

210.772.330 Accountant D**Specialization: Budgets**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned) May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects Uses judgment in setting priorities to complete assignments Normally reports to a Controller level.

Incumbents in the same position:

7

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 5 | 5 | 8 | -- | 121.9 | 133.8 | 131.1 | 138.8 | -- |
| Base Salary – Org Weighted (All) | 5 | 5 | N/A | -- | 125.1 | 133.9 | 132.9 | 140.3 | -- |
| STI Granted (\$ Amount) Recvg | 5 | 5 | 8 | -- | 18.2 | 22.7 | 27.8 | 38.4 | -- |
| STI Granted (% of Base) Recvg | 5 | 5 | 8 | -- | 14.7 | 17.2 | 21.0 | 28.7 | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 3 | *3 | 4 | -- | -- | -- | 2.6 | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 5 | 5 | 8 | -- | 141.4 | 162.3 | 160.2 | 175.0 | -- |
| Total Cash Comp – Org Weighted (All) | 5 | 5 | N/A | -- | 145.7 | 165.3 | 162.0 | 176.8 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|-------|-------|-------|-------|----|
| STI Threshold (% of Base) Eligible | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 5 | 5 | 8 | -- | 12.5 | 20.0 | 17.5 | 20.0 | -- |
| STI Maximum (% of Base) Eligible | 4 | 4 | 7 | -- | -- | 40.0 | 40.6 | -- | -- |
| Target Total Cash Compensation | 5 | 5 | 8 | -- | 145.6 | 156.9 | 155.4 | 166.6 | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|---|----|-------|-------|-------|-------|----|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 3 | *3 | 4 | -- | -- | -- | 31.3 | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 4 | -- | -- | -- | 187.5 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 5 | 5 | 8 | -- | 154.4 | 168.2 | 171.1 | 196.0 | -- |
| Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 4 | -- | -- | -- | 189.5 | -- | -- |
| Total Direct Comp (\$ Amount) – All | 5 | 5 | 8 | -- | 160.7 | 169.3 | 176.0 | 195.4 | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.6%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 5 | 8 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 4 | 6 | 75 |
| LTI | 4 | 6 | 75 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *3 | 5 | -- |
| Midpoint | *3 | 5 | -- |
| Maximum | *3 | 5 | -- |
| Compa-ratio | 3 | 5 | -- |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 1 | -- |
| Year of Birth | 5 | 8 | 1964 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 5 | 7 | 0 |

210.772.330 Accountant D**Specialization: Credit**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned) May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments Normally reports to a Controller level.

Incumbents in the same position:

6

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 7 | *8 | 13 | 93.1 | 110.4 | 114.4 | 117.6 | 122.0 | 149.1 |
| Base Salary – Org Weighted (All) | 7 | *8 | N/A | -- | 107.3 | 110.8 | 110.4 | 118.3 | -- |
| STI Granted (\$ Amount) Recvg | 7 | *8 | 13 | 9.6 | 13.4 | 26.8 | 24.5 | 30.7 | 42.8 |
| STI Granted (% of Base) Recvg | 7 | *8 | 13 | 8.7 | 14.2 | 22.5 | 20.2 | 25.1 | 28.7 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 7 | *8 | 13 | 106.1 | 120.9 | 141.2 | 142.1 | 152.7 | 191.8 |
| Total Cash Comp – Org Weighted (All) | 7 | *8 | N/A | -- | 119.2 | 127.5 | 129.4 | 144.2 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|-------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 3 | 4 | 4 | -- | -- | 6.8 | 7.1 | -- | -- |
| STI Target (% of Base) Eligible | 7 | *8 | 13 | 10.0 | 15.0 | 20.0 | 17.3 | 20.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 6 | *7 | 12 | 21.7 | 30.0 | 40.0 | 36.3 | 44.0 | 44.0 |
| Target Total Cash Compensation | 7 | *8 | 13 | 104.4 | 125.5 | 137.3 | 138.4 | 146.4 | 178.9 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 3 | 3 | 3 | -- | -- | -- | 0.5 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 5 | *5 | 8 | -- | 9.9 | 21.8 | 22.5 | 34.2 | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 8 | -- | 138.1 | 158.6 | 166.7 | 201.8 | -- |
| Target Total Direct Comp (\$ Amount) – All | 7 | *8 | 13 | 106.3 | 133.8 | 145.6 | 152.3 | 166.0 | 216.7 |
| Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 8 | -- | 140.6 | 159.2 | 171.3 | 211.4 | -- |
| Total Direct Comp (\$ Amount) – All | 7 | *8 | 13 | 107.3 | 132.2 | 150.6 | 156.1 | 172.0 | 229.7 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.8%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 7 | 13 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 3 | 8 | 62 |
| LTI | 5 | 10 | 77 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *5 | 10 | 94.6 |
| Midpoint | *5 | 10 | 118.2 |
| Maximum | *5 | 10 | 141.9 |
| Compa-ratio | 5 | 10 | 100.8 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 3 | 3 | -- |
| Year of Birth | *7 | 13 | 1971 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 7 | 13 | 0 |

210.772.330 Accountant D**Specialization: Financial**

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Incumbents in the same position:

97

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 54 | 62 | 164 | 107.3 | 113.9 | 120.0 | 121.0 | 128.1 | 137.0 |
| Base Salary – Org Weighted (All) | 54 | 62 | N/A | 106.8 | 112.4 | 119.3 | 120.1 | 125.2 | 133.8 |
| STI Granted (\$ Amount) Recvg | 42 | 48 | 131 | 12.0 | 16.9 | 23.6 | 23.7 | 29.4 | 35.0 |
| STI Granted (% of Base) Recvg | 42 | 48 | 131 | 10.2 | 14.0 | 19.7 | 19.3 | 24.0 | 28.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 6 | 6 | 13 | 0.4 | 0.7 | 2.2 | 1.9 | 2.6 | 4.1 |
| Total Cash Comp – Inc Weighted (All) | 54 | 62 | 164 | 113.6 | 128.3 | 141.6 | 140.1 | 152.6 | 163.8 |
| Total Cash Comp – Org Weighted (All) | 54 | 62 | N/A | 112.2 | 125.5 | 138.3 | 136.8 | 151.2 | 158.8 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|-----|-------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 7 | 8 | 14 | 5.0 | 6.0 | 11.0 | 11.5 | 12.0 | 26.0 |
| STI Target (% of Base) Eligible | 39 | 47 | 128 | 15.0 | 15.0 | 18.0 | 17.9 | 20.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 27 | 34 | 96 | 20.0 | 25.5 | 36.0 | 36.2 | 44.0 | 53.0 |
| Target Total Cash Compensation | 42 | 50 | 144 | 124.2 | 134.9 | 141.2 | 141.5 | 150.9 | 161.1 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|-----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 29 | 32 | 70 | 0.3 | 0.4 | 0.5 | 1.5 | 1.5 | 5.0 |
| Total LTI (\$ Amount) – Recvg | 38 | 43 | 100 | 3.2 | 9.6 | 18.1 | 23.6 | 28.8 | 44.7 |
| Target Total Direct Comp (\$ Amount) – Recvg | 28 | 33 | 84 | 146.8 | 152.1 | 163.3 | 166.4 | 176.1 | 187.7 |
| Target Total Direct Comp (\$ Amount) – All | 42 | 50 | 144 | 126.6 | 138.6 | 153.5 | 153.9 | 168.0 | 179.9 |
| Total Direct Comp (\$ Amount) – Recvg | 38 | 43 | 100 | 137.5 | 152.4 | 164.6 | 168.1 | 180.8 | 199.7 |
| Total Direct Comp (\$ Amount) – All | 54 | 62 | 164 | 115.5 | 135.4 | 154.5 | 155.1 | 174.5 | 191.2 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|----|-----|-----|-----|-----|-----|-----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 9 | 9 | 16 | 0.9 | 1.3 | 2.3 | 3.0 | 3.4 | 7.2 |
|---|---|---|----|-----|-----|-----|-----|-----|-----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.4%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 51 | 148 | 90 |
| Other Guaranteed Cash | 11 | 21 | 13 |
| Other Non-Guaranteed Cash | 15 | 70 | 43 |
| LTI | 41 | 126 | 77 |
| Overtime | 2 | 3 | 2 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 24 | 112 | 100.8 |
| Midpoint | 24 | 113 | 122.5 |
| Maximum | 24 | 112 | 148.1 |
| Compa-ratio | 24 | 113 | 98.0 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 23 | 51 | 2002 |
| Year of Birth | 52 | 162 | 1978 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 51 | 161 | 15 |

210.772.330 Accountant D**Specialization: Oil & Gas Accounting**

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Incumbents in the same position:

