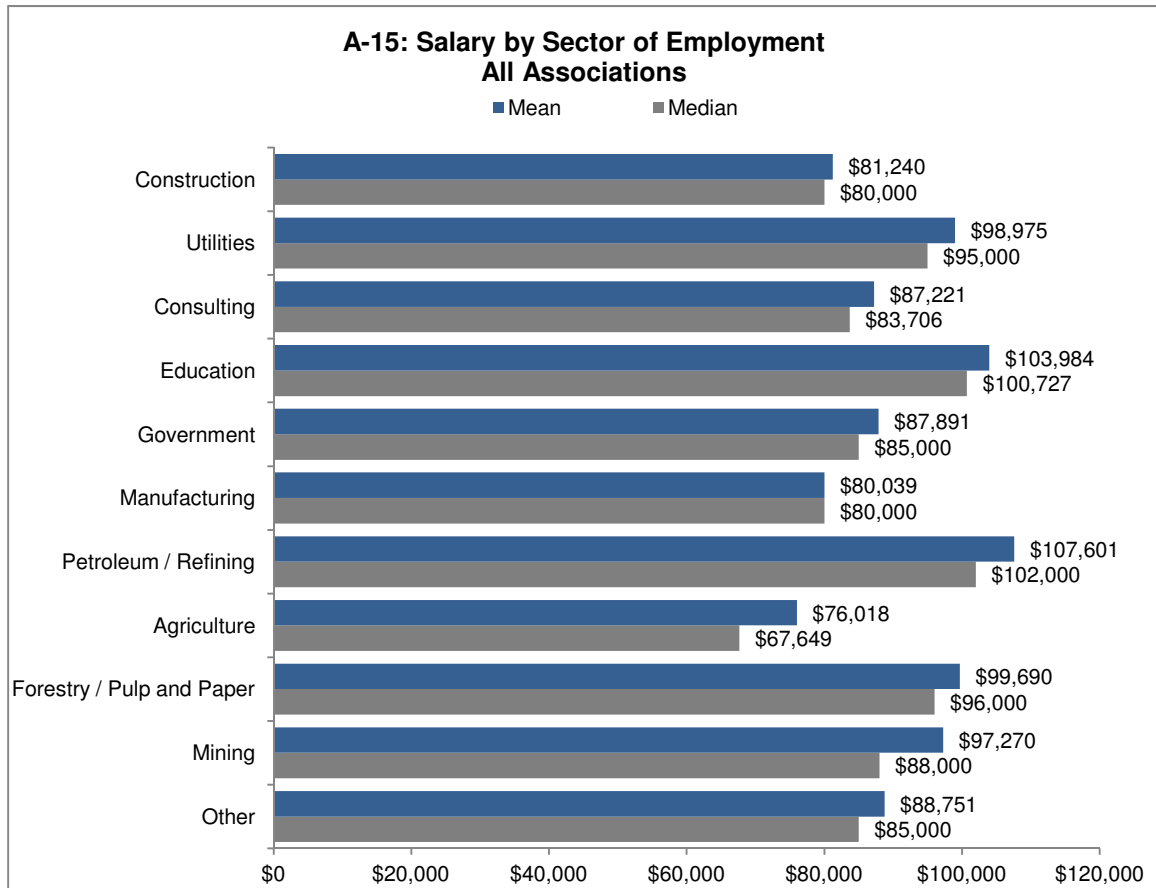
| Years of Experience | Association | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|----------------------------|-------------------------|-----------------------|-----------------|-----------------|-----------------------|-----------------------|
| Less than 1 | All Associations | 20 | \$52,623 | \$50,417 | \$46,000 | \$58,009 |
| | PEGNL | 5 | \$62,660 | \$60,766 | \$54,891 | \$73,494 |
| | Engineers NS | 8 | \$49,428 | \$47,144 | \$45,321 | \$55,000 |
| | APEGNB | 1 | \$60,000 | - | - | - |
| | Engineers PEI | 6 | \$43,112 | \$46,123 | \$40,476 | - |
| 1 - <2 | All Associations | 30 | \$55,818 | \$57,395 | \$48,880 | \$62,558 |
| | PEGNL | 7 | \$62,295 | \$61,519 | \$57,049 | \$62,810 |
| | Engineers NS | 11 | \$51,737 | \$49,000 | \$45,519 | \$58,202 |
| | APEGNB | 9 | \$59,609 | \$58,000 | \$49,000 | \$65,083 |
| | Engineers PEI | 3 | \$45,500 | - | - | - |
| 2 - <4 | All Associations | 82 | \$56,718 | \$55,364 | \$50,244 | \$65,000 |
| | PEGNL | 21 | \$68,512 | \$65,000 | \$59,939 | \$75,000 |
| | Engineers NS | 21 | \$51,763 | \$52,000 | \$49,111 | \$57,699 |
| | APEGNB | 23 | \$55,892 | \$54,000 | \$49,192 | \$60,000 |
| | Engineers PEI | 17 | \$52,068 | \$52,179 | \$46,280 | \$63,996 |
| 4 - <6 | All Associations | 46 | \$66,690 | \$65,000 | \$56,598 | \$75,865 |
| | PEGNL | 16 | \$77,159 | \$77,380 | \$67,103 | \$84,971 |
| | Engineers NS | 14 | \$63,281 | \$60,797 | \$51,857 | \$68,463 |
| | APEGNB | 9 | \$64,179 | \$61,594 | \$60,000 | \$70,000 |
| | Engineers PEI | 7 | \$54,446 | \$51,829 | \$49,599 | - |
| 6 or more | All Associations | 24 | \$71,506 | \$71,750 | \$55,000 | \$80,000 |
| | PEGNL | 9 | \$70,427 | \$69,865 | \$54,294 | \$82,741 |
| | Engineers NS | 1 | \$55,000 | - | - | - |
| | APEGNB | 4 | \$76,938 | \$80,000 | \$71,750 | \$87,000 |
| | Engineers PEI | 10 | \$69,072 | \$72,647 | \$57,578 | \$94,502 |

