

Section 5 - Participant Profile Report

Participant Profile

| | Company size (number of employees) | | | | | Annual revenues (\$M) | | | | | Average age of employees | | | | | Proportion of male employees (%) | | | |
|--|---------------------------------------|------|------|------|------|--------------------------|------|------|------|------|--------------------------|------|------|------|------|-------------------------------------|------|------|------|
| | #Org | 25th | 50th | 75th | Avg. | #Org | 25th | 50th | 75th | Avg. | #Org | 25th | 50th | 75th | Avg. | #Org | 25th | 50th | 75th |

ALL ORGANIZATIONS

| | | | | | | | | | | | | | | | | | | | | |
|-------------------|----|-----|------|------|------|----|-----|-----|------|------|----|------|------|------|------|----|----|----|----|----|
| All Organizations | 60 | 628 | 1924 | 7398 | 8509 | 40 | 100 | 750 | 3965 | 4546 | 41 | 41.0 | 43.0 | 45.0 | 43.2 | 43 | 53 | 68 | 78 | 66 |
|-------------------|----|-----|------|------|------|----|-----|-----|------|------|----|------|------|------|------|----|----|----|----|----|

BY PROVINCE/TERRITORY

| | | | | | | | | | | | | | | | | | | | | |
|-------------------------|----|------|------|-------|-------|----|------|------|------|------|----|------|------|------|------|----|----|----|----|----|
| Newfoundland & Labrador | 13 | 581 | 2387 | 6500 | 8332 | 11 | 49 | 973 | 3540 | 2468 | 9 | 42.0 | 42.0 | 43.0 | 44.5 | 10 | 63 | 68 | 77 | 70 |
| Prince Edward Island | 6 | 3158 | 5985 | 15125 | 10782 | 5 | 1226 | 1930 | 5150 | 3788 | 4 | * | 42.2 | * | 42.3 | 4 | * | 70 | * | 70 |
| Nova Scotia | 12 | 1123 | 2444 | 7398 | 6725 | 8 | 49 | 1063 | 2735 | 2492 | 8 | 42.0 | 42.2 | 43.6 | 42.9 | 9 | 60 | 70 | 79 | 68 |
| New Brunswick | 15 | 400 | 2387 | 12250 | 9376 | 11 | 49 | 1226 | 5675 | 2878 | 10 | 41.9 | 42.0 | 42.3 | 41.5 | 11 | 64 | 70 | 78 | 71 |
| Quebec | 35 | 579 | 1750 | 5935 | 7362 | 25 | 75 | 900 | 1930 | 4522 | 24 | 42.0 | 42.7 | 45.0 | 43.7 | 27 | 63 | 70 | 79 | 70 |
| Ontario | 30 | 577 | 1600 | 5253 | 7599 | 19 | 80 | 983 | 2965 | 2223 | 21 | 42.0 | 42.4 | 45.0 | 42.9 | 23 | 60 | 68 | 78 | 66 |
| Manitoba | 13 | 1303 | 3966 | 13796 | 9451 | 10 | 283 | 1578 | 5938 | 3512 | 9 | 42.0 | 42.0 | 43.0 | 42.3 | 10 | 63 | 70 | 79 | 69 |
| Saskatchewan | 14 | 786 | 3985 | 10629 | 8911 | 11 | 75 | 1200 | 3540 | 2433 | 9 | 42.0 | 42.0 | 43.0 | 42.0 | 10 | 61 | 67 | 77 | 68 |
| Alberta | 19 | 563 | 2387 | 6450 | 7690 | 14 | 188 | 1213 | 4345 | 4800 | 15 | 42.0 | 42.0 | 44.5 | 42.2 | 16 | 60 | 70 | 79 | 68 |
| British-Columbia | 22 | 656 | 2444 | 6469 | 7577 | 16 | 127 | 942 | 1406 | 1888 | 16 | 42.0 | 42.7 | 45.0 | 43.1 | 17 | 60 | 70 | 79 | 67 |
| North West Territories | 2 | * | * | * | * | 1 | * | * | * | * | 1 | * | * | * | * | 1 | * | * | * | * |
| Yukon | 5 | 2387 | 4725 | 5470 | 8969 | 4 | * | 1229 | * | 3277 | 3 | * | * | * | 42.8 | 4 | * | 70 | * | 65 |
| Nunavut | 6 | 1033 | 2627 | 4261 | 2690 | 4 | * | 637 | * | 635 | 4 | * | 42.2 | * | 42.6 | 4 | * | 65 | * | 61 |

