

HEALTH WEALTH CAREER



2018 SALARY SURVEY OVERVIEW



MAKE TOMORROW, TODAY  MERCER

HR TECH GROUP SALARY SURVEY

2018 PARTICIPANTS

- 10sheet Services, Inc.
- 7Geese
- A Thinking Ape Entertainment, Ltd.
- Absolute Software Corporation
- ACL Services, Inc.
- airG, Inc.
- Allied Vision Technologies Canada, Inc.
- Allocadia Software, Inc.
- Alpha Technologies, Ltd.
- Animal Logic Studios (Vancouver), Ltd.
- Appnovation Technologies, Inc.
- Aquatic Informatics, Inc.
- Aquinox Pharmaceuticals (Canada), Inc.
- Archiact Interactive, Ltd.
- Avocette Technologies, Inc.
- Ballard Power Systems, Inc.
- Binary Stream Software, Inc.
- Boeing Vancouver
- British Columbia Automobile Association
- Buyatab Online, Inc.
- Canada Drives
- Capcom Games Studio
- Carbon Engineering, Ltd.
- Change Healthcare
- Clevest Solutions, Inc.
- Cooledge Lighting, Inc.
- Copperleaf Technologies, Inc.
- CORE Energy Recovery Solutions
- Dali Wireless (Canada), Inc.
- Delta-Q Technologies
- DHX Media
- Digital Domain
- DTM Systems Corp.
- D-Wave Systems
- Dynamic Attractions
- Eastside Games, Inc.
- EasyMarkit
- Elastic Path
- Electronic Arts (Canada), Inc.
- E-One Moli Energy (Canada), Ltd.
- Eventbase
- Evolution Canada Gaming, Ltd.
- Exan Software
- FinancialCAD Corporation
- Finning Digital
- FLIR Systems, Inc.
- Fortinet Technologies (Canada) ULC
- Fulcrum Management Solutions, Ltd.
- GenomeDx Biosciences, Inc.
- Global Relay Communications, Inc.
- Globalme Localization
- Grow Technologies, Inc.
- Hootsuite, Inc.
- Hostway Corporation
- Hothead Games
- Hyperwallet Systems, Inc.
- Incognito Software Systems, Inc.
- ITG Software, Inc. (IT Glue)
- Kabam Games, Inc.
- LandSure Systems, Ltd.
- Latitude Geographics Group, Ltd.
- LMI Technologies, Inc.
- Lumerical
- Maximizer Software, Inc.
- MetaLab Design, Ltd.
- Method Studios
- Microsoft Vancouver
- MineSense Technologies, Ltd.
- Mobify
- Mogo Finance Technology, Inc.
- Move, Inc.
- Moving Picture Company Vancouver
- OSI Maritime Systems
- PageFreezer Software, Inc.
- PAI Health, Inc.
- PayByPhone Technologies, Inc.
- PayWith Canada, Inc.
- PHEMI Systems Corp.
- Photon Control, Inc.
- Piranha Games, Inc.
- Pixel Union Design, Ltd.
- PlentyOfFish Media ULC
- PNI Digital Media ULC
- POWERSHIFTER Media Corp.
- Quartech Systems, Ltd.
- Real Estate Webmasters
- Redlen Technologies, Inc.
- Reliable Controls
- Relic Entertainment, Inc.
- Retsly
- Ritchie Bros. Auctioneers, Inc.
- Rx Networks, Inc.
- Schneider Electric Canada
- SEDNA Systems, Inc.
- Sierra Systems Group, Inc.
- Sierra Wireless
- SkyBox Labs, Inc.
- Sony Pictures Imageworks Canada, Inc.
- Sophos, Inc.
- Speed Shift Media
- STAT Search Analytics, Inc.
- STEMCELL Technologies Canada, Inc.
- T2 Systems Canada, Inc.
- Talemtry, Inc.
- Tasktop Technologies, Inc.
- Teligence
- Teradici Corporation
- The Vanbex Group
- TriNimbus Technologies, Inc.
- TuGo
- Unbounce
- UrtheCast Corp.
- Vanderlande Industries Canada, Inc.
- Vanrx Pharmsystems, Inc.
- Visier Solutions, Inc.
- Vision Critical
- Vivonet Acquisition, Ltd.
- Westport Power, Inc.
- Wondershare Technology, Inc.
- Zaber Technologies, Inc.
- Zoic Studios BC, Inc.