Salary by Job Position



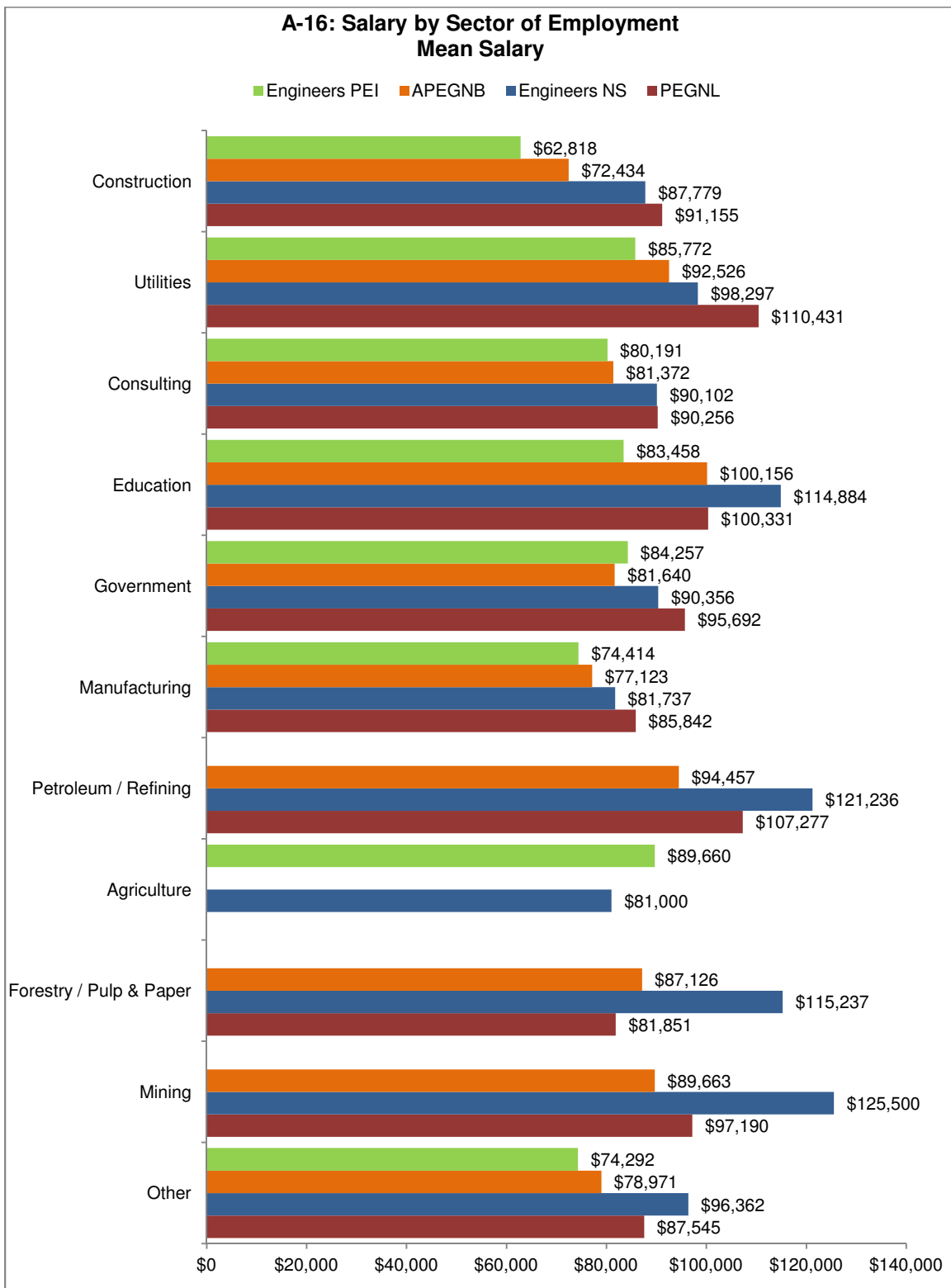
| Job Position | Association | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|-------------------------|-------------------------|----------------|------------------|------------------|-----------------|------------------|
| Non-Management | All Associations | 490 | \$79,351 | \$75,150 | \$60,000 | \$91,375 |
| | PEGNL | 168 | \$85,410 | \$80,000 | \$69,000 | \$98,378 |
| | Engineers NS | 141 | \$80,875 | \$75,270 | \$56,939 | \$95,270 |
| | APEGNB | 135 | \$73,403 | \$71,672 | \$58,656 | \$88,000 |
| | Engineers PEI | 46 | \$59,866 | \$55,912 | \$47,825 | \$73,987 |
| Management | All Associations | 589 | \$94,229 | \$91,000 | \$79,000 | \$106,088 |
| | PEGNL | 170 | \$108,048 | \$105,000 | \$85,261 | \$125,000 |
| | Engineers NS | 181 | \$94,653 | \$95,000 | \$84,451 | \$105,000 |
| | APEGNB | 165 | \$85,312 | \$85,000 | \$71,645 | \$98,745 |
| | Engineers PEI | 73 | \$82,010 | \$80,000 | \$70,000 | \$93,320 |
| Executive/ Principal | All Associations | 237 | \$105,406 | \$105,000 | \$80,000 | \$125,000 |
| | PEGNL | 33 | \$111,158 | \$110,141 | \$92,478 | \$128,130 |
| | Engineers NS | 101 | \$114,130 | \$115,000 | \$89,879 | \$130,000 |
| | APEGNB | 74 | \$93,177 | \$85,000 | \$75,000 | \$110,000 |
| | Engineers PEI | 29 | \$94,241 | \$91,506 | \$73,621 | \$118,222 |
| Other | All Associations | 16 | \$107,059 | \$115,000 | \$72,000 | \$138,776 |
| | PEGNL | 2 | \$100,000 | - | - | - |
| | Engineers NS | 5 | \$108,500 | \$115,000 | \$73,527 | \$137,455 |
| | APEGNB | 8 | \$108,104 | \$120,000 | \$72,000 | \$140,000 |
| | Engineers PEI | 1 | \$64,000 | - | - | - |

Salary by Sector of Employment¹²¹³



¹² There were no respondents from PEI working in the Forestry/Pulp and Paper and Mining sectors therefore PEI is omitted from the graph for these sectors.