19

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 12 | 13 | 23 | 99.7 | 109.0 | 115.0 | 114.4 | 120.0 | 129.8 |
| Base Salary – Org Weighted (All) | 12 | 13 | N/A | 103.3 | 110.1 | 115.0 | 116.5 | 123.3 | 129.9 |
| STI Granted (\$ Amount) Recvg | 9 | 10 | 20 | 6.5 | 7.0 | 9.5 | 13.6 | 17.1 | 29.3 |
| STI Granted (% of Base) Recvg | 9 | 10 | 20 | 5.9 | 6.2 | 8.9 | 11.6 | 14.8 | 24.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 12 | 13 | 23 | 107.7 | 115.7 | 122.0 | 126.2 | 137.4 | 152.0 |
| Total Cash Comp – Org Weighted (All) | 12 | 13 | N/A | 106.4 | 120.3 | 129.0 | 130.4 | 140.0 | 160.8 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|-------|-------|-------|-------|----|
| STI Threshold (% of Base) Eligible | 3 | *3 | 4 | -- | -- | -- | 8.8 | -- | -- |
| STI Target (% of Base) Eligible | 6 | 6 | 8 | -- | 15.6 | 17.8 | 19.1 | 20.0 | -- |
| STI Maximum (% of Base) Eligible | 6 | 6 | 8 | -- | 22.5 | 32.5 | 31.4 | 39.0 | -- |
| Target Total Cash Compensation | 6 | 6 | 8 | -- | 123.1 | 139.3 | 138.1 | 154.0 | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 3 | 3 | 3 | -- | -- | -- | 4.6 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 8 | 9 | 18 | 0.1 | 10.2 | 13.6 | 23.6 | 29.8 | 83.1 |
| Target Total Direct Comp (\$ Amount) – Recvg | 4 | *4 | 5 | -- | -- | 160.9 | 163.5 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 6 | 6 | 8 | -- | 124.5 | 141.9 | 148.9 | 174.8 | -- |
| Total Direct Comp (\$ Amount) – Recvg | 8 | 9 | 18 | 122.8 | 128.4 | 138.7 | 152.2 | 186.1 | 216.4 |
| Total Direct Comp (\$ Amount) – All | 12 | 13 | 23 | 113.3 | 123.8 | 133.8 | 145.2 | 149.3 | 206.8 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 2 | *2 | 7 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 12 | 23 | 100 |
| Other Guaranteed Cash | 3 | 8 | 35 |
| Other Non-Guaranteed Cash | 0 | 0 | 0 |
| LTI | 9 | 19 | 83 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 15 | 98.0 |
| Midpoint | *4 | 15 | 122.5 |
| Maximum | *4 | 15 | 147.0 |
| Compa-ratio | 4 | 15 | 89.8 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 7 | 15 | 1997 |
| Year of Birth | 12 | 23 | 1972 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 12 | 23 | 17 |

CA MTCS for the Energy Sector

210.772.330 Accountant D**Specialization: General Accounting**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments. Normally reports to a Controller level

| | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|
| Incumbents in the same position: | 94 | | | | | | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
| Actual Annual Cash Compensation | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 47 | 53 | 144 | 98.2 | 107.6 | 118.4 | 117.4 | 126.5 | 135.7 |
| Base Salary – Org Weighted (All) | 47 | 53 | N/A | 93.0 | 103.6 | 115.2 | 113.9 | 124.1 | 133.5 |
| STI Granted (\$ Amount) Recvg | 37 | 40 | 116 | 10.0 | 14.8 | 20.5 | 22.4 | 30.8 | 37.8 |
| STI Granted (% of Base) Recvg | 37 | 40 | 116 | 9.1 | 12.9 | 18.4 | 18.9 | 26.3 | 30.5 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 6 | *6 | 13 | 0.3 | 0.6 | 2.2 | 2.4 | 3.6 | 5.7 |
| Total Cash Comp – Inc Weighted (All) | 47 | 53 | 144 | 104.2 | 119.1 | 139.7 | 135.6 | 149.8 | 163.5 |
| Total Cash Comp – Org Weighted (All) | 47 | 53 | N/A | 98.5 | 117.0 | 130.5 | 128.2 | 142.5 | 152.7 |
| Target Annual Cash Compensation | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 10 | 14 | 26 | 2.8 | 5.0 | 6.0 | 6.6 | 8.0 | 10.6 |
| STI Target (% of Base) Eligible | 34 | 39 | 117 | 10.0 | 14.0 | 15.0 | 16.2 | 20.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 24 | *29 | 92 | 20.0 | 21.0 | 33.0 | 31.2 | 40.0 | 40.0 |
| Target Total Cash Compensation | 40 | 46 | 135 | 108.5 | 123.9 | 140.7 | 134.5 | 146.3 | 157.2 |
| Estimated Total Direct Compensation | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 19 | 20 | 30 | 0.3 | 0.5 | 1.2 | 2.4 | 3.2 | 7.3 |
| Total LTI (\$ Amount) – Recvg | 19 | *19 | 72 | 9.5 | 12.2 | 20.0 | 19.5 | 25.0 | 29.3 |
| Target Total Direct Comp (\$ Amount) – Recvg | 14 | *14 | 67 | 145.8 | 150.5 | 160.3 | 161.4 | 173.6 | 182.5 |
| Target Total Direct Comp (\$ Amount) – All | 40 | 46 | 135 | 108.5 | 128.3 | 149.0 | 144.6 | 162.5 | 177.3 |
| Total Direct Comp (\$ Amount) – Recvg | 19 | *19 | 72 | 141.2 | 150.6 | 160.5 | 165.2 | 180.6 | 198.5 |
| Total Direct Comp (\$ Amount) – All | 47 | 53 | 144 | 104.8 | 127.0 | 147.7 | 145.9 | 161.5 | 186.3 |
| Total Other Guaranteed Cash | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 8 | *8 | 47 | 1.0 | 2.2 | 2.2 | 3.3 | 2.2 | 3.6 |

*More than 35% of the rates within the sample are supplied by one organization.

| | | | |
|--|-------------------|----------------|----------------------|
| Year over Year % Increase (Mean): | | | 2.1% |
| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| STI | 41 | 126 | 88 |
| Other Guaranteed Cash | 11 | 52 | 36 |
| Other Non-Guaranteed Cash | 11 | 20 | 14 |
| LTI | 22 | 80 | 56 |
| Overtime | 6 | 15 | 10 |
| Salary Range | | | |
| Minimum | 27 | 101 | 108.0 |
| Midpoint | 27 | 101 | 127.0 |
| Maximum | 27 | 101 | 139.3 |
| Compa-ratio | 27 | 101 | 97.3 |
| Demographics | | | |
| Graduation Year | 16 | 23 | 1996 |
| Year of Birth | 44 | 139 | 1974 |
| Hired since 2014 | | | |
| | Dist. Orgs | Num Obs | % of Obs |
| | 44 | 138 | 6 |

210.772.330 Accountant D**Specialization: International Financial Reporting Standards**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments. Normally reports to a Controller level.

| | | | | | | | | | | | | | | |
|---|--------------------------|---------------------|--------------------|----------------------|----------------------|---------------|-------------|----------------------|----------------------|--|-----------------------|--------------------|--------------------------|------|
| Incumbents in the same position: | 7 | | | | | | | | | Year over Year % Increase (Mean): | | | | 2.1% |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig | |
| Actual Annual Cash Compensation | | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 6 | *6 | 8 | -- | 103.3 | 119.7 | 115.9 | 127.0 | -- | STI | 6 | 8 | 100 | |
| Base Salary – Org Weighted (All) | 6 | *6 | N/A | -- | 96.9 | 120.7 | 115.3 | 129.6 | -- | Other Guaranteed Cash | 0 | 0 | 0 | |
| STI Granted (\$ Amount) Recvg | 5 | *5 | 7 | -- | 10.6 | 14.1 | 16.0 | 22.5 | -- | Other Non-Guaranteed Cash | 2 | 2 | 25 | |
| STI Granted (% of Base) Recvg | 5 | *5 | 7 | -- | 8.7 | 16.1 | 14.1 | 19.2 | -- | LTI | 3 | 3 | 38 | |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | Overtime | 0 | 0 | 0 | |
| Total Cash Comp – Inc Weighted (All) | 6 | *6 | 8 | -- | 112.4 | 135.0 | 129.9 | 144.6 | -- | | | | | |
| Total Cash Comp – Org Weighted (All) | 6 | *6 | N/A | -- | 106.9 | 131.5 | 126.8 | 142.6 | -- | | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median | |
| STI Threshold (% of Base) Eligible | 3 | *3 | 5 | -- | -- | -- | 7.9 | -- | -- | Minimum | *3 | 5 | -- | |
| STI Target (% of Base) Eligible | 6 | *6 | 8 | -- | 11.3 | 15.0 | 14.1 | 15.0 | -- | Midpoint | *3 | 5 | -- | |
| STI Maximum (% of Base) Eligible | 4 | *4 | 6 | -- | -- | 30.0 | 28.1 | -- | -- | Maximum | *3 | 5 | -- | |
| Target Total Cash Compensation | 6 | *6 | 8 | -- | 115.0 | 137.7 | 132.6 | 146.0 | -- | Compa-ratio | 3 | 5 | -- | |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median | |
| Total Perquisite Value (\$ Amount) | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | Graduation Year | *2 | 2 | -- | |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | Year of Birth | *6 | 8 | 1982 | |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | | | | | |
| Target Total Direct Comp (\$ Amount) – All | 6 | *6 | 8 | -- | 130.8 | 142.0 | 137.4 | 146.7 | -- | | | | | |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | | | | | |
| Total Direct Comp (\$ Amount) – All | 6 | *6 | 8 | -- | 128.2 | 139.0 | 134.7 | 146.5 | -- | | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | Dist. Orgs | Num Obs | % of Obs | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | Hired since 2014 | 6 | 8 | 25 | |

*More than 35% of the rates within the sample are supplied by one organization

2015

CA MTCS for the Energy Sector

210.772.330 Accountant D**Specialization: Joint Ventures Audit**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments. Normally reports to a Controller level.

