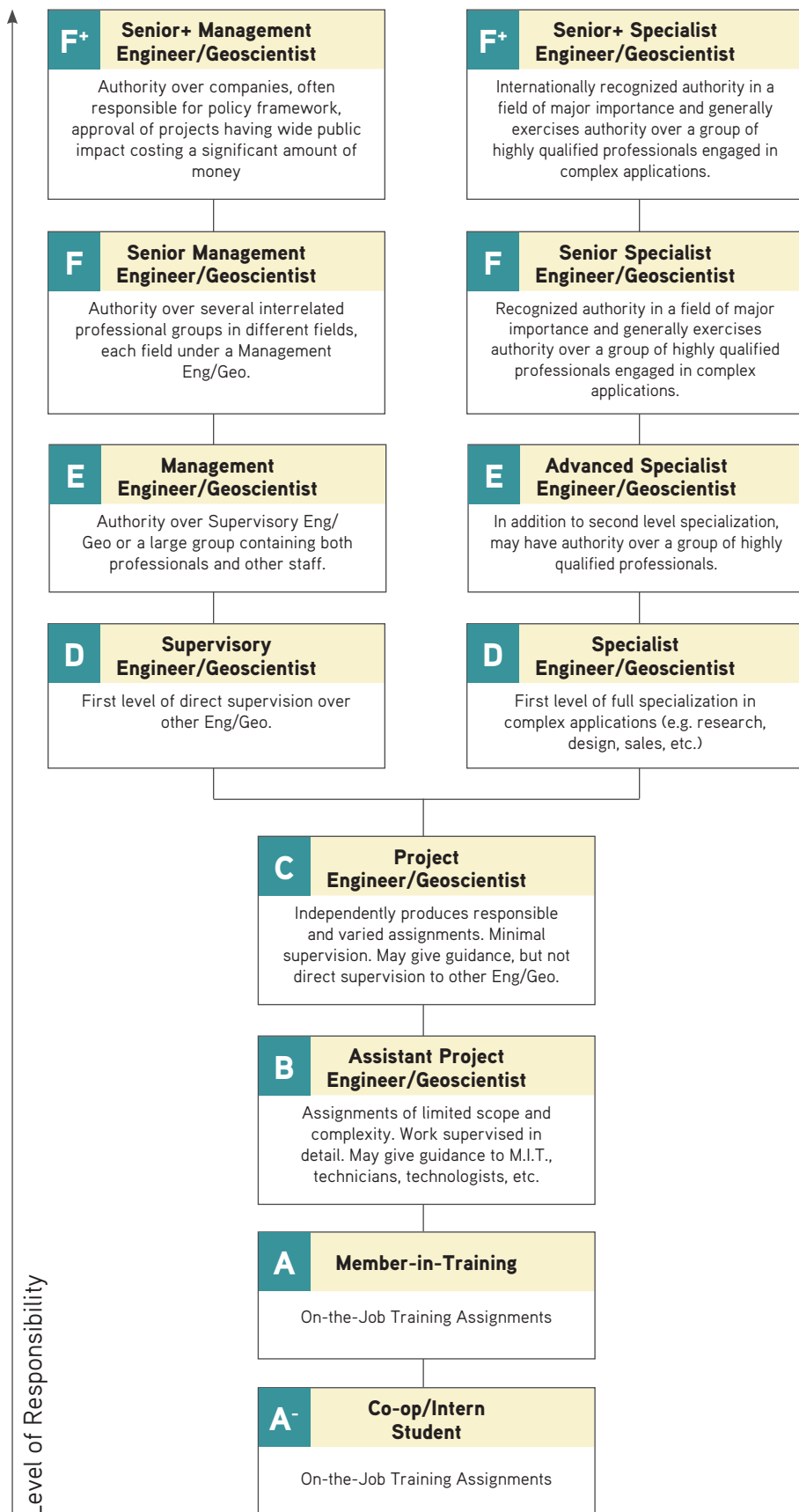


JOB CLASSIFICATION FLOWCHART



2013 EMPLOYER SALARY

HOW TO USE THE SALARY SURVEY RESULTS:

- Step 1: Determine your responsibility level
- Step 2: Determine your expected 2013 base salary based on responsibility level
- Step 3: Review the predicted salary change, as reported by permit holders
- Step 4: Determine your expected 2013 total compensation based on responsibility level

The flowchart to the left gives a generalized overview of responsibility levels. APEGA encourages using the advanced method of determining responsibility level, which is included in the *Value of Professional Services* publication.