¹³ Groups with only one respondent reporting for a particular age group are not shown in the graph



Salary by Sector of Employment: Comparison Between 2009 and 2012¹⁴

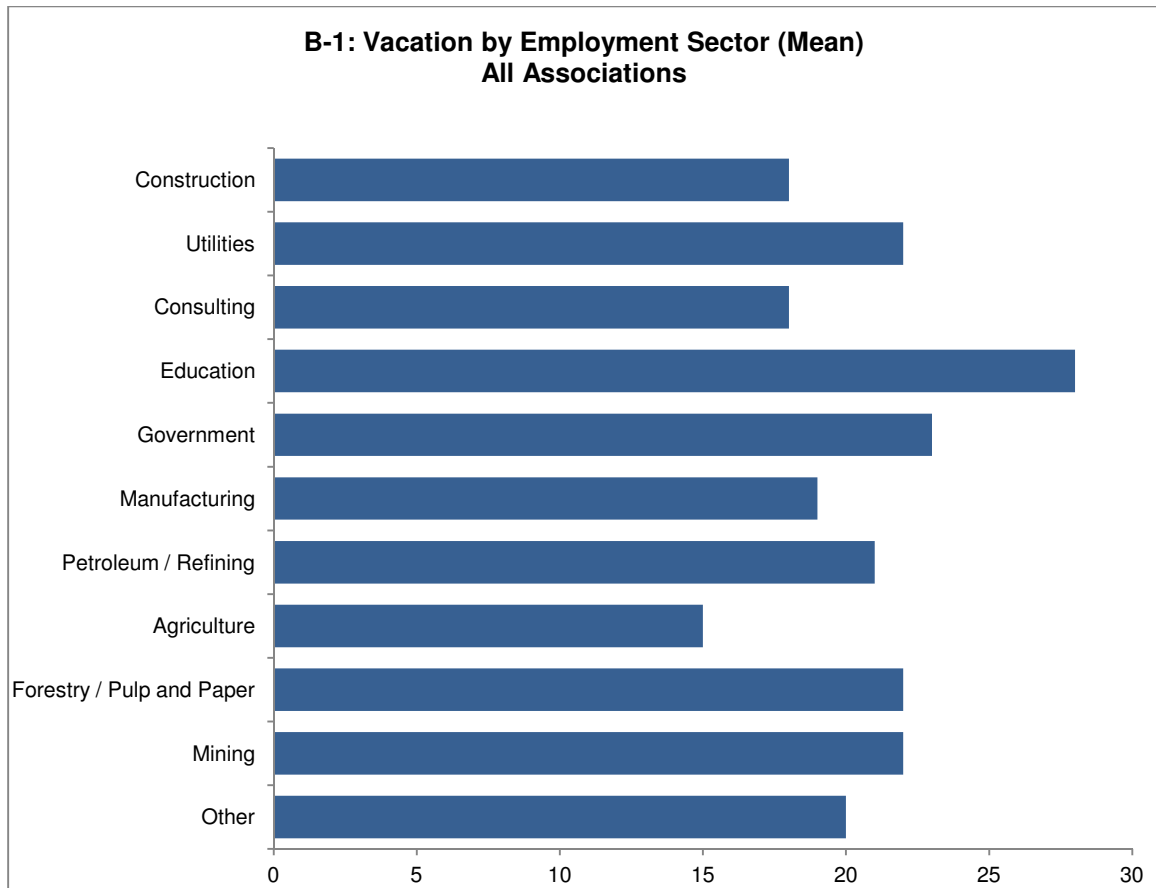
| Sector of Employment | Association | 2012 | | | | | 2009 | | | | |
|----------------------------|-------------------------|------------|----------------|----------------|----------------|----------------|------------|---------------|---------------|----------------|----------------|
| | | # | Mean | Median | Lower Quartile | Upper Quartile | # | Mean | Median | Lower Quartile | Upper Quartile |
| Construction | All Associations | 149 | 81,240 | 80,000 | 59,750 | 95,955 | 90 | 71,414 | 68,413 | 47,000 | 88,104 |
| | PEGNL | 31 | 91,155 | 90,000 | 67,188 | 107,747 | 9 | 95,883 | 82,000 | 65,312 | 123,220 |
| | Engineers NS | 38 | 87,779 | 86,274 | 58,393 | 105,331 | 32 | 81,038 | 80,000 | 63,859 | 100,000 |
| | APEGNB | 57 | 72,434 | 66,770 | 56,352 | 89,900 | 24 | 52,673 | 47,000 | 44,523 | 55,000 |
| | Engineers PEI | 23 | 62,818 | 58,826 | 48,474 | 78,287 | 25 | 62,606 | 60,000 | 52,000 | 73,279 |
| Utilities | All Associations | 139 | 98,975 | 95,000 | 80,000 | 108,000 | 141 | 77,991 | 70,720 | 59,000 | 89,481 |
| | PEGNL | 42 | 110,431 | 108,026 | 89,412 | 130,665 | 44 | 94,698 | 93,673 | 73,106 | 104,205 |
| | Engineers NS | 42 | 98,297 | 95,151 | 78,000 | 106,778 | 22 | 86,986 | 81,000 | 64,238 | 98,686 |
| | APEGNB | 44 | 92,526 | 90,641 | 74,658 | 100,000 | 58 | 64,638 | 59,750 | 50,804 | 73,520 |
| | Engineers PEI | 11 | 85,772 | 78,087 | 67,182 | 149,570 | 17 | 96,877 | 82,743 | 67,605 | 118,227 |
| Consulting | All Associations | 279 | 87,221 | 83,706 | 61,000 | 110,000 | 244 | 73,035 | 67,000 | 48,000 | 90,158 |
| | PEGNL | 76 | 90,256 | 84,000 | 70,676 | 105,000 | 65 | 91,848 | 86,828 | 70,889 | 111,123 |
| | Engineers NS | 98 | 90,102 | 89,097 | 60,000 | 120,000 | 80 | 81,604 | 80,000 | 62,173 | 100,000 |
| | APEGNB | 72 | 81,372 | 70,000 | 60,000 | 100,000 | 66 | 50,298 | 47,250 | 43,000 | 50,400 |
| | Engineers PEI | 33 | 80,191 | 78,965 | 56,834 | 97,398 | 33 | 64,737 | 62,946 | 45,549 | 70,680 |
| Education | All Associations | 62 | 103,984 | 100,727 | 80,000 | 125,000 | 60 | 81,055 | 80,000 | 70,000 | 91,465 |
| | PEGNL | 16 | 100,331 | 95,794 | 78,759 | 114,138 | 21 | 86,207 | 82,898 | 69,006 | 100,261 |
| | Engineers NS | 15 | 114,884 | 115,000 | 87,000 | 126,000 | 22 | 78,109 | 80,000 | 67,648 | 89,910 |
| | APEGNB | 24 | 100,156 | 100,000 | 80,000 | 130,000 | 9 | 80,269 | 72,000 | 71,369 | 90,600 |
| | Engineers PEI | 7 | 83,458 | 88,714 | 77,178 | . | 8 | 88,619 | 78,662 | 66,490 | 114,125 |
| Government | All Associations | 217 | 87,891 | 85,000 | 75,000 | 100,472 | 241 | 74,330 | 75,000 | 59,000 | 88,000 |
| | PEGNL | 43 | 95,692 | 95,092 | 81,648 | 108,386 | 51 | 83,952 | 80,000 | 71,556 | 96,000 |
| | Engineers NS | 78 | 90,356 | 90,000 | 76,173 | 104,435 | 84 | 80,689 | 82,400 | 68,498 | 94,543 |
| | APEGNB | 62 | 81,640 | 81,000 | 65,000 | 89,247 | 65 | 59,512 | 50,568 | 45,000 | 74,421 |
| | Engineers PEI | 34 | 84,257 | 83,693 | 75,008 | 95,716 | 41 | 77,370 | 78,395 | 65,000 | 89,057 |
| Manufacturing | All Associations | 101 | 80,039 | 80,000 | 65,000 | 92,000 | 101 | 68,379 | 61,500 | 49,634 | 85,000 |
| | PEGNL | 5 | 85,842 | 82,343 | 66,913 | 110,585 | 6 | 97,056 | 85,000 | 72,000 | 137,281 |
| | Engineers NS | 49 | 81,737 | 80,302 | 67,000 | 97,554 | 33 | 82,981 | 83,000 | 68,661 | 105,000 |
| | APEGNB | 31 | 77,123 | 80,000 | 65,000 | 85,000 | 48 | 52,809 | 51,000 | 46,000 | 55,044 |
| | Engineers PEI | 16 | 74,414 | 76,830 | 59,910 | 96,405 | 14 | 88,530 | 83,517 | 73,714 | 100,000 |
| Petroleum / Gas / Refining | All Associations | 137 | 107,601 | 102,000 | 82,000 | 121,000 | 144 | 97,929 | 95,000 | 70,838 | 120,000 |
| | PEGNL | 96 | 107,277 | 102,249 | 80,000 | 125,000 | 103 | 107,068 | 100,000 | 84,000 | 135,000 |
| | Engineers NS | 23 | 121,236 | 120,000 | 100,000 | 137,448 | 16 | 104,690 | 100,000 | 94,919 | 110,000 |
| | APEGNB | 17 | 94,457 | 90,000 | 80,000 | 110,000 | 23 | 66,832 | 64,000 | 58,837 | 75,000 |
| | Engineers PEI | 1 | 135,000 | - | - | - | 2 | 112,500 | - | - | - |