BY REGION

| | | | | | | | | | | | | | | | | | | | | |
|----------------------------|----|-----|------|------|------|----|-----|------|------|------|----|------|------|------|------|----|----|----|----|----|
| Atlantic (NL, PEI, NS, NB) | 19 | 654 | 2387 | 8296 | 8234 | 13 | 50 | 973 | 5150 | 2580 | 14 | 41.9 | 42.0 | 43.4 | 43.3 | 15 | 63 | 70 | 81 | 71 |
| Central (ON, QC) | 44 | 580 | 1775 | 5703 | 8230 | 30 | 99 | 937 | 3447 | 4221 | 30 | 41.9 | 43.0 | 45.0 | 43.6 | 32 | 61 | 70 | 78 | 68 |
| Prairies (AB, SK, MB) | 23 | 777 | 2500 | 9253 | 7756 | 18 | 130 | 1092 | 4345 | 4300 | 18 | 42.0 | 42.7 | 44.0 | 42.4 | 19 | 54 | 70 | 79 | 65 |
| Pacific (BC) | 22 | 656 | 2444 | 6469 | 7577 | 16 | 127 | 942 | 1406 | 1888 | 16 | 42.0 | 42.7 | 45.0 | 43.1 | 17 | 60 | 70 | 79 | 67 |
| Territories (YU, NWT, NT) | 8 | 468 | 2627 | 4911 | 6051 | 6 | 48 | 638 | 1230 | 2198 | 5 | 42.0 | 42.0 | 42.4 | 42.5 | 6 | 61 | 65 | 76 | 65 |

BY SECTOR

| | | | | | | | | | | | | | | | | | | | | |
|-------------------|----|-------|-------|-------|-------|----|------|------|-------|-------|----|------|------|------|------|----|----|----|----|----|
| Private | 36 | 350 | 1138 | 4058 | 4458 | 24 | 49 | 750 | 1237 | 2363 | 25 | 41.0 | 42.0 | 45.0 | 43.2 | 28 | 65 | 75 | 82 | 73 |
| Public-Municipal | 14 | 846 | 1457 | 4076 | 4647 | 9 | 110 | 220 | 312 | 1422 | 8 | 40.0 | 43.5 | 45.0 | 41.9 | 7 | 63 | 65 | 69 | 64 |
| Public-Provincial | 10 | 10570 | 19693 | 33938 | 28498 | 7 | 2616 | 6292 | 23450 | 16046 | 8 | 44.0 | 45.0 | 45.2 | 44.7 | 8 | 37 | 40 | 46 | 42 |
| Public-Federal | - | * | * | * | * | - | * | * | * | * | - | * | * | * | * | - | * | * | * | * |
| Public-All | 24 | 1146 | 4663 | 20919 | 14585 | 16 | 163 | 772 | 6619 | 7820 | 16 | 43.2 | 44.5 | 45.1 | 43.3 | 15 | 40 | 50 | 64 | 52 |