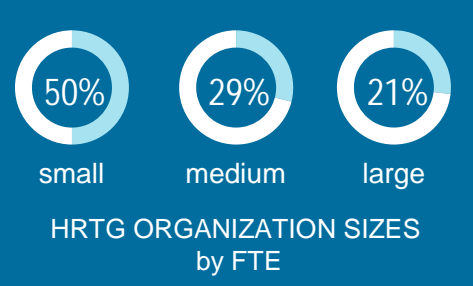
HR TECH GROUP SALARY SURVEY

INDUSTRY COVERAGE

121
ORGANIZATIONS

16,651
INCUMBENTS

9
INDUSTRY
sectors



8
Job
families

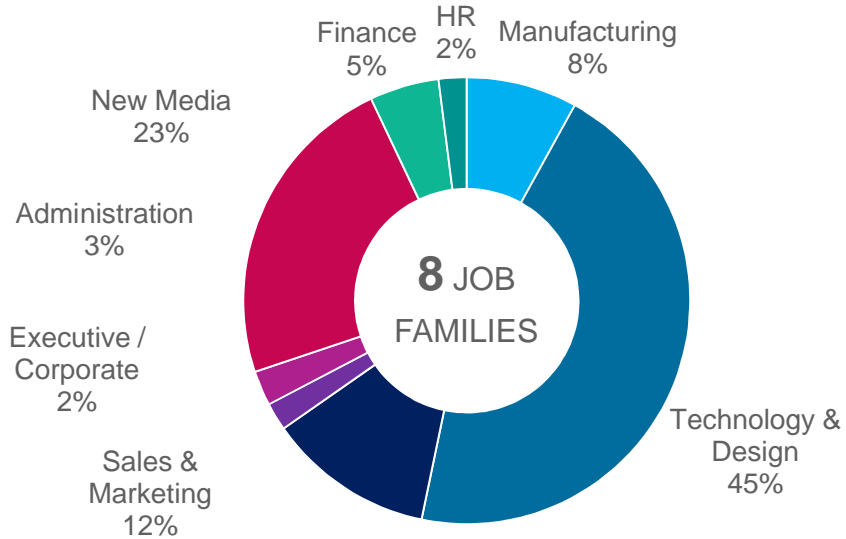
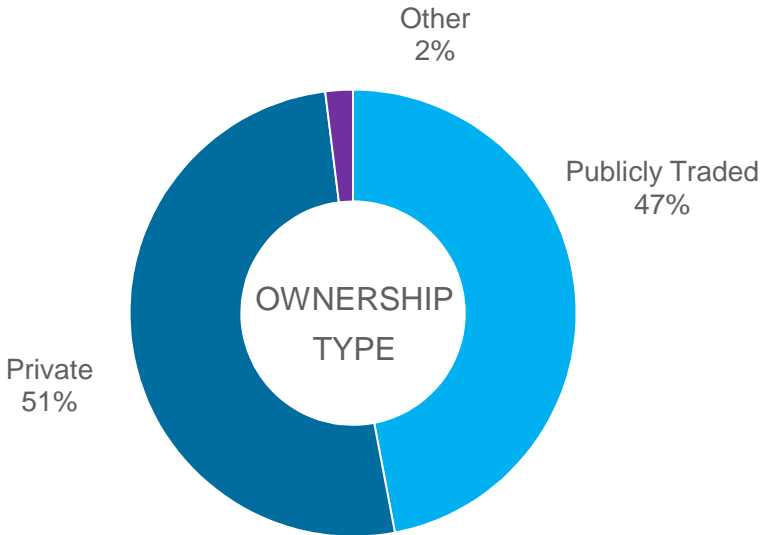
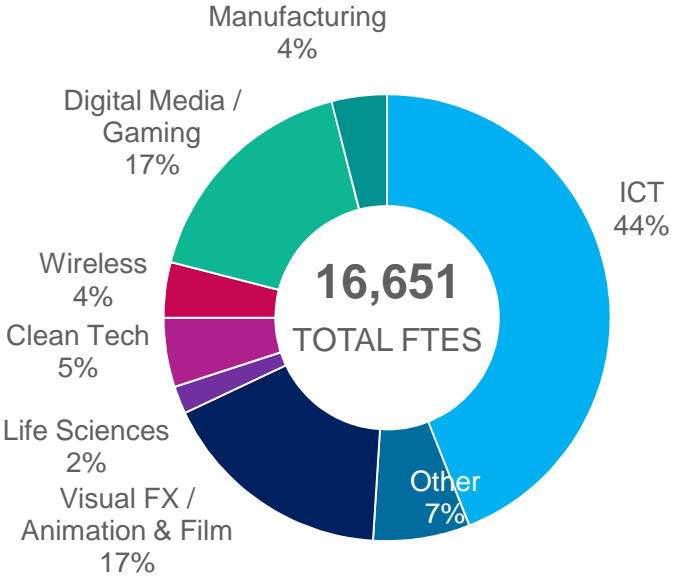
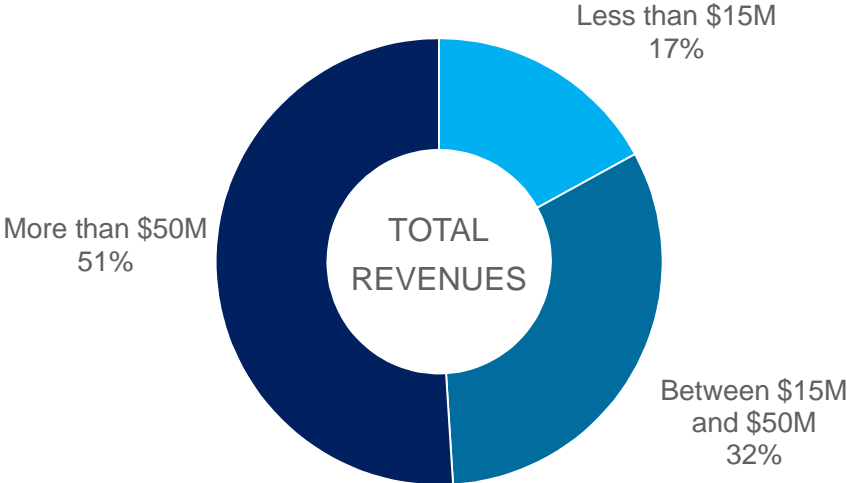
99
Median number of FTEs
reported