¹⁴ Shading indicates significant differences between 2009 and 2012 for the mean salaries.

| Sector of Employment | Association | 2012 | | | | | 2009 | | | | |
|---------------------------|-------------------------|------------|---------------|---------------|----------------|----------------|------------|---------------|---------------|----------------|----------------|
| | | # | Mean | Median | Lower Quartile | Upper Quartile | # | Mean | Median | Lower Quartile | Upper Quartile |
| Agriculture | All Associations | 7 | 76,018 | 67,649 | 62,073 | 94,000 | 12 | 49,242 | 43,680 | 31,146 | 74,165 |
| | PEGNL | 1 | 59,800 | - | - | - | - | - | - | - | - |
| | Engineers NS | 2 | 81,000 | - | - | - | 4 | 52,500 | 52,500 | 30,000 | 75,000 |
| | APEGNB | 1 | 62,500 | - | - | - | 4 | 43,680 | 43,680 | 43,680 | 43,680 |
| | Engineers PEI | 3 | 89,660 | - | - | - | 4 | 58,090 | 62,856 | 35,083 | 77,546 |
| Forestry / Pulp and Paper | All Associations | 29 | 99,690 | 96,000 | 75,000 | 120,000 | 46 | 81,255 | 80,000 | 61,400 | 100,000 |
| | PEGNL | 4 | 81,851 | 83,731 | 71,475 | 90,000 | 13 | 103,313 | 90,389 | 83,197 | 110,813 |
| | Engineers NS | 12 | 115,237 | 120,000 | 102,462 | 130,000 | 14 | 93,887 | 85,533 | 81,220 | 105,976 |
| | APEGNB | 13 | 87,126 | 80,313 | 64,046 | 96,000 | 19 | 61,127 | 61,400 | 55,000 | 68,000 |
| | Engineers PEI | - | - | - | - | - | - | - | - | - | - |
| Mining | All Associations | 38 | 97,270 | 88,000 | 82,576 | 113,842 | 44 | 78,406 | 79,771 | 59,000 | 91,120 |
| | PEGNL | 22 | 97,190 | 102,935 | 69,873 | 119,046 | 25 | 91,620 | 91,490 | 72,153 | 112,308 |
| | Engineers NS | 4 | 125,500 | 101,000 | 100,000 | 175,500 | 5 | 71,083 | 73,337 | 60,000 | 85,000 |
| | APEGNB | 12 | 89,663 | 85,838 | 80,296 | 88,000 | 14 | 66,535 | 59,000 | 56,000 | 80,000 |
| | Engineers PEI | - | - | - | - | - | - | - | - | - | - |
| Other | All Associations | 177 | 88,751 | 85,000 | 70,000 | 104,466 | 205 | 72,919 | 72,502 | 50,000 | 88,000 |
| | PEGNL | 38 | 87,545 | 82,000 | 70,000 | 96,828 | 50 | 83,941 | 83,463 | 63,919 | 95,202 |
| | Engineers NS | 67 | 96,362 | 92,000 | 75,035 | 111,454 | 69 | 81,932 | 81,000 | 67,406 | 93,828 |
| | APEGNB | 50 | 78,971 | 75,000 | 67,000 | 95,460 | 60 | 55,224 | 50,000 | 42,000 | 65,000 |
| | Engineers PEI | 22 | 74,292 | 71,357 | 52,994 | 89,848 | 26 | 69,635 | 62,115 | 50,311 | 74,622 |