Incumbents in the same position:

8

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|-------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 6 | 6 | 11 | 111.7 | 113.0 | 127.8 | 126.7 | 133.4 | 148.0 |
| Base Salary – Org Weighted (All) | 6 | 6 | N/A | -- | 120.7 | 127.5 | 129.2 | 136.7 | -- |
| STI Granted (\$ Amount) Recvg | 6 | 6 | 10 | 14.0 | 19.5 | 22.9 | 23.2 | 27.1 | 33.0 |
| STI Granted (% of Base) Recvg | 6 | 6 | 10 | 10.8 | 14.6 | 19.1 | 18.3 | 21.1 | 24.8 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 6 | 6 | 11 | 123.2 | 135.5 | 148.6 | 147.8 | 166.8 | 170.0 |
| Total Cash Comp – Org Weighted (All) | 6 | 6 | N/A | -- | 137.9 | 148.8 | 149.3 | 161.1 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|-------|-------|-------|-------|----|
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 5 | *5 | 8 | -- | 16.0 | 16.5 | 17.3 | 19.5 | -- |
| STI Maximum (% of Base) Eligible | 5 | *5 | 8 | -- | 30.5 | 32.0 | 34.4 | 42.0 | -- |
| Target Total Cash Compensation | 5 | *5 | 8 | -- | 148.0 | 150.4 | 153.4 | 163.0 | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 4 | *4 | 6 | -- | -- | 1.5 | 1.1 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 5 | 5 | 10 | 3.4 | 11.0 | 22.1 | 20.6 | 29.5 | 36.8 |
| Target Total Direct Comp (\$ Amount) – Recvg | 4 | *4 | 7 | -- | -- | 161.5 | 173.1 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 5 | *5 | 8 | -- | 152.6 | 161.3 | 170.0 | 189.8 | -- |
| Total Direct Comp (\$ Amount) – Recvg | 5 | 5 | 10 | 147.4 | 151.1 | 165.2 | 169.9 | 188.3 | 205.7 |
| Total Direct Comp (\$ Amount) – All | 6 | 6 | 11 | 141.6 | 149.6 | 163.9 | 167.2 | 184.2 | 205.2 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 3 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 6 | 11 | 100 |
| Other Guaranteed Cash | 1 | 3 | 27 |
| Other Non-Guaranteed Cash | 2 | 5 | 45 |
| LTI | 6 | 11 | 100 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 7 | 99.8 |
| Midpoint | *4 | 7 | 124.8 |
| Maximum | *4 | 7 | 149.8 |
| Compa-ratio | 4 | 7 | 100.3 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *2 | 5 | -- |
| Year of Birth | 6 | 11 | 1969 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 6 | 11 | 9 |

210.772.330 Accountant D**Specialization: Joint Ventures Accounting**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned) May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects Uses judgment in setting priorities to complete assignments Normally reports to a Controller level.

Incumbents in the same position:

49

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 31 | 31 | 64 | 98.6 | 102.0 | 108.7 | 112.7 | 119.0 | 131.9 |
| Base Salary – Org Weighted (All) | 31 | 31 | N/A | 99.1 | 102.7 | 114.7 | 113.3 | 121.0 | 124.3 |
| STI Granted (\$ Amount) Recvg | 29 | 29 | 60 | 7.8 | 11.4 | 17.8 | 18.0 | 23.0 | 28.0 |
| STI Granted (% of Base) Recvg | 29 | 29 | 60 | 7.3 | 10.3 | 16.6 | 16.2 | 21.3 | 25.2 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 31 | 31 | 64 | 110.1 | 114.7 | 126.9 | 129.6 | 140.3 | 160.2 |
| Total Cash Comp – Org Weighted (All) | 31 | 31 | N/A | 111.7 | 116.6 | 130.4 | 131.0 | 141.9 | 155.2 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|----|-------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 5 | 5 | 10 | 7.5 | 9.4 | 11.5 | 13.5 | 16.3 | 26.0 |
| STI Target (% of Base) Eligible | 25 | 25 | 51 | 14.0 | 15.0 | 17.5 | 18.4 | 20.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 15 | 15 | 34 | 20.5 | 24.3 | 40.0 | 33.6 | 40.0 | 44.0 |
| Target Total Cash Compensation | 26 | 26 | 54 | 113.3 | 120.2 | 129.1 | 132.6 | 141.4 | 160.1 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 13 | 13 | 28 | 0.4 | 0.5 | 1.4 | 2.0 | 2.4 | 6.5 |
| Total LTI (\$ Amount) – Recvg | 22 | 22 | 45 | 9.6 | 15.3 | 20.3 | 21.7 | 24.9 | 37.4 |
| Target Total Direct Comp (\$ Amount) – Recvg | 19 | 19 | 39 | 131.9 | 139.7 | 148.1 | 154.3 | 167.8 | 188.4 |
| Target Total Direct Comp (\$ Amount) – All | 26 | 26 | 54 | 118.1 | 134.2 | 147.2 | 148.8 | 165.1 | 175.1 |
| Total Direct Comp (\$ Amount) – Recvg | 22 | 22 | 45 | 123.0 | 135.7 | 145.9 | 152.4 | 167.6 | 193.1 |
| Total Direct Comp (\$ Amount) – All | 31 | 31 | 64 | 113.3 | 125.2 | 142.6 | 145.8 | 164.1 | 184.2 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.5%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 30 | 61 | 95 |
| Other Guaranteed Cash | 2 | 4 | 6 |
| Other Non-Guaranteed Cash | 6 | 10 | 16 |
| LTI | 23 | 49 | 77 |
| Overtime | 2 | 5 | 8 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 13 | 29 | 96.8 |
| Midpoint | 13 | 29 | 118.8 |
| Maximum | 13 | 29 | 141.6 |
| Compa-ratio | 13 | 29 | 95.2 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 12 | 16 | 1996 |
| Year of Birth | 30 | 63 | 1968 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 29 | 57 | 5 |

210.772.330 Accountant D**Specialization: Marketing**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments. Normally reports to a Controller level.

Incumbents in the same position:

23

(Compensation Data
Displayed in \$000s)**Actual Annual Cash Compensation**

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 14 | *14 | 39 | 108.7 | 115.0 | 120.0 | 125.0 | 138.2 | 144.4 |
| Base Salary – Org Weighted (All) | 14 | *14 | N/A | 102.3 | 110.9 | 119.5 | 125.2 | 135.4 | 163.0 |
| STI Granted (\$ Amount) Recvg | 14 | *14 | 37 | 8.5 | 16.8 | 26.2 | 25.0 | 33.9 | 38.6 |
| STI Granted (% of Base) Recvg | 14 | *14 | 37 | 6.9 | 13.8 | 22.0 | 19.6 | 24.9 | 27.2 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 14 | *14 | 39 | 116.0 | 126.6 | 146.9 | 149.0 | 172.5 | 182.5 |
| Total Cash Comp – Org Weighted (All) | 14 | *14 | N/A | 112.9 | 126.1 | 140.4 | 145.9 | 171.4 | 178.7 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|-----|----|-------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 2 | *2 | 6 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 13 | *13 | 37 | 14.8 | 16.0 | 18.0 | 18.0 | 20.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 10 | *10 | 33 | 25.5 | 28.0 | 36.0 | 35.3 | 44.0 | 44.0 |
| Target Total Cash Compensation | 13 | *13 | 37 | 125.9 | 134.6 | 145.0 | 148.8 | 166.3 | 179.8 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|-----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 7 | 7 | 16 | 0.3 | 0.3 | 0.8 | 1.5 | 1.5 | 5.3 |
| Total LTI (\$ Amount) – Recvg | 13 | 13 | 29 | 7.7 | 12.1 | 19.5 | 21.3 | 31.3 | 39.0 |
| Target Total Direct Comp (\$ Amount) – Recvg | 12 | 12 | 27 | 136.3 | 145.0 | 159.4 | 167.3 | 195.0 | 215.7 |
| Target Total Direct Comp (\$ Amount) – All | 13 | *13 | 37 | 137.2 | 144.6 | 159.4 | 165.6 | 177.6 | 211.1 |
| Total Direct Comp (\$ Amount) – Recvg | 13 | 13 | 29 | 129.1 | 143.6 | 165.8 | 167.4 | 190.6 | 223.4 |
| Total Direct Comp (\$ Amount) – All | 14 | *14 | 39 | 125.6 | 144.4 | 165.8 | 165.4 | 185.9 | 216.4 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

2.4%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 14 | 39 | 100 |
| Other Guaranteed Cash | 1 | 2 | 5 |
| Other Non-Guaranteed Cash | 6 | 24 | 62 |
| LTI | 14 | 39 | 100 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *8 | 27 | 100.8 |
| Midpoint | *8 | 27 | 126.0 |
| Maximum | *8 | 27 | 151.2 |
| Compa-ratio | 8 | 27 | 101.3 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 5 | 7 | 1993 |
| Year of Birth | *14 | 39 | 1968 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 13 | 38 | 16 |

210.772.330 Accountant D**Specialization: Property Accounting**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments. Normally reports to a Controller level.