BY ORGANIZATION SIZE (# EES)

| | | | | | | | | | | | | | | | | | | | | |
|-----------------|----|-------|-------|-------|-------|----|------|------|-------|-------|----|------|------|------|------|----|----|----|----|----|
| 50 to 499 | 11 | 90 | 200 | 290 | 193 | 7 | 25 | 36 | 43 | 39 | 7 | 37.0 | 42.0 | 42.8 | 40.3 | 8 | 69 | 77 | 83 | 74 |
| 500 to 999 | 12 | 580 | 698 | 770 | 702 | 8 | 91 | 105 | 187 | 184 | 11 | 41.0 | 42.0 | 45.0 | 42.3 | 12 | 65 | 72 | 79 | 72 |
| 1,000 to 2,999 | 13 | 1400 | 1900 | 2387 | 1903 | 7 | 226 | 312 | 937 | 574 | 7 | 42.5 | 45.0 | 48.0 | 46.6 | 7 | 64 | 72 | 86 | 75 |
| 3,000 to 9,999 | 9 | 4333 | 4725 | 6400 | 5060 | 6 | 1207 | 1229 | 1260 | 1307 | 6 | 41.4 | 42.7 | 43.8 | 42.9 | 6 | 48 | 53 | 78 | 59 |
| 10,000 and over | 15 | 12901 | 21000 | 33537 | 28648 | 12 | 4863 | 6946 | 13860 | 14020 | 10 | 43.1 | 44.5 | 45.2 | 44.1 | 10 | 40 | 46 | 59 | 49 |

BY QUARTILE OF CASH COMPENSATION

| | | | | | | | | | | | | | | | | | | | | |
|-------------------------------|----|------|------|-------|-------|---|-----|------|------|------|---|------|------|------|------|---|----|----|----|----|
| Top Quartile (P76 & up) | 11 | 594 | 1092 | 6496 | 9518 | 8 | 263 | 900 | 2448 | 3994 | 7 | 44.3 | 45.0 | 45.3 | 43.8 | 6 | 49 | 60 | 74 | 61 |
| Third Quartile (P51 to P75) | 10 | 679 | 1763 | 3571 | 5426 | 6 | 281 | 1092 | 1220 | 1610 | 6 | 42.0 | 42.2 | 42.9 | 43.6 | 7 | 63 | 78 | 80 | 71 |
| Second Quartile (P26 to P50) | 10 | 1602 | 7213 | 30498 | 14395 | 6 | 483 | 3781 | 9523 | 9403 | 8 | 41.0 | 41.5 | 45.1 | 42.0 | 8 | 44 | 57 | 79 | 60 |
| Bottom Quartile (P25 & below) | 10 | 325 | 2224 | 9768 | 11742 | 9 | 36 | 100 | 900 | 6714 | 9 | 41.0 | 42.0 | 44.0 | 42.9 | 9 | 59 | 64 | 70 | 62 |

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 5 - Participant Profile Report

Participant Profile

| | Number of non-unionized employees | | | | | Number of unionized employees | | | | | Proportion of unionized employees (#unionized divided by #employees) | | | | |
|--|-----------------------------------|------|------|------|------|-------------------------------|------|------|------|------|---|------|------|------|------|
| | #Org | 25th | 50th | 75th | Avg. | #Org | 25th | 50th | 75th | Avg. | #Org | 25th | 50th | 75th | Avg. |

ALL ORGANIZATIONS

| | | | | | | | | | | | | | | | |
|-------------------|----|-----|-----|------|------|----|----|-----|------|------|----|----|----|----|----|
| All Organizations | 54 | 163 | 542 | 2004 | 2130 | 52 | 86 | 535 | 5109 | 6421 | 52 | 14 | 73 | 88 | 55 |
|-------------------|----|-----|-----|------|------|----|----|-----|------|------|----|----|----|----|----|