2.2 BENEFITS AND OTHER REMUNERATION

Vacation by Employment Sector



| Sector | # of Responses | Mean | Median | Number of Vacation Days ¹⁵ | | | | | |
|----------------------------|----------------|------|--------|---------------------------------------|------|-------|-------|-------|-----|
| | | | | 0-5 | 6-10 | 11-15 | 16-20 | 21-25 | >25 |
| Construction | 159 | 18 | 15 | 3% | 13% | 35% | 25% | 14% | 11% |
| Utilities | 140 | 22 | 20 | 2% | 0% | 24% | 27% | 23% | 25% |
| Consulting | 288 | 18 | 18 | 0% | 8% | 39% | 40% | 7% | 6% |
| Education | 65 | 28 | 25 | 1% | 0% | 8% | 23% | 31% | 37% |
| Government | 223 | 23 | 21 | 0% | 2% | 22% | 24% | 30% | 22% |
| Manufacturing | 106 | 19 | 20 | 4% | 6% | 31% | 23% | 26% | 10% |
| Petroleum/Gas/ Refining | 155 | 21 | 20 | 6% | 2% | 28% | 35% | 18% | 11% |
| Agriculture | 7 | 15 | 15 | 24% | 0% | 40% | 6% | 30% | 0% |
| Forestry/Pulp and Paper | 29 | 22 | 24 | 3% | 0% | 32% | 12% | 32% | 22% |
| Mining | 38 | 22 | 24 | 9% | 0% | 26% | 13% | 20% | 32% |
| Other | 180 | 20 | 20 | 3% | 3% | 26% | 31% | 23% | 14% |

¹⁵ Respondents reporting "Don't Know" were excluded from analysis.