Incumbents in the same position:

2

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 4 | 4 | 4 | -- | -- | 110.5 | 109.9 | -- | -- |
| Base Salary – Org Weighted (All) | 4 | 4 | N/A | -- | -- | 110.5 | 109.9 | -- | -- |
| STI Granted (\$ Amount) Recvg | 4 | 4 | 4 | -- | -- | 16.1 | 15.3 | -- | -- |
| STI Granted (% of Base) Recvg | 4 | 4 | 4 | -- | -- | 13.3 | 13.7 | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 4 | 4 | 4 | -- | -- | 130.6 | 125.7 | -- | -- |
| Total Cash Comp – Org Weighted (All) | 4 | 4 | N/A | -- | -- | 130.6 | 125.7 | -- | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|----|-------|-------|----|----|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | 4 | 4 | -- | -- | 18.5 | 16.8 | -- | -- |
| STI Maximum (% of Base) Eligible | 3 | 3 | 3 | -- | -- | -- | 31.8 | -- | -- |
| Target Total Cash Compensation | 4 | 4 | 4 | -- | -- | 133.7 | 129.2 | -- | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|---|----|----|-------|-------|----|----|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 4 | 4 | 4 | -- | -- | 143.5 | 138.0 | -- | -- |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 4 | 4 | 4 | -- | -- | 140.3 | 134.4 | -- | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

--%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 4 | 4 | 100 |
| Other Guaranteed Cash | 1 | 1 | 25 |
| Other Non-Guaranteed Cash | 2 | 2 | 50 |
| LTI | 3 | 3 | 75 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 3 | 3 | -- |
| Midpoint | 3 | 3 | -- |
| Maximum | 3 | 3 | -- |
| Compa-ratio | 3 | 3 | -- |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *2 | 2 | -- |
| Year of Birth | 4 | 4 | 1970 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 4 | 4 | 0 |

2015

CA MTCS for the Energy Sector

210.772.330 Accountant D**Specialization: Regulatory Accounting**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments. Normally reports to a Controller level

Incumbents in the same position:

16

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|-------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 8 | 8 | 22 | 100.6 | 104.4 | 114.7 | 117.3 | 132.0 | 134.4 |
| Base Salary – Org Weighted (All) | 8 | 8 | N/A | -- | 102.7 | 112.6 | 113.9 | 125.8 | -- |
| STI Granted (\$ Amount) Recvg | 8 | 8 | 22 | 6.9 | 11.8 | 16.8 | 17.9 | 25.0 | 28.6 |
| STI Granted (% of Base) Recvg | 8 | 8 | 22 | 6.9 | 11.5 | 14.8 | 14.9 | 18.9 | 21.7 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 4 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 8 | 8 | 22 | 108.2 | 116.4 | 132.8 | 135.6 | 152.9 | 162.8 |
| Total Cash Comp – Org Weighted (All) | 8 | 8 | N/A | -- | 113.7 | 131.8 | 132.3 | 152.7 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|-------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 3 | *3 | 8 | -- | -- | -- | 7.6 | -- | -- |
| STI Target (% of Base) Eligible | 7 | *7 | 17 | 10.0 | 12.0 | 12.0 | 15.7 | 20.0 | 21.0 |
| STI Maximum (% of Base) Eligible | 6 | *6 | 16 | 20.0 | 24.0 | 27.0 | 31.4 | 40.0 | 44.0 |
| Target Total Cash Compensation | 7 | *7 | 17 | 111.5 | 130.7 | 146.0 | 141.1 | 152.8 | 161.8 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 6 | 6 | 17 | 11.5 | 19.5 | 24.2 | 24.3 | 28.3 | 39.2 |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 12 | 140.0 | 156.6 | 169.6 | 171.4 | 188.1 | 203.8 |
| Target Total Direct Comp (\$ Amount) – All | 7 | *7 | 17 | 123.8 | 148.0 | 157.6 | 161.4 | 182.2 | 201.9 |
| Total Direct Comp (\$ Amount) – Recvg | 6 | 6 | 17 | 121.1 | 133.8 | 151.4 | 158.2 | 184.7 | 201.0 |
| Total Direct Comp (\$ Amount) – All | 8 | 8 | 22 | 119.9 | 133.1 | 150.5 | 154.7 | 176.7 | 196.2 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

Year over Year % Increase (Mean):

3.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 8 | 22 | 100 |
| Other Guaranteed Cash | 1 | 1 | 5 |
| Other Non-Guaranteed Cash | 4 | 8 | 36 |
| LTI | 6 | 20 | 91 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 6 | 20 | 103.1 |
| Midpoint | 6 | 20 | 127.5 |
| Maximum | 6 | 20 | 153.5 |
| Compa-ratio | 6 | 20 | 97.8 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *3 | 6 | -- |
| Year of Birth | 8 | 22 | 1974 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 8 | 22 | 5 |

*More than 35% of the rates within the sample are supplied by one organization

CA MTCS for the Energy Sector

210.772.330 Accountant D**Specialization: Sarbanes-Oxley**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned) May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments Normally reports to a Controller level.

Incumbents in the same position:

5

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 4 | *4 | 8 | -- | -- | 118.3 | 124.3 | -- | -- |
| Base Salary – Org Weighted (All) | 4 | *4 | N/A | -- | -- | 120.6 | 123.0 | -- | -- |
| STI Granted (\$ Amount) Recvg | 4 | *4 | 8 | -- | -- | 24.4 | 26.0 | -- | -- |
| STI Granted (% of Base) Recvg | 4 | *4 | 8 | -- | -- | 21.1 | 20.3 | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 4 | *4 | 8 | -- | -- | 140.7 | 150.9 | -- | -- |
| Total Cash Comp – Org Weighted (All) | 4 | *4 | N/A | -- | -- | 142.2 | 148.1 | -- | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|----|-------|-------|----|----|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | *4 | 8 | -- | -- | 20.0 | 17.0 | -- | -- |
| STI Maximum (% of Base) Eligible | 4 | *4 | 8 | -- | -- | 44.0 | 40.5 | -- | -- |
| Target Total Cash Compensation | 4 | *4 | 8 | -- | -- | 139.5 | 146.3 | -- | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|---|----|----|-------|-------|----|----|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 4 | *4 | 8 | -- | -- | 139.5 | 149.8 | -- | -- |
| Total Direct Comp (\$ Amount) – Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 4 | *4 | 8 | -- | -- | 140.7 | 154.4 | -- | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.2%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 4 | 8 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 2 | 5 | 63 |
| LTI | 3 | 6 | 75 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 8 | 96.0 |
| Midpoint | *4 | 8 | 120.0 |
| Maximum | *4 | 8 | 144.0 |
| Compa-ratio | 4 | 8 | 99.4 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 0 | 0 | -- |
| Year of Birth | *4 | 8 | 1970 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 4 | 8 | 13 |

210.772.330 Accountant D**Specialization: Taxation**

Acts as a consultant in the documentation of financials within a specific field of accounting (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). May be responsible for such complex projects as special income tax studies, filing income tax forms, compliance reporting for various Federal or local grants or resource taxes, administration of property taxes, co-ordination and audit of properties operated by others, post audit of producing property acquisitions and other senior accounting related studies and projects. Uses judgment in setting priorities to complete assignments. Normally reports to a Controller level.

| | | | | | | | | | |
|---|--------------------------|---------------------|--------------------|----------------------|----------------------|---------------|-------------|----------------------|----------------------|
| Incumbents in the same position: | 61 | | | | | | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
| Actual Annual Cash Compensation | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 34 | 36 | 85 | 105.4 | 116.9 | 121.5 | 123.6 | 132.2 | 142.8 |
| Base Salary – Org Weighted (All) | 34 | 36 | N/A | 101.8 | 111.4 | 121.0 | 121.0 | 130.0 | 139.5 |
| STI Granted (\$ Amount) Recvg | 30 | 31 | 75 | 8.0 | 15.8 | 19.5 | 21.1 | 29.2 | 34.5 |
| STI Granted (% of Base) Recvg | 30 | 31 | 75 | 7.0 | 13.7 | 15.7 | 17.0 | 23.6 | 26.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 6 | *6 | 11 | 0.6 | 0.6 | 0.6 | 2.5 | 2.2 | 9.1 |
| Total Cash Comp – Inc Weighted (All) | 34 | 36 | 85 | 118.3 | 129.3 | 140.5 | 142.5 | 159.8 | 170.1 |
| Total Cash Comp – Org Weighted (All) | 34 | 36 | N/A | 117.9 | 123.6 | 135.2 | 137.8 | 148.9 | 169.5 |
| Target Annual Cash Compensation | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 6 | 7 | 15 | 5.0 | 5.0 | 7.5 | 8.0 | 7.5 | 15.2 |
| STI Target (% of Base) Eligible | 28 | 29 | 74 | 10.0 | 14.8 | 15.0 | 15.8 | 20.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 25 | 26 | 66 | 20.0 | 24.4 | 30.0 | 31.0 | 40.0 | 44.0 |
| Target Total Cash Compensation | 31 | 33 | 81 | 118.0 | 132.2 | 141.6 | 141.9 | 156.3 | 166.8 |
| Estimated Total Direct Compensation | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 17 | 17 | 33 | 0.3 | 0.3 | 0.5 | 1.4 | 1.3 | 4.4 |
| Total LTI (\$ Amount) – Recvg | 21 | 21 | 46 | 8.2 | 11.0 | 17.9 | 20.9 | 31.5 | 36.4 |
| Target Total Direct Comp (\$ Amount) – Recvg | 18 | 18 | 42 | 142.4 | 148.2 | 162.9 | 167.9 | 183.8 | 194.8 |
| Target Total Direct Comp (\$ Amount) – All | 31 | 33 | 81 | 119.9 | 136.9 | 150.3 | 153.8 | 174.4 | 189.6 |
| Total Direct Comp (\$ Amount) – Recvg | 21 | 21 | 46 | 140.3 | 146.1 | 165.8 | 168.1 | 185.9 | 200.3 |
| Total Direct Comp (\$ Amount) – All | 34 | 36 | 85 | 119.1 | 137.1 | 148.1 | 154.4 | 173.4 | 192.9 |
| Total Other Guaranteed Cash | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 4 | 4 | 6 | -- | -- | 1.6 | 1.6 | -- | -- |