NOTE ON SALARY SURVEY METHODS

This year, APEGA engaged the services of Aon Hewitt to administer and conduct the 2013 APEGA salary and benefits survey. Invitations to participate in the survey were distributed to all registered APEGA permit holders at the end of May. Results were gathered and compiled by Aon Hewitt throughout the months of June and July. The highlights and final publication are being prepared jointly by APEGA and Aon Hewitt for September.

The Salary Survey is completed by each Permit Holder's Human Resources department (or other applicable department) and all data is anonymous.

The 10 industrial categories used in this report are:

- Engineering and/or Geoscience Consulting Services
- Engineering, Procurement, and Construction
- Resource Exploitation (except oil & gas)
- Resource Exploitation (oil & gas only)
- Manufacturing (durables)
- Manufacturing (non-durables)
- Service and Control (not for profit)
- Service (for profit)
- Utility (rate controlled)
- Advanced Technologies

DATA REPORTING METHODS

The statistical information reported includes the average, mean, mode, median (D50), minimum value, maximum value, D10, D25, D75 and D90. Please refer to the figure at the top of the opposite page for further clarity. In an effort to ensure data confidentiality, a minimum of 3 responses in any given reporting break is required to publish a survey average. Responses noted as "n/a" in any table or chart is defined by having less than 3 data points or the inability to compute a given value.

Data results were filtered by individual job classification and responsibility level to ensure all salary data points were within three standard deviations of the sample average, using a single iteration approach to remove any potential outlying data point.

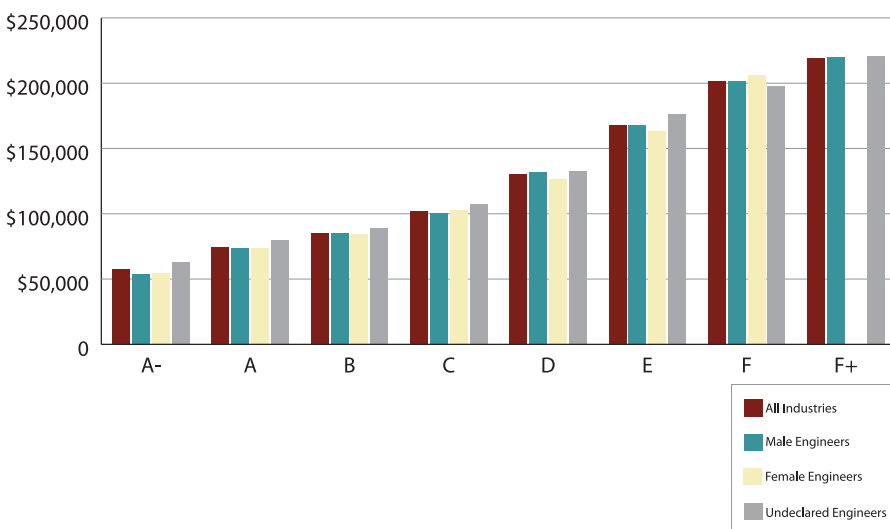
ANNUAL BASE SALARIES – ALL INDUSTRIES

Category	# Geos.	% Change from 2012	Average \$	Mode \$	Median (D50) \$	Min Value \$	Max Value \$	D10 \$	D25 \$	D75 \$	D90 \$
A-	31	13.1%	57,233	50,700	56,721	41,600	78,000	48,006	50,700	64,792	68,639
A	54	7.7%	74,234	58,000	79,500	48,300	100,000	56,136	64,098	82,800	85,970
B	122	2.7%	85,213	84,000	87,429	56,004	100,100	68,221	80,650	92,494	96,372
C	191	2.0%	102,065	107,000	103,025	72,000	142,400	86,920	97,250	107,000	115,000
D	241	5.5%	130,665	130,000	130,000	87,980	193,500	110,000	118,400	138,700	155,100
E	242	3.6%	167,608	175,000	171,850	104,360	230,300	140,100	156,600	180,000	189,850
F	185	2.9%	201,470	201,000	202,000	122,080	276,400	171,940	192,199	212,100	235,240
F+	55	-5.1%	219,268	204,800	222,000	150,000	300,000	175,801	206,000	235,850	252,412