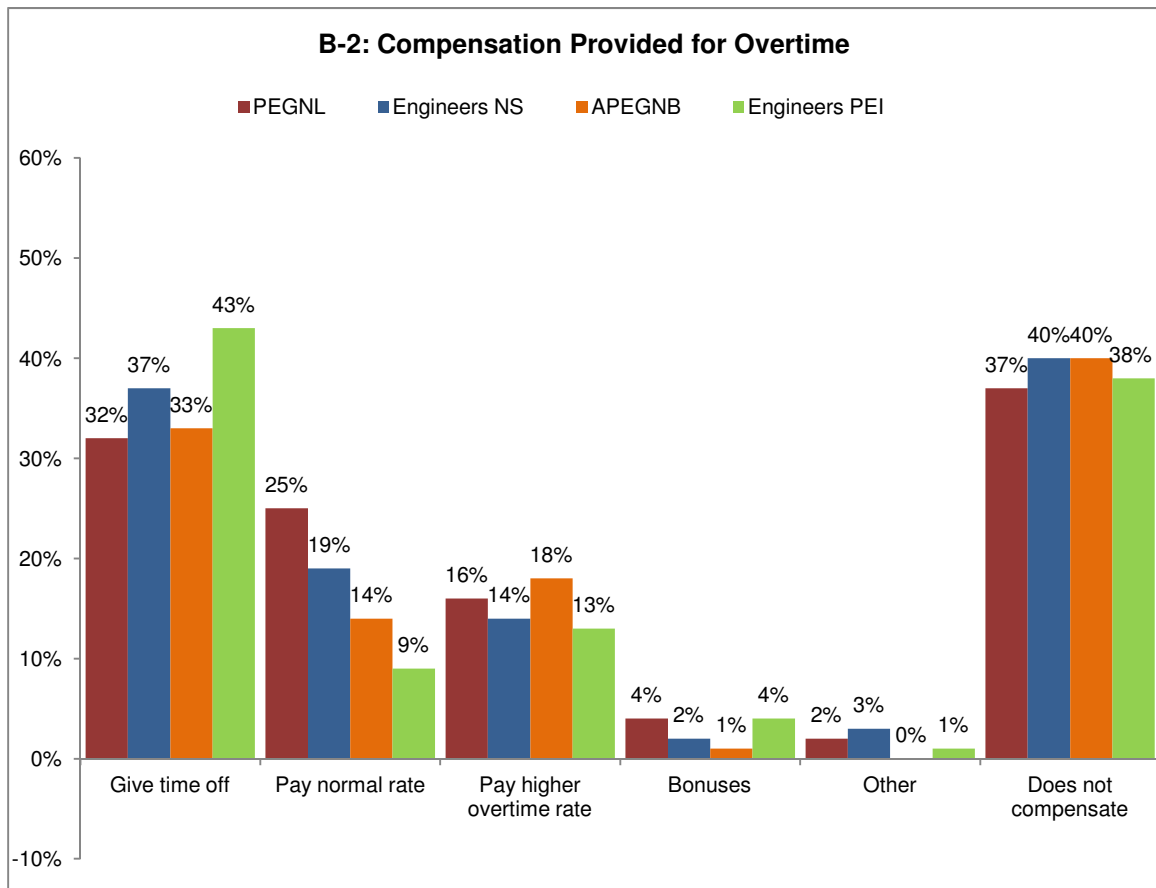
Vacation by Employment Sector^{16, 17}

| | Association | Number of Responses | Number of Vacation Days | | | | | |
|----------------------------|-------------------------|---------------------|-------------------------|------|-------|-------|-------|-----|
| | | | 0-5 | 6-10 | 11-15 | 16-20 | 21-25 | >25 |
| Utilities | All Associations | 140 | 2% | 0% | 24% | 27% | 23% | 25% |
| | PEGNL | 43 | 0% | 0% | 14% | 23% | 22% | 42% |
| | Engineers NS | 42 | 2% | 0% | 19% | 32% | 29% | 17% |
| | APEGNB | 43 | 2% | 0% | 37% | 23% | 14% | 25% |
| | Engineers PEI | 12 | 0% | 0% | 25% | 41% | 25% | 8% |
| Consulting | All Associations | 288 | 0% | 8% | 39% | 40% | 7% | 6% |
| | PEGNL | 79 | 1% | 4% | 44% | 41% | 3% | 8% |
| | Engineers NS | 101 | 0% | 9% | 36% | 35% | 12% | 8% |
| | APEGNB | 74 | 0% | 10% | 40% | 45% | 3% | 2% |
| | Engineers PEI | 34 | 0% | 10% | 37% | 47% | 2% | 4% |
| Government | All Associations | 223 | 0% | 2% | 22% | 24% | 30% | 22% |
| | PEGNL | 43 | 0% | 0% | 21% | 22% | 32% | 25% |
| | Engineers NS | 83 | 1% | 2% | 14% | 29% | 25% | 29% |
| | APEGNB | 63 | 0% | 3% | 35% | 18% | 36% | 8% |
| | Engineers PEI | 34 | 0% | 2% | 8% | 29% | 25% | 36% |
| Construction | All Associations | 159 | 3% | 13% | 35% | 25% | 14% | 11% |
| | PEGNL | 34 | 3% | 9% | 30% | 35% | 14% | 9% |
| | Engineers NS | 42 | 2% | 19% | 23% | 25% | 19% | 12% |
| | APEGNB | 59 | 3% | 8% | 48% | 21% | 8% | 12% |
| | Engineers PEI | 24 | 4% | 24% | 48% | 11% | 9% | 4% |
| Manufacturing | All Associations | 106 | 4% | 6% | 31% | 23% | 26% | 10% |
| | PEGNL | 5 | 0% | 0% | 60% | 40% | 0% | 0% |
| | Engineers NS | 52 | 7% | 5% | 28% | 18% | 24% | 17% |
| | APEGNB | 33 | 0% | 6% | 35% | 27% | 32% | 1% |
| | Engineers PEI | 16 | 0% | 30% | 21% | 43% | 6% | 0% |
| Petroleum / Gas / Refining | All Associations | 155 | 6% | 2% | 28% | 35% | 18% | 11% |
| | PEGNL | 109 | 8% | 1% | 34% | 32% | 14% | 11% |
| | Engineers NS | 27 | 8% | 7% | 19% | 40% | 15% | 11% |
| | APEGNB | 18 | 0% | 0% | 20% | 39% | 31% | 10% |
| | Engineers PEI | 1 | 0% | 0% | 0% | 100% | 0% | 0% |

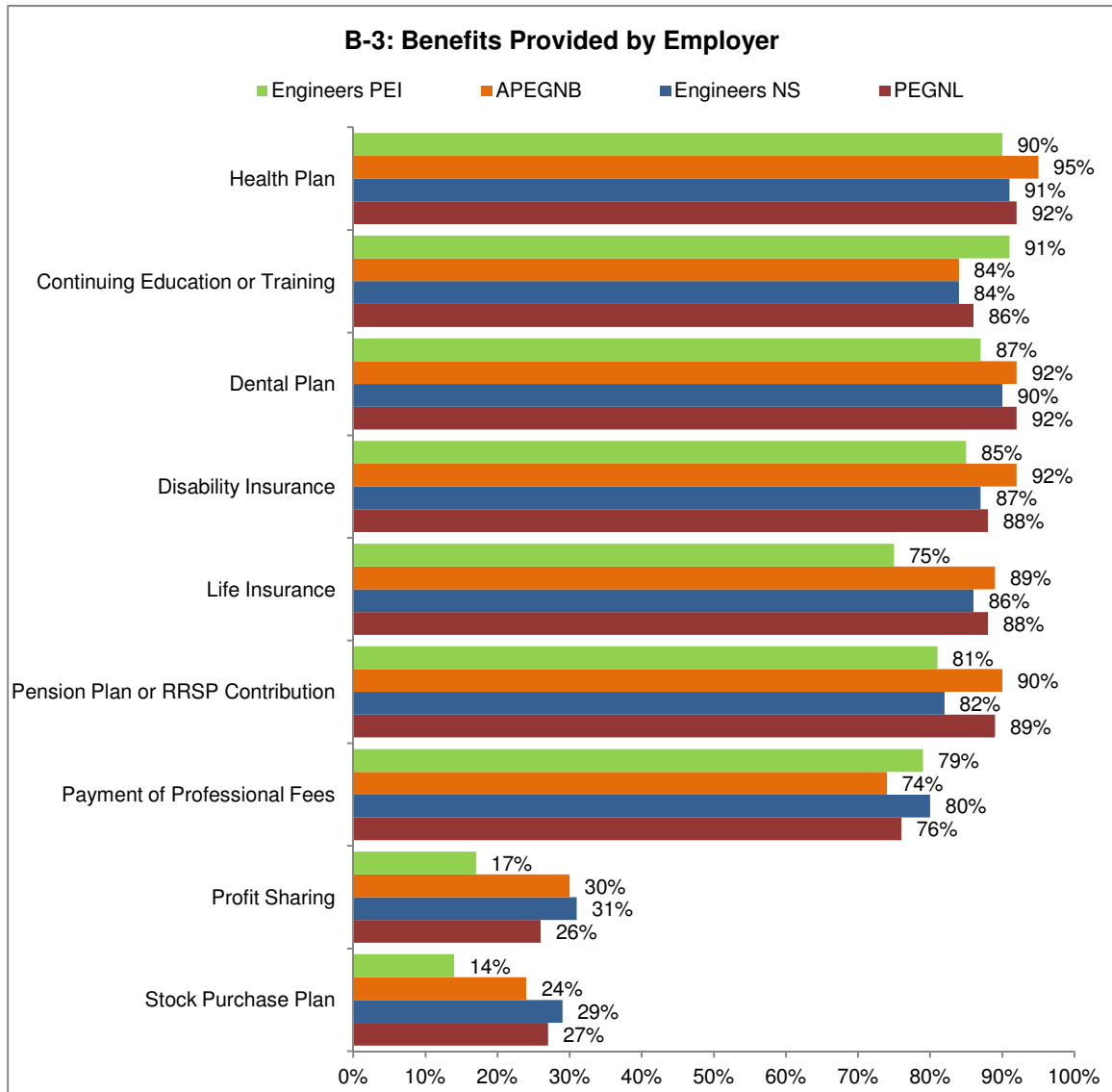
¹⁶ Employment Sectors with less than 100 respondents across Atlantic Canada excluded from table.