190
Jobs
surveyed

68%
Participants that are
privately held

* Small is less than 100 FTEs, medium is 100-250 FTEs, and large is greater than 250 FTEs

HR TECH GROUP SALARY SURVEY OVERVIEW



COMPENSATION SURVEY REPORT

SAMPLE OUTPUT

01 APRIL 2018		RESULTS BY POSITION								CA HR TECH GROUP COMPENSATION SURVEY																																																																																																																																																																																																																	
9440 Administrative Assistant - Intermediate																																																																																																																																																																																																																											
Under general direction, provides general administrative support to one or more incumbents within a company. Exercises considerable discretion and independent judgment and is capable of analyzing complex information requests and determining complex trends. Performs tasks using independent judgment and discretion; prepares documents and presentation materials; screens and responds to incoming correspondence, inquiries, and phone calls; drafts letters and official information releases; maintains appointment schedules.																																																																																																																																																																																																																											
Year-over-Year % change (mean): 3.4%																																																																																																																																																																																																																											
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<p>© 2018 Mercer LLC Please refer to the Market Statistics section in the Survey Definitions section for an explanation of the specific items on this page 9440</p> <p style="text-align: center;">CONFIDENTIAL - NOT FOR SALE OR DISTRIBUTION</p>																																																																																																																																																																																																																											

COMPENSATION SURVEY REPORT

SAMPLE OUTPUT (CONTINUED)

01 APRIL 2018		SCOPE ANALYSIS					CA HR TECH GROUP COMPENSATION SURVEY			
9440 Administrative Assistant - Intermediate										
Compensation Data displayed in CAD 000's										
Scope	Num Orgs	Num Obs	Base Salary				Total Cash Compensation			
			25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Organization Industry Segment**										
Clean Tech	**1	1	--	--	--	--	--	--	--	--
Wireless	**1	1	--	--	--	--	--	--	--	--
Visual FX / Animation & Film	**2	2	--	--	--	--	--	--	--	--
Digital Media / Gaming	**6	9	47.5	50.0	55.5	67.5	47.5	50.0	56.7	68.1
Information / Communications Technology (ICT)	22	44	41.2	45.5	47.2	50.6	41.2	45.5	47.8	50.6
Life Sciences	0	0	--	--	--	--	--	--	--	--
Engineering Services	**2	6	--	--	--	--	--	--	--	--
Manufacturing	**1	11	--	--	--	--	--	--	--	--
Other	**4	29	--	39.3	39.7	--	--	39.3	40.3	--
Revenue										
Less than \$15 Million	9	15	41.5	46.1	45.9	50.0	41.5	46.2	46.1	50.0
\$15 < \$50 Million	11	14	36.4	45.0	44.5	50.3	36.4	45.0	45.2	50.8
\$50 Million and more	14	54	39.3	43.8	44.5	48.2	39.3	44.3	45.1	49.6
Full Time Equivalents										
Less than 100	**9	14	40.5	44.0	43.9	46.4	40.5	44.3	44.6	47.3
100 < 250	15	36	41.1	45.6	47.2	51.5	41.1	45.6	47.5	52.3
250 and more	12	50	38.5	43.3	44.7	48.2	39.2	44.6	45.8	49.6
*More than 35% of the rates within the sample are supplied by one organization.										
**Incumbents in this table are classified under the industry segment of the entity with which they are associated.										
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9440										

POLICIES & PRACTICES SURVEY REPORT

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HR TECH GROUP POLICIES AND PRACTICES SURVEY

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MAKE TOMORROW, TODAY