TOTAL COMPENSATION – ALL INDUSTRIES

Category	# Geos.	% Change from 2012	Average \$	Mode \$	Median (D50) \$	Min Value \$	Max Value \$	D10 \$	D25 \$	D75 \$	D90 \$
A-	31	14.1%	57,741	50,700	56,721	41,600	78,000	48,006	50,700	64,792	68,639
A	54	10.7%	85,242	58,000	86,934	54,914	155,587	58,000	68,550	97,449	105,256
B	122	2.0%	101,841	107,520	103,814	56,004	202,293	71,018	87,394	114,175	121,999
C	191	6.1%	120,395	97,500	118,853	72,975	205,202	89,719	101,725	135,345	151,947
D	241	8.3%	172,207	97,850	165,900	87,980	332,542	122,902	139,300	191,451	233,761
E	242	5.5%	241,550	270,900	241,950	106,000	457,600	159,706	200,455	273,935	311,288
F	185	10.8%	312,965	n/a	310,100	125,000	554,250	205,400	272,800	350,000	422,742
F+	55	-2.4%	385,190	351,300	379,200	154,500	905,250	210,656	317,900	447,684	511,100

SALARY BY GENDER – RESPONSIBILITY LEVEL

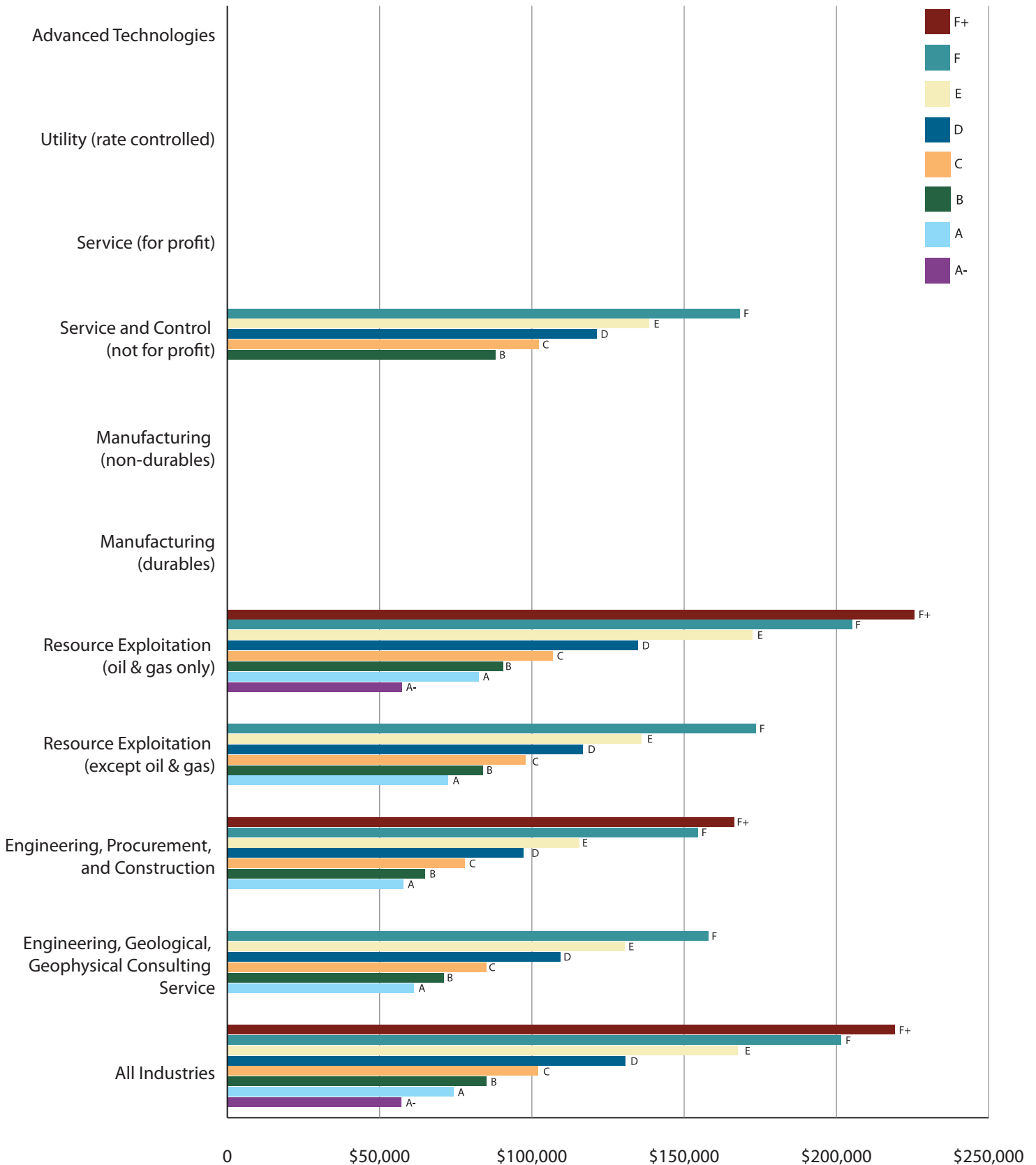


For Geoscientists, the overall survey sample size grew by 70% in 2013. With the exception of level F+, base salaries have increased across all responsibility levels (ranging from A- to F). The range in increase was from 2.0% to 13.1%.