¹⁷ Respondents reporting "Don't Know" were excluded from analysis.

Overtime Compensation



Benefits

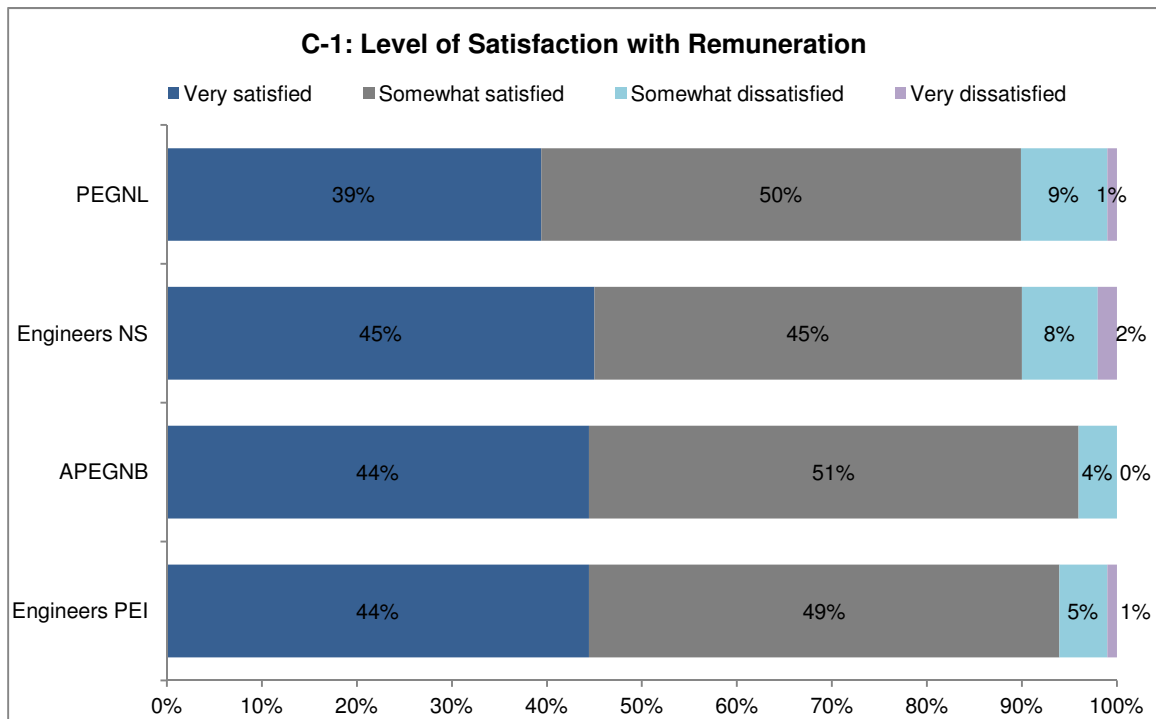


* Multiple responses allowed

| Benefit ¹⁸ | Association | Number of Responses | Provided/ Cost Shared | Provided/ Not Cost Shared | Not Provided |
|----------------------------------|-------------------------|---------------------|--------------------------|------------------------------|--------------|
| Continuing Education or Training | All Associations | 1,363 | 24% | 59% | 17% |
| | PEGNL | 379 | 25% | 59% | 16% |
| | Engineers NS | 448 | 24% | 58% | 18% |
| | APEGNB | 388 | 24% | 58% | 17% |
| | Engineers PEI | 148 | 15% | 76% | 10% |
| Payment of Professional Fees | All Associations | 1,407 | 12% | 63% | 24% |
| | PEGNL | 398 | 11% | 64% | 25% |
| | Engineers NS | 458 | 12% | 67% | 21% |
| | APEGNB | 398 | 14% | 57% | 29% |
| | Engineers PEI | 153 | 6% | 73% | 21% |
| Stock Purchase Plan | All Associations | 1,396 | 18% | 7% | 75% |
| | PEGNL | 393 | 19% | 6% | 75% |
| | Engineers NS | 454 | 19% | 8% | 72% |
| | APEGNB | 397 | 16% | 7% | 77% |
| | Engineers PEI | 152 | 9% | 4% | 87% |
| Profit Sharing | All Associations | 1,380 | 13% | 14% | 73% |
| | PEGNL | 392 | 10% | 13% | 77% |
| | Engineers NS | 452 | 13% | 16% | 71% |
| | APEGNB | 383 | 16% | 12% | 72% |
| | Engineers PEI | 153 | 9% | 8% | 83% |
| Dental Plan | All Associations | 1,388 | 71% | 19% | 9% |
| | PEGNL | 392 | 69% | 23% | 9% |
| | Engineers NS | 454 | 69% | 20% | 11% |
| | APEGNB | 392 | 76% | 16% | 8% |
| | Engineers PEI | 150 | 66% | 19% | 14% |
| Health Plan | All Associations | 1,384 | 73% | 20% | 8% |
| | PEGNL | 391 | 70% | 22% | 8% |
| | Engineers NS | 454 | 72% | 19% | 9% |
| | APEGNB | 390 | 76% | 19% | 5% |
| | Engineers PEI | 149 | 69% | 20% | 10% |
| Disability Insurance | All Associations | 1,325 | 62% | 25% | 13% |
| | PEGNL | 375 | 57% | 29% | 14% |
| | Engineers NS | 431 | 62% | 23% | 15% |
| | APEGNB | 371 | 66% | 24% | 10% |
| | Engineers PEI | 148 | 58% | 24% | 19% |
| Life Insurance | All Associations | 1,363 | 60% | 26% | 14% |
| | PEGNL | 384 | 59% | 29% | 13% |
| | Engineers NS | 444 | 59% | 26% | 15% |
| | APEGNB | 384 | 64% | 23% | 13% |
| | Engineers PEI | 151 | 51% | 23% | 26% |
| Pension Plan or RRSP | All Associations | 1,391 | 77% | 9% | 14% |
| | PEGNL | 392 | 81% | 8% | 11% |
| | Engineers NS | 453 | 71% | 10% | 18% |
| | APEGNB | 394 | 83% | 7% | 10% |
| | Engineers PEI | 152 | 78% | 3% | 19% |