BY PROVINCE/TERRITORY

| | | | | | | | | | | | | | | | |
|-------------------------|----|-----|------|------|------|----|-----|------|------|------|----|----|----|----|----|
| Newfoundland & Labrador | 12 | 425 | 601 | 2406 | 2792 | 12 | 0 | 281 | 1550 | 3151 | 12 | 0 | 12 | 75 | 32 |
| Prince Edward Island | 6 | 972 | 2786 | 5762 | 5115 | 6 | 50 | 281 | 3728 | 5667 | 6 | 0 | 8 | 70 | 32 |
| Nova Scotia | 12 | 561 | 1152 | 2406 | 3012 | 12 | 0 | 281 | 2713 | 3713 | 12 | 0 | 8 | 80 | 32 |
| New Brunswick | 14 | 148 | 810 | 3189 | 2785 | 14 | 0 | 149 | 588 | 4618 | 14 | 0 | 12 | 78 | 33 |
| Quebec | 32 | 132 | 500 | 1710 | 1881 | 31 | 29 | 361 | 1606 | 4577 | 31 | 1 | 47 | 85 | 46 |
| Ontario | 28 | 183 | 541 | 2284 | 2025 | 28 | 0 | 329 | 913 | 4489 | 28 | 0 | 40 | 82 | 40 |
| Manitoba | 12 | 561 | 1152 | 2406 | 2964 | 12 | 0 | 281 | 3688 | 4178 | 12 | 0 | 8 | 85 | 33 |
| Saskatchewan | 13 | 150 | 620 | 2026 | 2659 | 13 | 0 | 200 | 2350 | 3606 | 13 | 0 | 1 | 84 | 31 |
| Alberta | 18 | 226 | 627 | 1845 | 3074 | 17 | 0 | 320 | 2000 | 2793 | 17 | 0 | 15 | 59 | 30 |
| British-Columbia | 20 | 315 | 593 | 1484 | 2213 | 19 | 0 | 361 | 3689 | 4099 | 19 | 0 | 29 | 82 | 40 |
| North West Territories | 2 | * | * | * | * | 2 | * | * | * | * | 2 | * | * | * | * |
| Yukon | 5 | 620 | 647 | 2026 | 1394 | 5 | 361 | 4078 | 4850 | 7575 | 5 | 15 | 86 | 89 | 56 |
| Nunavut | 5 | 581 | 620 | 647 | 795 | 5 | 10 | 361 | 4078 | 1860 | 5 | 9 | 15 | 86 | 40 |

BY REGION

| | | | | | | | | | | | | | | | |
|----------------------------|----|-----|-----|------|------|----|----|-----|------|------|----|---|----|----|----|
| Atlantic (NL, PEI, NS, NB) | 18 | 275 | 810 | 2799 | 2402 | 18 | 0 | 281 | 1850 | 4234 | 18 | 0 | 22 | 81 | 38 |
| Central (ON, QC) | 40 | 146 | 500 | 2041 | 1945 | 39 | 49 | 400 | 1854 | 5809 | 39 | 5 | 59 | 87 | 50 |
| Prairies (AB, SK, MB) | 22 | 226 | 627 | 1780 | 2694 | 21 | 0 | 361 | 4078 | 3602 | 21 | 0 | 29 | 84 | 41 |
| Pacific (BC) | 20 | 315 | 593 | 1484 | 2213 | 19 | 0 | 361 | 3689 | 4099 | 19 | 0 | 29 | 82 | 40 |
| Territories (YU, NWT, NT) | 7 | 356 | 620 | 1337 | 1093 | 7 | 5 | 361 | 4464 | 5412 | 7 | 5 | 15 | 87 | 41 |

BY SECTOR

| | | | | | | | | | | | | | | | |
|-------------------|----|------|------|------|------|----|------|-------|-------|-------|----|----|----|----|----|
| Private | 32 | 145 | 500 | 1379 | 1581 | 30 | 0 | 200 | 506 | 1749 | 30 | 0 | 27 | 71 | 35 |
| Public-Municipal | 13 | 133 | 245 | 589 | 668 | 13 | 651 | 1505 | 4012 | 4229 | 13 | 86 | 89 | 90 | 84 |
| Public-Provincial | 9 | 1921 | 3233 | 8000 | 6189 | 9 | 8153 | 12438 | 29500 | 25158 | 9 | 81 | 84 | 89 | 79 |
| Public-Federal | - | * | * | * | * | - | * | * | * | * | - | * | * | * | * |
| Public-All | 22 | 241 | 626 | 2947 | 2927 | 22 | 1150 | 4983 | 15860 | 12791 | 22 | 82 | 87 | 90 | 82 |