In addition to maintaining market competitiveness from a total compensation perspective, the majority of industry continues to focus on targeting other pools of potential members, especially internationally educated graduates, females and Aboriginals. Outreach and diversity programs targeted for these groups continue to gain momentum, as are meaningful collaborations amongst APEGA, industry, government and various outreach organizations. APEGA is continuing its aggressive targets of increasing the female membership to 30% and Aboriginal membership to 2% by 2030 (be sure to self-declare in the Member Self Service Centre at apega.ca if you are from an Aboriginal heritage!). To support this, the salary survey is one means to gather information to better gauge progress.

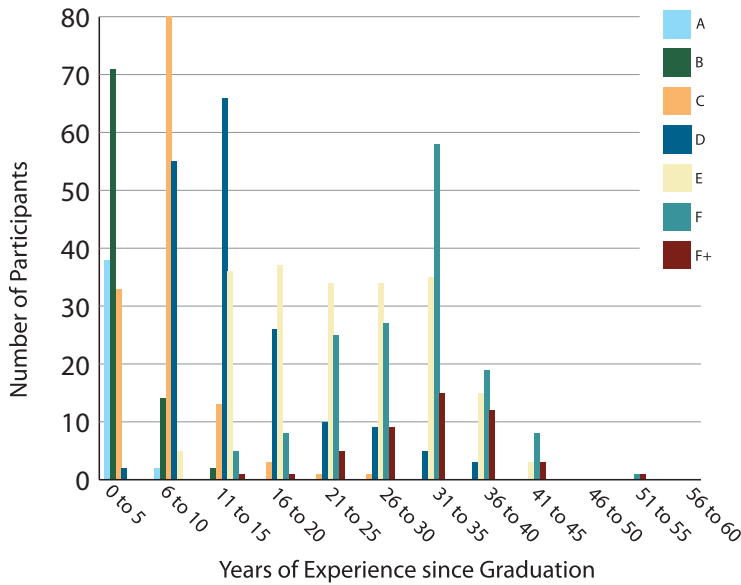
It is encouraging to see high female participation in the Geoscience Profession, who represent just over 25% of the total Geosciences data sample in the 2013 survey. Base salary survey results for female Geoscientists are consistent and equitable with their male counterparts for the majority of responsibility levels. The female Engineering base salary survey results also show a directional shift towards equity for the majority of responsibility levels, however only represent 17% of the total engineering survey sample.