¹⁸ Respondents reporting "Don't Know" were excluded from analysis.

2.3 OVERALL SATISFACTION WITH REMUNERATION



Appendix: Questionnaire



**Atlantic Associations of Professional Engineers
Member Salary Survey 2012**

Hello, may I please speak with _____?

My name is _____ and I am calling from MQO Research, a professional marketing research firm. We are currently conducting a salary survey on behalf of [Insert association name]. All survey responses are kept strictly confidential. Your response to this survey would be very valuable... Do you have time to answer a few questions....it will take less than 5 minutes?

- | | | |
|-----|---|---|
| Yes | 1 | - CONTINUE |
| No | 2 | - ASK FOR CALL BACK TIME, THANK & TERMINATE |

Before we begin, I would like to assure you that your answers are strictly confidential, and will only be used in aggregate with all other responses.

1. In what year did you graduate with your first Engineering degree or equivalent?
2. What is the discipline of your first Engineering degree or equivalent? **[Do not read]**

- | | |
|----|-------------------------|
| 01 | Electrical/Electronic |
| 02 | Civil |
| 03 | Mechanical |
| 04 | Industrial |
| 05 | Mining/Metallurgical |
| 06 | Naval Architecture |
| 07 | Chemical |
| 08 | Agricultural/Biological |
| 08 | Other _____ |

3. Do you have a post-graduate degree?

- | | | |
|----|-----|--------------------|
| 01 | Yes | |
| 02 | No | Skip to Q.5 |

4. In what field of study is your post-graduate degree? [**Do not read**]

- 01 Engineering
- 02 MBA (Master of Business Administration)
- 03 Law
- 04 Other _____

5. What is your status...Engineer in training (EIT) or Professional Engineer (P.Eng)?

- 01 Engineer in training (EIT)
- 02 Professional Engineer (P.Eng) **Skip to Q.7**

6. How many months and years of full-time work experience do you have as an engineer in training? [

Skip to Q.8

7. How many years of full-time work experience do you have since receiving your P.Eng or professional designation?

- 01 Less than 1 year
- 02 1 to < 2 years
- 03 2 - <4 years
- 04 4 - <6 years
- 05 6 - < 9 years
- 06 9 - <12 years
- 07 12 - <16 years
- 08 16 - 20 years
- 09 More than 20 years

8. Are you currently [read list]:

- 01 Employed
- 02 Self-employed
- 03 Unemployed
- 04 Retired

Thank & Terminate
Thank & Terminate

9. Are you employed full-time, that is 30 or more hours per week, or part-time, less than 30 hours per week?

- 01 Full-time
- 02 Part-time

Thank & Terminate

10. Excluding overtime, how many hours do you work in a regular week? [Record number]

11. Which of the following best describes the level of your current job position:

- 01 Non-Management
- 02 Manager (supervises others)
- 03 Executive/Principal (e.g., director, vice-president, president, owner, etc.)

Vol.

- 04 Other _____

12. In what industry sector are you employed?

- 01 Mining
- 02 Forestry/Pulp & Paper
- 03 Agriculture
- 04 Petroleum/Gas/Refining
- 05 Manufacturing
- 06 Government
- 07 Education
- 08 Consulting
- 09 Utilities
- 10 Construction
- 11 Other _____

13. What is your current annual **base** salary, excluding overtime and bonuses? [**Probe for approximation**]

14. How does your employer compensate for overtime? [**Read. Record all that apply**]

- 01 Pay normal rate
- 02 Pay higher overtime rate
- 03 Give time off

Vol.

- 04 Other _____
- 05 Does not compensate for overtime

15. How many vacation days are you entitled to annually? [**Probe for approximation**]

16. Does your employer provide the following benefits?

| | Q.16 Provided? | | | Q.17 Cost-Shared? | | |
|-----------------------------------|-------------------|----|----|----------------------|----|----|
| | Yes | No | DK | Yes | No | DK |
| Pension Plan or RRSP contribution | 1 | 2 | 98 | 1 | 2 | 98 |
| Life Insurance | 1 | 2 | 98 | 1 | 2 | 98 |
| Disability Insurance | 1 | 2 | 98 | 1 | 2 | 98 |
| Health Plan | 1 | 2 | 98 | 1 | 2 | 98 |
| Dental Plan | 1 | 2 | 98 | 1 | 2 | 98 |
| Profit Sharing | 1 | 2 | 98 | 1 | 2 | 98 |
| Stock Purchase Plan | 1 | 2 | 98 | 1 | 2 | 98 |
| Payment of Professional Fees | 1 | 2 | 98 | 1 | 2 | 98 |
| Continuing Education or training | 1 | 2 | 98 | 1 | 2 | 98 |

17. *If benefit is provided, ask:* Is the cost of [Insert benefit] shared between you and your employer?

18. Are you very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with the level of remuneration for your job?

- 01 Very satisfied
- 02 Somewhat satisfied
- 03 Somewhat dissatisfied
- 04 Very dissatisfied

Vol.

- 05 Neither
- 98 Don't know

RECORD GENDER OF RESPONDENT

- 1 Male
- 2 Female

Thank you. Have a great day/evening!