| | | | |
|--|-----------------------|--------------------|--------------------------|
| Year over Year % Increase (Mean): | 2.2% | | |
| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| STI | 31 | 78 | 92 |
| Other Guaranteed Cash | 6 | 9 | 11 |
| Other Non-Guaranteed Cash | 15 | 38 | 45 |
| LTI | 23 | 60 | 71 |
| Overtime | 3 | 4 | 5 |
| Salary Range | Dist. Orgs | Num Obs | Median |
| Minimum | 21 | 62 | 107.6 |
| Midpoint | 21 | 63 | 126.3 |
| Maximum | 21 | 62 | 151.2 |
| Compa-ratio | 21 | 63 | 98.1 |
| Demographics | Dist. Orgs | Num Obs | Median |
| Graduation Year | 12 | 25 | 2000 |
| Year of Birth | 32 | 83 | 1973 |
| | Dist. Orgs | Num Obs | % of Obs |
| Hired since 2014 | 33 | 84 | 11 |

*More than 35% of the rates within the sample are supplied by one organization

210.772.340 Accountant C**Specialization: All Incumbents**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

696

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 130 | 156 | 1,079 | 79.0 | 86.5 | 94.0 | 94.0 | 100.8 | 108.1 |
| Base Salary – Org Weighted (All) | 130 | 156 | N/A | 77.8 | 84.8 | 91.7 | 91.6 | 98.2 | 106.5 |
| STI Granted (\$ Amount) Recvg | 109 | 128 | 870 | 4.9 | 8.1 | 12.5 | 13.3 | 17.6 | 23.3 |
| STI Granted (% of Base) Recvg | 109 | 128 | 870 | 5.4 | 9.0 | 13.5 | 14.0 | 17.7 | 22.8 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 15 | *17 | 91 | 0.3 | 0.6 | 2.2 | 2.1 | 2.2 | 5.0 |
| Total Cash Comp – Inc Weighted (All) | 130 | 156 | 1,079 | 84.1 | 93.5 | 104.1 | 104.9 | 116.3 | 126.6 |
| Total Cash Comp – Org Weighted (All) | 130 | 156 | N/A | 81.8 | 92.3 | 100.6 | 101.2 | 109.5 | 123.8 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|-----|-----|-----|------|------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 22 | 29 | 161 | 3.4 | 5.0 | 5.0 | 6.3 | 7.5 | 10.4 |
| STI Target (% of Base) Eligible | 94 | 115 | 841 | 10.0 | 10.0 | 13.0 | 13.2 | 15.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 71 | 90 | 724 | 15.0 | 20.0 | 24.0 | 24.9 | 30.0 | 40.0 |
| Target Total Cash Compensation | 107 | 132 | 943 | 85.8 | 96.4 | 107.1 | 106.0 | 115.9 | 123.3 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|-----|-----|-------|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 60 | 67 | 318 | 0.3 | 0.4 | 0.5 | 1.1 | 1.5 | 2.7 |
| Total LTI (\$ Amount) – Recvg | 70 | 78 | 544 | 4.9 | 7.5 | 12.0 | 13.7 | 17.9 | 22.2 |
| Target Total Direct Comp (\$ Amount) – Recvg | 55 | 62 | 443 | 107.9 | 114.2 | 123.8 | 124.0 | 133.3 | 142.1 |
| Target Total Direct Comp (\$ Amount) – All | 107 | 132 | 943 | 87.7 | 100.1 | 113.4 | 112.5 | 125.2 | 134.8 |
| Total Direct Comp (\$ Amount) – Recvg | 70 | 78 | 544 | 102.4 | 111.0 | 121.8 | 123.0 | 133.7 | 143.9 |
| Total Direct Comp (\$ Amount) – All | 130 | 156 | 1,079 | 85.5 | 97.3 | 112.2 | 112.2 | 126.3 | 138.2 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|-----|-----|-----|-----|-----|-----|------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 30 | 30 | 165 | 1.1 | 1.2 | 2.2 | 4.2 | 2.7 | 14.3 |
|---|----|----|-----|-----|-----|-----|-----|-----|------|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.8%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 119 | 977 | 91 |
| Other Guaranteed Cash | 41 | 233 | 22 |
| Other Non-Guaranteed Cash | 33 | 321 | 30 |
| LTI | 79 | 671 | 62 |
| Overtime | 27 | 162 | 15 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 60 | 762 | 82.7 |
| Midpoint | 60 | 764 | 99.5 |
| Maximum | 60 | 762 | 115.8 |
| Compa-ratio | 60 | 764 | 96.0 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 43 | 240 | 2004 |
| Year of Birth | 124 | 1,059 | 1977 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 125 | 1,057 | 17 |

2015

CA MTCS for the Energy Sector

Scope Analysis

210.772.340 Accountant C

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|-------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 65 | 70 | 577 | 90.0 | 96.5 | 97.6 | 103.5 | 99.5 | 110.6 | 111.3 | 122.4 | 110.6 | 121.1 | 122.4 | 133.4 |
| Fully Integrated | 8 | 8 | 190 | 96.5 | 101.3 | 103.6 | 107.4 | 113.7 | 120.3 | 120.6 | 127.4 | 116.6 | 125.9 | 126.5 | 137.1 |
| Exploration & Production | 59 | 62 | 387 | 87.8 | 94.0 | 94.6 | 100.0 | 96.4 | 104.5 | 106.7 | 114.3 | 108.1 | 118.7 | 120.4 | 131.1 |
| Services and Drilling | 19 | 20 | 92 | 74.8 | 84.8 | 82.9 | 90.2 | 74.9 | 89.1 | 87.7 | 99.2 | 77.3 | 89.9 | 90.3 | 104.7 |
| Services and Equipment | 16 | 17 | 82 | 73.3 | 84.3 | 82.7 | 91.4 | 74.5 | 88.0 | 86.8 | 99.1 | 75.8 | 89.1 | 89.1 | 100.0 |
| Drilling | 3 | *3 | 10 | -- | -- | 84.3 | -- | -- | -- | 95.4 | -- | -- | -- | 99.9 | -- |
| Energy Marketing | 2 | *2 | 8 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 15 | 22 | 177 | 80.9 | 88.0 | 88.6 | 95.8 | 85.0 | 92.1 | 94.2 | 102.6 | 85.0 | 92.1 | 94.3 | 102.6 |
| Public Sector (Regulatory Agencies, Government) | 4 | *4 | 7 | -- | 89.3 | 93.6 | -- | -- | 97.7 | 96.1 | -- | -- | 97.7 | 96.1 | -- |
| Pipeline/Midstream | 16 | 21 | 157 | 90.0 | 95.0 | 94.6 | 100.8 | 97.4 | 105.1 | 105.1 | 114.5 | 99.9 | 110.7 | 111.5 | 123.2 |
| Upgrading | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 5 | 6 | 24 | 83.9 | 99.0 | 92.5 | 102.0 | 88.2 | 112.8 | 104.4 | 119.8 | 88.2 | 112.8 | 105.1 | 119.8 |
| Engineering, Procurement & Construction | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 7 | *8 | 32 | 85.4 | 92.6 | 92.4 | 98.6 | 96.4 | 102.8 | 103.5 | 112.7 | 97.0 | 103.9 | 106.9 | 115.3 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 4 | *5 | 10 | 76.9 | 93.1 | 88.5 | 101.2 | 83.7 | 108.2 | 99.7 | 116.7 | 83.8 | 108.5 | 99.8 | 116.7 |
| All Alberta | 117 | 136 | 955 | 87.9 | 94.5 | 94.7 | 100.8 | 94.9 | 104.8 | 105.7 | 116.8 | 99.7 | 113.4 | 113.7 | 127.2 |
| Calgary | 109 | 122 | 815 | 88.7 | 95.0 | 95.1 | 100.8 | 97.0 | 105.7 | 107.1 | 117.5 | 103.0 | 115.7 | 116.2 | 128.7 |
| Edmonton | 11 | *16 | 87 | 84.0 | 89.4 | 92.0 | 98.7 | 84.7 | 90.4 | 96.6 | 105.1 | 84.7 | 90.4 | 96.7 | 105.1 |
| Fort McMurray | 6 | *6 | 22 | 88.1 | 102.0 | 100.4 | 107.1 | 90.8 | 106.5 | 105.0 | 113.5 | 96.8 | 117.5 | 111.9 | 124.2 |
| Other Alberta | 16 | 16 | 31 | 85.0 | 88.0 | 88.5 | 100.0 | 85.0 | 93.0 | 95.6 | 113.6 | 85.0 | 93.5 | 95.7 | 113.9 |
| Manitoba/Saskatchewan | 7 | *7 | 23 | 75.1 | 88.4 | 86.5 | 92.5 | 80.0 | 93.6 | 93.7 | 103.8 | 80.0 | 93.6 | 94.5 | 105.3 |
| Eastern Canada | 14 | 19 | 78 | 78.0 | 87.0 | 89.8 | 99.3 | 86.7 | 98.9 | 101.7 | 117.6 | 86.7 | 99.1 | 104.2 | 118.1 |
| Atlantic Canada | 8 | 12 | 19 | 67.0 | 79.8 | 85.0 | 98.0 | 78.0 | 87.0 | 90.9 | 110.7 | 78.0 | 87.2 | 92.0 | 115.2 |
| Ontario | 8 | 9 | 56 | 79.3 | 90.2 | 90.7 | 99.2 | 89.9 | 101.4 | 104.1 | 117.3 | 89.9 | 101.4 | 106.4 | 118.4 |
| Québec | 1 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