BY ORGANIZATION SIZE (# EES)

| | | | | | | | | | | | | | | | |
|-----------------|----|------|------|------|------|----|------|-------|-------|-------|----|----|----|----|----|
| 50 to 499 | 10 | 36 | 110 | 145 | 103 | 9 | 0 | 10 | 98 | 82 | 9 | 0 | 9 | 57 | 31 |
| 500 to 999 | 12 | 184 | 347 | 523 | 347 | 11 | 310 | 430 | 533 | 387 | 11 | 41 | 59 | 79 | 54 |
| 1,000 to 2,999 | 10 | 241 | 500 | 1227 | 770 | 10 | 430 | 1216 | 1657 | 1127 | 10 | 25 | 77 | 87 | 58 |
| 3,000 to 9,999 | 9 | 589 | 620 | 3057 | 1878 | 9 | 0 | 3300 | 4078 | 2464 | 9 | 0 | 83 | 87 | 49 |
| 10,000 and over | 13 | 2087 | 3546 | 8000 | 6553 | 13 | 8500 | 17000 | 28588 | 22726 | 13 | 80 | 84 | 89 | 74 |

BY QUARTILE OF CASH COMPENSATION

| | | | | | | | | | | | | | | | |
|-------------------------------|----|-----|------|------|------|----|-----|------|-------|-------|----|----|----|----|----|
| Top Quartile (P76 & up) | 10 | 146 | 347 | 2401 | 1923 | 10 | 149 | 350 | 4553 | 7808 | 10 | 45 | 60 | 85 | 56 |
| Third Quartile (P51 to P75) | 8 | 561 | 627 | 1151 | 871 | 8 | 254 | 381 | 1215 | 1221 | 8 | 11 | 27 | 47 | 34 |
| Second Quartile (P26 to P50) | 10 | 498 | 2586 | 4136 | 4120 | 9 | 477 | 6290 | 27400 | 11418 | 9 | 25 | 80 | 89 | 59 |
| Bottom Quartile (P25 & below) | 10 | 210 | 600 | 2773 | 3689 | 9 | 10 | 200 | 2000 | 8948 | 9 | 1 | 71 | 84 | 46 |

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 5 - Participant Profile Report

Participant Profile

| #Org | Industry sector (# org.) | | | | | | | | | | | |
|------|-----------------------------|---------|------|--------|-----|--------|---------|---------|-------|-------|--------|--|
| | Agric. | Min&Oil | Util | Const. | Mfg | Transp | Publ'ng | Scient. | Waste | Other | Public | |

ALL ORGANIZATIONS

| | | | | | | | | | | | | |
|-------------------|----|---|---|---|---|---|---|---|---|---|---|----|
| All Organizations | 59 | 1 | 3 | - | 3 | 8 | 9 | 2 | 4 | 1 | 4 | 24 |
|-------------------|----|---|---|---|---|---|---|---|---|---|---|----|