ANNUAL BASE SALARIES – COMPARISON ACROSS INDUSTRY

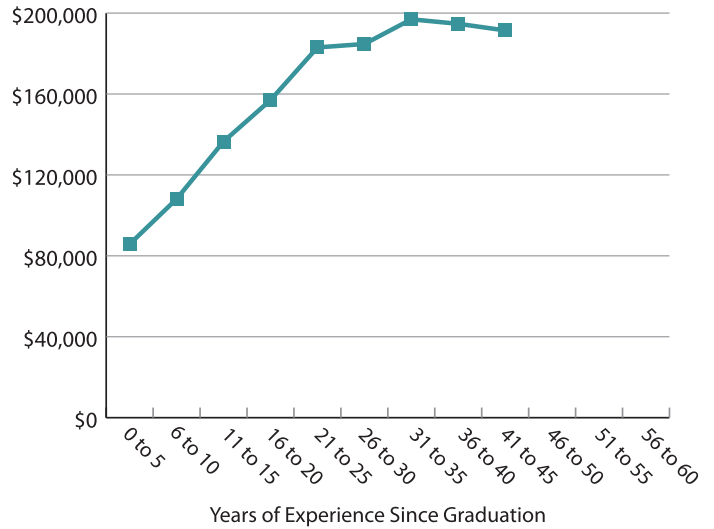


Geoscience – Years of Experience

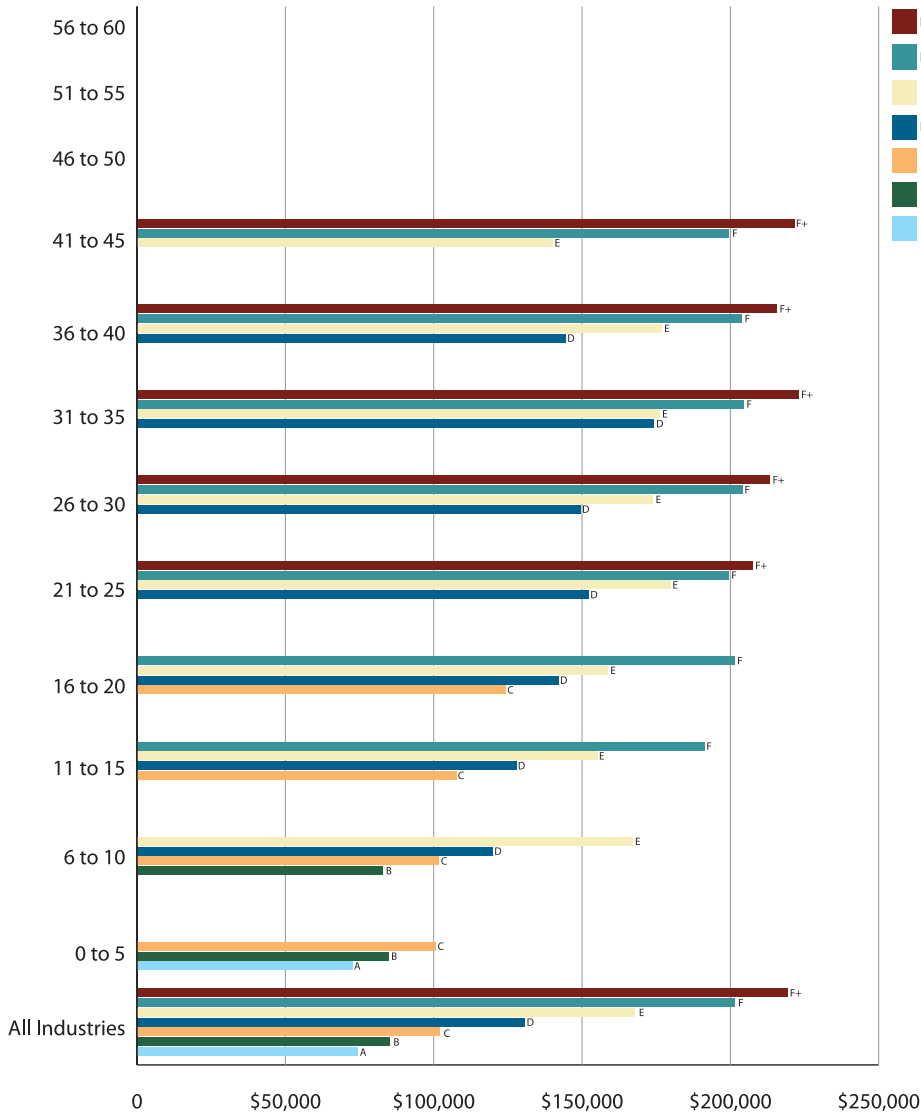
PARTICIPANTS VS. YEARS OF EXPERIENCE



SALARY VS. YEARS OF EXPERIENCE



ANNUAL BASE SALARIES – COMPARISON ACROSS YEARS OF EXPERIENCE



CHARTS ON NEXT PAGE >>

The top four locations, in terms of base salary rankings compared to the all industry average at various levels, are:

- Calgary (\$56,071 to \$224,558 for A- to F+)
- Fort McMurray (\$49,610 to \$178,786 for A- to F+)
- Lakeland (\$55,328 to \$218,955 for A- to F)
- Vermillion River (\$57,218 to \$197,600 for A- to F)

The top four locations, when ranked against the all industry average at various levels from a total compensation perspective, are:

- Fort McMurray (\$55,839 to \$365,316 for A- to F+)
- Calgary (\$56,346 to \$358,108 for A- to F+)
- Vermillion River (\$57,218 to \$284,175 for A- to F)
- Peace Region (\$51,158 to \$185,342 for A- to E)

Not surprisingly, Fort McMurray consistently ranks as one of the top three locations in terms of overall total compensation at every level of responsibility. In an effort to attract and retain Professional Engineering services such remote/northern work locations, variable pay plans (above and beyond base salaries) will continue to be an important and vital component of the total compensation pay mix.