CA MTCS for the Energy Sector

Scope Analysis

210.772.340 Accountant C

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|-------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 121 | 145 | 1,029 | 0.9 | 87.2 | 94.4 | 94.4 | 100.8 | 94.5 | 105.0 | 105.7 | 116.8 | 99.3 | 113.4 | 113.3 | 126.8 |
| Under \$100 Million | 7 | *7 | 21 | 0.1 | 83.0 | 90.0 | 90.6 | 94.3 | 87.3 | 97.7 | 99.6 | 107.9 | 87.3 | 99.1 | 104.5 | 109.6 |
| \$100 < \$500 Million | 39 | 39 | 101 | 0.3 | 85.0 | 90.5 | 92.9 | 99.1 | 91.1 | 98.9 | 101.7 | 108.6 | 95.5 | 107.2 | 110.6 | 123.8 |
| \$500 < \$1 Billion | 20 | 21 | 79 | 0.7 | 80.0 | 89.0 | 88.1 | 93.5 | 80.3 | 93.4 | 94.2 | 103.6 | 80.3 | 93.4 | 98.2 | 106.0 |
| \$1 < \$3 Billion | 34 | 43 | 297 | 1.8 | 83.3 | 91.5 | 89.7 | 97.4 | 90.6 | 99.9 | 99.1 | 110.3 | 92.5 | 108.4 | 106.9 | 121.9 |
| \$3 < \$5 Billion | 8 | 8 | 51 | 3.5 | 80.0 | 94.8 | 90.6 | 96.0 | 97.0 | 102.7 | 103.9 | 105.8 | 102.6 | 109.4 | 119.8 | 139.2 |
| \$5 Billion and Over | 16 | 27 | 480 | 13.1 | 92.0 | 98.0 | 99.3 | 104.5 | 102.6 | 113.1 | 112.9 | 122.7 | 108.9 | 118.9 | 120.0 | 131.8 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 68 | 73 | 590 | 40,710 | 89.6 | 96.0 | 97.1 | 102.5 | 99.2 | 109.8 | 110.2 | 120.7 | 109.8 | 120.1 | 121.2 | 132.0 |
| Under 10,000 | 10 | 10 | 33 | 6,060 | 87.9 | 92.0 | 93.8 | 100.2 | 90.7 | 100.6 | 101.7 | 108.9 | 92.4 | 102.1 | 104.2 | 114.4 |
| Under 5,000 | 6 | *6 | 24 | -- | 87.2 | 93.0 | 93.7 | 100.0 | 90.3 | 99.5 | 99.6 | 107.4 | 90.8 | 100.6 | 101.6 | 112.5 |
| 5,000 < 10,000 | 4 | 4 | 9 | -- | -- | 91.0 | 94.3 | -- | -- | 104.0 | 107.3 | -- | -- | 109.6 | 111.4 | -- |
| 10,000 < 100,000 | 45 | 45 | 155 | 30,000 | 86.0 | 92.5 | 93.8 | 98.0 | 94.5 | 101.5 | 104.3 | 112.5 | 105.1 | 115.4 | 118.7 | 128.2 |
| 10,000 < 25,000 | 20 | 20 | 40 | 16,070 | 83.4 | 90.8 | 93.5 | 100.7 | 94.4 | 101.6 | 105.9 | 114.1 | 106.8 | 121.1 | 124.9 | 137.0 |
| 25,000 < 100,000 | 25 | 25 | 115 | 69,032 | 87.3 | 92.6 | 93.9 | 97.0 | 94.5 | 101.5 | 103.8 | 112.3 | 104.6 | 113.8 | 116.5 | 126.4 |
| 100,000 and Over | 14 | 18 | 402 | 271,000 | 91.8 | 97.6 | 98.7 | 104.0 | 102.9 | 113.4 | 113.1 | 122.6 | 113.4 | 122.8 | 123.6 | 133.9 |
| 100,000 < 300,000 | 9 | 9 | 178 | 140,803 | 91.0 | 95.9 | 95.3 | 101.2 | 103.5 | 111.1 | 112.0 | 121.4 | 113.0 | 124.3 | 124.5 | 135.9 |
| 300,000 and Over | 5 | 9 | 224 | 478,500 | 92.0 | 99.5 | 101.3 | 105.8 | 102.6 | 115.8 | 114.0 | 123.5 | 114.2 | 122.3 | 122.9 | 132.2 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 13 | 13 | 18 | 46 | 82.7 | 90.3 | 92.4 | 103.8 | 90.0 | 100.3 | 105.6 | 126.5 | 98.4 | 115.2 | 118.1 | 127.5 |
| 75 < 350 | 39 | 40 | 100 | 194 | 84.9 | 92.5 | 93.4 | 98.2 | 95.0 | 101.0 | 104.2 | 113.9 | 102.5 | 113.6 | 116.9 | 127.3 |
| 350 < 1,500 | 38 | 40 | 257 | 741 | 85.0 | 91.5 | 90.8 | 96.4 | 90.3 | 100.0 | 99.9 | 107.0 | 93.9 | 109.0 | 110.8 | 126.1 |
| 1,500 and Over | 36 | 55 | 689 | 3,373 | 88.4 | 96.0 | 95.6 | 102.2 | 95.0 | 108.0 | 107.4 | 119.8 | 98.7 | 113.7 | 112.4 | 126.7 |

*More than 35% of the rates within the sample are supplied by one organization.

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

210.772.340 Accountant C**Specialization: Internal Audit**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

48

(Compensation Data
Displayed in \$000s)**Actual Annual Cash Compensation**

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 22 | 25 | 67 | 77.9 | 87.0 | 94.4 | 94.6 | 100.0 | 110.4 |
| Base Salary – Org Weighted (All) | 22 | 25 | N/A | 81.3 | 88.6 | 95.8 | 96.4 | 102.5 | 113.8 |
| STI Granted (\$ Amount) Recvg | 17 | 20 | 52 | 2.5 | 5.8 | 9.0 | 9.8 | 13.7 | 17.7 |
| STI Granted (% of Base) Recvg | 17 | 20 | 52 | 3.5 | 6.1 | 9.6 | 10.3 | 14.7 | 17.4 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 6 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 22 | 25 | 67 | 82.8 | 91.4 | 102.4 | 102.3 | 111.0 | 124.1 |
| Total Cash Comp – Org Weighted (All) | 22 | 25 | N/A | 83.9 | 97.2 | 103.4 | 105.2 | 114.7 | 126.8 |

Target Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|------------------------------------|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| STI Threshold (% of Base) Eligible | 4 | 5 | 14 | 2.5 | 4.4 | 5.0 | 5.4 | 8.0 | 8.0 |
| STI Target (% of Base) Eligible | 16 | 19 | 49 | 10.0 | 10.0 | 12.5 | 12.4 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 14 | 17 | 45 | 15.0 | 18.1 | 20.0 | 21.8 | 30.0 | 31.2 |
| Target Total Cash Compensation | 19 | 22 | 55 | 83.5 | 99.6 | 106.0 | 106.4 | 117.0 | 122.5 |

Estimated Total Direct Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|--|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Total Perquisite Value (\$ Amount) | 6 | 6 | 9 | -- | 0.3 | 0.3 | 0.6 | 0.4 | -- |
| Total LTI (\$ Amount) – Recvg | 8 | 10 | 32 | 2.7 | 3.0 | 8.9 | 9.6 | 14.4 | 20.3 |
| Target Total Direct Comp (\$ Amount) – Recvg | 7 | *9 | 22 | 85.1 | 98.7 | 114.6 | 114.6 | 128.1 | 137.7 |
| Target Total Direct Comp (\$ Amount) – All | 19 | 22 | 55 | 85.8 | 99.7 | 109.3 | 109.8 | 119.6 | 134.8 |
| Total Direct Comp (\$ Amount) – Recvg | 8 | 10 | 32 | 88.0 | 96.5 | 111.0 | 111.4 | 124.8 | 136.7 |
| Total Direct Comp (\$ Amount) – All | 22 | 25 | 67 | 85.2 | 93.5 | 106.2 | 107.0 | 120.0 | 129.6 |