BY PROVINCE/TERRITORY

| | | | | | | | | | | | | |
|-------------------------|----|---|---|---|---|---|---|---|---|---|---|---|
| Newfoundland & Labrador | 13 | - | 1 | - | 2 | 4 | 3 | - | 1 | 1 | 1 | - |
| Prince Edward Island | 6 | - | - | - | 1 | 2 | 3 | - | - | - | - | - |
| Nova Scotia | 12 | - | - | - | 2 | 4 | 3 | - | 1 | - | 1 | 1 |
| New Brunswick | 15 | - | - | - | 2 | 3 | 4 | - | 2 | 1 | 1 | 2 |
| Quebec | 35 | 1 | 2 | - | 3 | 7 | 6 | 2 | 4 | 1 | 3 | 6 |
| Ontario | 29 | - | 1 | - | 2 | 7 | 5 | 1 | 3 | 1 | 3 | 6 |
| Manitoba | 13 | - | - | - | 2 | 3 | 4 | - | 1 | - | 2 | 1 |
| Saskatchewan | 14 | - | - | - | 2 | 3 | 3 | 1 | 1 | - | 2 | 2 |
| Alberta | 19 | - | 1 | - | 2 | 5 | 4 | 1 | 1 | - | 3 | 2 |
| British-Columbia | 22 | - | - | - | 2 | 5 | 7 | 1 | 1 | - | 2 | 4 |
| North West Territories | 2 | - | - | - | - | 1 | 1 | - | - | - | - | - |
| Yukon | 5 | - | - | - | - | 1 | 2 | - | 1 | - | - | 1 |
| Nunavut | 6 | - | - | - | 1 | 1 | 1 | - | - | 1 | - | 2 |

BY REGION

| | | | | | | | | | | | | |
|----------------------------|----|---|---|---|---|---|---|---|---|---|---|----|
| Atlantic (NL, PEI, NS, NB) | 19 | - | 1 | - | 2 | 4 | 4 | - | 2 | 1 | 2 | 3 |
| Central (ON, QC) | 43 | 1 | 3 | - | 3 | 8 | 6 | 2 | 4 | 1 | 3 | 12 |
| Prairies (AB, SK, MB) | 23 | - | 1 | - | 2 | 5 | 5 | 1 | 1 | - | 3 | 5 |
| Pacific (BC) | 22 | - | - | - | 2 | 5 | 7 | 1 | 1 | - | 2 | 4 |
| Territories (YU, NWT, NT) | 8 | - | - | - | 1 | 1 | 2 | - | 1 | 1 | - | 2 |

BY SECTOR

| | | | | | | | | | | | | |
|-------------------|----|---|---|---|---|---|---|---|---|---|---|----|
| Private | 35 | 1 | 3 | - | 3 | 8 | 9 | 2 | 4 | 1 | 4 | - |
| Public-Municipal | 14 | - | - | - | - | - | - | - | - | - | - | 14 |
| Public-Provincial | 10 | - | - | - | - | - | - | - | - | - | - | 10 |
| Public-Federal | - | - | - | - | - | - | - | - | - | - | - | - |
| Public-All | 24 | - | - | - | - | - | - | - | - | - | - | 24 |

BY ORGANIZATION SIZE (# EES)

| | | | | | | | | | | | | |
|-----------------|----|---|---|---|---|---|---|---|---|---|---|----|
| 50 to 499 | 11 | - | - | - | 1 | 1 | 3 | 1 | 2 | 1 | 1 | 1 |
| 500 to 999 | 12 | - | 1 | - | 1 | 2 | 2 | - | 1 | - | 1 | 4 |
| 1,000 to 2,999 | 12 | - | 2 | - | - | 3 | - | - | - | - | 1 | 6 |
| 3,000 to 9,999 | 9 | - | - | - | - | 1 | 3 | 1 | 1 | - | - | 3 |
| 10,000 and over | 15 | 1 | - | - | 1 | 1 | 1 | - | - | - | 1 | 10 |

BY QUARTILE OF CASH COMPENSATION

| | | | | | | | | | | | | |
|-------------------------------|----|---|---|---|---|---|---|---|---|---|---|---|
| Top Quartile (P76 & up) | 11 | - | 1 | - | - | 2 | 2 | 1 | - | - | - | 5 |
| Third Quartile (P51 to P75) | 10 | - | 1 | - | 1 | 3 | 2 | 1 | 1 | - | 1 | - |
| Second Quartile (P26 to P50) | 10 | - | - | - | - | 1 | 3 | - | - | - | 1 | 5 |
| Bottom Quartile (P25 & below) | 10 | - | - | - | 1 | 2 | 1 | - | 2 | 1 | - | 3 |

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



Section 5 - Participant Profile Report

Participant Profile