Total Other Guaranteed Cash

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 3 | *3 | 5 | -- | -- | -- | 0.9 | -- | -- |

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

2.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 19 | 61 | 91 |
| Other Guaranteed Cash | 4 | 8 | 12 |
| Other Non-Guaranteed Cash | 5 | 11 | 16 |
| LTI | 13 | 43 | 64 |
| Overtime | 2 | 7 | 10 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 14 | 47 | 80.0 |
| Midpoint | 14 | 47 | 100.0 |
| Maximum | 14 | 47 | 120.0 |
| Compa-ratio | 14 | 47 | 92.5 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *5 | 17 | 2004 |
| Year of Birth | 21 | 66 | 1982 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 21 | 66 | 23 |

210.772.340 Accountant C**Specialization: Budgets**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

7

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 8 | 8 | 14 | 81.7 | 93.5 | 101.7 | 100.7 | 108.8 | 115.4 |
| Base Salary – Org Weighted (All) | 8 | 8 | N/A | -- | 96.2 | 100.1 | 98.3 | 106.4 | -- |
| STI Granted (\$ Amount) Recvg | 7 | 7 | 13 | 3.7 | 11.7 | 14.1 | 15.5 | 17.8 | 33.7 |
| STI Granted (% of Base) Recvg | 7 | 7 | 13 | 4.7 | 12.6 | 13.5 | 15.2 | 17.4 | 31.2 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 8 | 8 | 14 | 90.0 | 104.0 | 113.0 | 115.5 | 129.1 | 141.9 |
| Total Cash Comp – Org Weighted (All) | 8 | 8 | N/A | -- | 101.7 | 112.0 | 111.1 | 120.8 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 1 | *1 | 4 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 7 | 7 | 13 | 8.2 | 10.0 | 10.0 | 11.9 | 14.5 | 18.0 |
| STI Maximum (% of Base) Eligible | 5 | *5 | 10 | 9.9 | 20.0 | 24.0 | 24.8 | 30.8 | 39.3 |
| Target Total Cash Compensation | 8 | 8 | 14 | 90.2 | 102.8 | 112.6 | 112.3 | 123.2 | 133.2 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 4 | 4 | 7 | -- | -- | 9.4 | 11.9 | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 4 | 4 | 7 | -- | -- | 130.1 | 128.0 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 8 | 8 | 14 | 90.2 | 106.4 | 116.6 | 118.5 | 131.4 | 146.2 |
| Total Direct Comp (\$ Amount) – Recvg | 4 | 4 | 7 | -- | -- | 133.9 | 133.1 | -- | -- |
| Total Direct Comp (\$ Amount) – All | 8 | 8 | 14 | 90.0 | 106.6 | 117.3 | 121.7 | 136.1 | 158.3 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

3.2%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 7 | 13 | 93 |
| Other Guaranteed Cash | 2 | 3 | 21 |
| Other Non-Guaranteed Cash | 3 | 5 | 36 |
| LTI | 4 | 7 | 50 |
| Overtime | 2 | 6 | 43 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 6 | 9 | 86.5 |
| Midpoint | 6 | 9 | 103.8 |
| Maximum | 6 | 9 | 124.2 |
| Compa-ratio | 6 | 9 | 98.5 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 1 | -- |
| Year of Birth | 8 | 14 | 1975 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 7 | 13 | 8 |

210.772.340 Accountant C**Specialization:** Credit

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

| | | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|--|
| Incumbents in the same position: | 14 | | | | | | | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | |
| Actual Annual Cash Compensation | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 5 | *5 | 16 | 69.5 | 90.5 | 100.7 | 96.9 | 107.2 | 111.1 | |
| Base Salary – Org Weighted (All) | 5 | *5 | N/A | -- | 80.8 | 97.0 | 92.5 | 101.9 | -- | |
| STI Granted (\$ Amount) Recvg | 4 | *4 | 13 | -- | -- | 19.3 | 18.8 | -- | -- | |
| STI Granted (% of Base) Recvg | 4 | *4 | 13 | -- | -- | 18.7 | 18.1 | -- | -- | |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | |
| Total Cash Comp – Inc Weighted (All) | 5 | *5 | 16 | 69.5 | 99.0 | 118.2 | 112.2 | 130.4 | 135.1 | |
| Total Cash Comp – Org Weighted (All) | 5 | *5 | N/A | -- | 84.2 | 111.2 | 104.0 | 120.2 | -- | |
| Target Annual Cash Compensation | | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | |
| STI Target (% of Base) Eligible | 4 | *4 | 13 | -- | -- | 15.0 | 14.3 | -- | -- | |
| STI Maximum (% of Base) Eligible | 3 | *3 | 12 | -- | -- | -- | 29.7 | -- | -- | |
| Target Total Cash Compensation | 5 | *5 | 16 | 69.5 | 100.1 | 115.8 | 108.9 | 123.3 | 127.8 | |
| Estimated Total Direct Compensation | | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | |
| Total LTI (\$ Amount) – Recvg | 3 | *3 | 10 | -- | -- | -- | 17.6 | -- | -- | |
| Target Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 10 | -- | -- | -- | 135.5 | -- | -- | |
| Target Total Direct Comp (\$ Amount) – All | 5 | *5 | 16 | 69.5 | 106.9 | 125.5 | 119.9 | 143.5 | 148.7 | |
| Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 10 | -- | -- | -- | 139.6 | -- | -- | |
| Total Direct Comp (\$ Amount) – All | 5 | *5 | 16 | 69.5 | 106.7 | 126.9 | 123.2 | 150.2 | 156.9 | |
| Total Other Guaranteed Cash | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | |

*More than 35% of the rates within the sample are supplied by one organization.

| | | | |
|--|-------------------|----------------|----------------------|
| Year over Year % Increase (Mean): | 2.7% | | |
| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| STI | 4 | 13 | 81 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 2 | 10 | 63 |
| LTI | 3 | 12 | 75 |
| Overtime | 0 | 0 | 0 |
| Salary Range | Dist. Orgs | Num Obs | Median |
| Minimum | *5 | 16 | 82.8 |
| Midpoint | *5 | 16 | 103.5 |
| Maximum | *5 | 16 | 124.2 |
| Compa-ratio | 5 | 16 | 103.2 |
| Demographics | Dist. Orgs | Num Obs | Median |
| Graduation Year | *1 | 1 | -- |
| Year of Birth | *5 | 16 | 1966 |
| | Dist. Orgs | Num Obs | % of Obs |
| Hired since 2014 | 5 | 15 | 0 |

210.772.340 Accountant C**Specialization: Financial**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience

Incumbents in the same position:

110

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|-------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 57 | 62 | 188 | 84.1 | 90.4 | 97.1 | 96.4 | 103.2 | 109.6 |
| Base Salary – Org Weighted (All) | 57 | 62 | N/A | 83.6 | 91.1 | 95.4 | 95.7 | 103.0 | 109.4 |
| STI Granted (\$ Amount) Recvg | 50 | 53 | 158 | 5.7 | 8.4 | 13.9 | 13.6 | 17.9 | 21.0 |
| STI Granted (% of Base) Recvg | 50 | 53 | 158 | 6.0 | 9.0 | 14.1 | 13.6 | 17.9 | 20.1 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 9 | *9 | 25 | 0.5 | 0.8 | 2.2 | 2.7 | 2.3 | 8.5 |
| Total Cash Comp – Inc Weighted (All) | 57 | 62 | 188 | 89.7 | 98.8 | 107.8 | 108.2 | 120.3 | 128.2 |
| Total Cash Comp – Org Weighted (All) | 57 | 62 | N/A | 87.4 | 98.0 | 105.9 | 106.6 | 116.3 | 126.9 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|-----|-----|------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 9 | *10 | 27 | 1.5 | 3.4 | 5.0 | 5.3 | 6.0 | 12.0 |
| STI Target (% of Base) Eligible | 45 | 48 | 141 | 7.5 | 10.0 | 15.0 | 13.1 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 35 | 38 | 125 | 10.0 | 20.0 | 30.0 | 25.6 | 33.0 | 33.0 |
| Target Total Cash Compensation | 49 | 54 | 161 | 88.4 | 101.4 | 109.8 | 108.2 | 119.0 | 125.3 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|-----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 26 | 29 | 70 | 0.3 | 0.4 | 0.5 | 1.1 | 1.3 | 2.0 |
| Total LTI (\$ Amount) – Recvg | 35 | 37 | 107 | 2.2 | 8.3 | 13.4 | 13.7 | 18.3 | 23.7 |
| Target Total Direct Comp (\$ Amount) – Recvg | 30 | 32 | 85 | 113.0 | 116.9 | 127.7 | 129.0 | 137.3 | 149.5 |
| Target Total Direct Comp (\$ Amount) – All | 49 | 54 | 161 | 88.4 | 102.3 | 117.0 | 115.3 | 130.8 | 142.1 |
| Total Direct Comp (\$ Amount) – Recvg | 35 | 37 | 107 | 108.6 | 115.8 | 126.9 | 127.6 | 138.1 | 152.0 |
| Total Direct Comp (\$ Amount) – All | 57 | 62 | 188 | 89.7 | 102.8 | 117.8 | 116.4 | 129.3 | 142.9 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|----|-----|-----|-----|-----|-----|-----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 12 | 12 | 21 | 0.6 | 1.0 | 2.7 | 3.3 | 4.2 | 4.7 |
|---|----|----|----|-----|-----|-----|-----|-----|-----|

Year over Year % Increase (Mean):

3.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 53 | 168 | 89 |
| Other Guaranteed Cash | 16 | 25 | 13 |
| Other Non-Guaranteed Cash | 17 | 69 | 37 |
| LTI | 35 | 126 | 67 |
| Overtime | 10 | 29 | 15 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 26 | 134 | 82.8 |
| Midpoint | 26 | 134 | 100.7 |
| Maximum | 26 | 134 | 119.6 |
| Compa-ratio | 26 | 134 | 96.8 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 19 | 54 | 2006 |
| Year of Birth | 55 | 181 | 1980 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 54 | 182 | 18 |

*More than 35% of the rates within the sample are supplied by one organization

210.772.340 Accountant C**Specialization: Oil & Gas Accounting**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

| | | | | | | | | | |
|---|--------------------------|---------------------|--------------------|----------------------|----------------------|---------------|-------------|----------------------|----------------------|
| Incumbents in the same position: | 23 | | | | | | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
| Actual Annual Cash Compensation | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 17 | 18 | 35 | 73.7 | 82.5 | 89.5 | 88.9 | 96.7 | 101.4 |
| Base Salary – Org Weighted (All) | 17 | 18 | N/A | 79.1 | 85.9 | 91.0 | 91.4 | 95.7 | 106.5 |
| STI Granted (\$ Amount) Recvg | 13 | 14 | 25 | 3.5 | 5.5 | 8.6 | 10.3 | 13.1 | 20.6 |
| STI Granted (% of Base) Recvg | 13 | 14 | 25 | 3.7 | 7.3 | 8.1 | 11.2 | 15.7 | 19.9 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 17 | 18 | 35 | 76.1 | 89.8 | 95.1 | 96.3 | 101.5 | 115.0 |
| Total Cash Comp – Org Weighted (All) | 17 | 18 | N/A | 81.6 | 90.0 | 97.2 | 100.2 | 108.5 | 127.7 |
| Target Annual Cash Compensation | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 3 | *3 | 6 | -- | -- | -- | 6.7 | -- | -- |
| STI Target (% of Base) Eligible | 11 | 11 | 17 | 8.6 | 9.5 | 10.0 | 13.3 | 15.0 | 23.6 |
| STI Maximum (% of Base) Eligible | 9 | 9 | 13 | 11.3 | 20.0 | 21.0 | 26.5 | 40.0 | 44.6 |
| Target Total Cash Compensation | 12 | 12 | 22 | 74.9 | 86.1 | 94.7 | 96.1 | 113.5 | 118.6 |
| Estimated Total Direct Compensation | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 5 | 5 | 6 | -- | 0.3 | 0.5 | 0.7 | 1.1 | -- |
| Total LTI (\$ Amount) – Recvg | 8 | 9 | 16 | 3.8 | 8.3 | 11.4 | 13.7 | 17.2 | 30.6 |
| Target Total Direct Comp (\$ Amount) – Recvg | 4 | *4 | 6 | -- | -- | 110.4 | 108.1 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 12 | 12 | 22 | 74.9 | 88.2 | 96.1 | 98.5 | 114.4 | 126.6 |
| Total Direct Comp (\$ Amount) – Recvg | 8 | 9 | 16 | 85.3 | 98.2 | 112.7 | 112.8 | 130.9 | 137.5 |
| Total Direct Comp (\$ Amount) – All | 17 | 18 | 35 | 81.1 | 90.6 | 97.6 | 102.7 | 114.8 | 134.1 |
| Total Other Guaranteed Cash | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 5 | *5 | 7 | -- | 1.1 | 15.6 | 12.7 | 22.4 | -- |

*More than 35% of the rates within the sample are supplied by one organization

| | | | |
|--|-----------------------|--------------------|--------------------------|
| Year over Year % Increase (Mean): | | | 2.9% |
| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| STI | 16 | 30 | 86 |
| Other Guaranteed Cash | 6 | 10 | 29 |
| Other Non-Guaranteed Cash | 5 | 7 | 20 |
| LTI | 11 | 20 | 57 |
| Overtime | 2 | 6 | 17 |
| Salary Range | Dist. Orgs | Num Obs | Median |
| Minimum | 7 | 19 | 76.8 |
| Midpoint | 7 | 19 | 96.0 |
| Maximum | 7 | 19 | 115.2 |
| Compa-ratio | 7 | 19 | 95.0 |
| Demographics | Dist. Orgs | Num Obs | Median |
| Graduation Year | 6 | 16 | 2004 |
| Year of Birth | 17 | 35 | 1977 |
| | Dist. Orgs | Num Obs | % of Obs |
| Hired since 2014 | 17 | 35 | 9 |

210.772.340 Accountant C**Specialization: General Accounting**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

| | | | | | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|--|-------------------|----------------|----------------------|
| Incumbents in the same position: | 122 | | | | | | | | | Year over Year % Increase (Mean): | | | 2.1% |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 40 | 48 | 179 | 78.0 | 85.3 | 93.0 | 92.5 | 100.0 | 105.0 | STI | 34 | 154 | 86 |
| Base Salary – Org Weighted (All) | 40 | 48 | N/A | 78.8 | 83.2 | 91.9 | 91.3 | 96.0 | 110.2 | Other Guaranteed Cash | 11 | 70 | 39 |
| STI Granted (\$ Amount) Recvg | 32 | 36 | 139 | 4.5 | 8.4 | 13.6 | 15.1 | 22.7 | 27.4 | Other Non-Guaranteed Cash | 11 | 28 | 16 |
| STI Granted (% of Base) Recvg | 32 | 36 | 139 | 4.8 | 9.2 | 14.7 | 15.9 | 24.8 | 27.7 | LTI | 15 | 82 | 46 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 3 | *3 | 11 | -- | -- | -- | 2.2 | -- | -- | Overtime | 13 | 48 | 27 |
| Total Cash Comp – Inc Weighted (All) | 40 | 48 | 179 | 80.0 | 91.0 | 105.1 | 104.4 | 117.5 | 126.6 | | | | |
| Total Cash Comp – Org Weighted (All) | 40 | 48 | N/A | 81.7 | 87.2 | 98.4 | 99.9 | 109.2 | 119.9 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Threshold (% of Base) Eligible | 10 | 13 | 43 | 1.5 | 3.4 | 5.0 | 4.3 | 5.0 | 5.0 | Minimum | 26 | 130 | 86.5 |
| STI Target (% of Base) Eligible | 31 | 37 | 148 | 7.0 | 10.0 | 12.0 | 13.5 | 20.0 | 20.0 | Midpoint | 26 | 130 | 101.4 |
| STI Maximum (% of Base) Eligible | 25 | 30 | 131 | 10.0 | 15.0 | 21.0 | 26.2 | 40.0 | 40.0 | Maximum | 26 | 130 | 107.8 |
| Target Total Cash Compensation | 37 | 45 | 173 | 83.2 | 93.8 | 105.1 | 103.3 | 115.7 | 120.0 | Compa-ratio | 26 | 130 | 94.9 |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median |
| Total Perquisite Value (\$ Amount) | 14 | 14 | 22 | 0.3 | 0.3 | 0.4 | 1.4 | 1.5 | 6.4 | Graduation Year | 8 | 16 | 2001 |
| Total LTI (\$ Amount) – Recvg | 12 | *13 | 76 | 5.0 | 5.7 | 10.0 | 11.1 | 14.3 | 17.9 | Year of Birth | 38 | 171 | 1977 |
| Target Total Direct Comp (\$ Amount) – Recvg | 10 | *11 | 72 | 110.2 | 116.6 | 123.7 | 122.9 | 130.6 | 133.9 | | | | |
| Target Total Direct Comp (\$ Amount) – All | 37 | 45 | 173 | 83.3 | 93.9 | 110.0 | 107.8 | 123.7 | 130.8 | | | | |
| Total Direct Comp (\$ Amount) – Recvg | 12 | *13 | 76 | 109.9 | 117.8 | 126.2 | 126.2 | 135.0 | 140.0 | | Dist. Orgs | Num Obs | % of Obs |
| Total Direct Comp (\$ Amount) – All | 40 | 48 | 179 | 80.0 | 91.0 | 110.0 | 109.3 | 126.2 | 137.2 | Hired since 2014 | 39 | 176 | 17 |
| Total Other Guaranteed Cash | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 8 | *8 | 59 | 2.2 | 2.2 | 2.2 | 4.1 | 2.2 | 12.2 | | | | |

*More than 35% of the rates within the sample are supplied by one organization

210.772.340 Accountant C**Specialization: International Financial Reporting Standards**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

| | | | | | | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|--|-------------------|----------------|----------------------|------|
| Incumbents in the same position: | 6 | | | | | | | | | Year over Year % Increase (Mean): | | | | 3.9% |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig | |
| Actual Annual Cash Compensation | | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 6 | *6 | 8 | -- | 81.6 | 92.9 | 94.2 | 106.8 | -- | STI | 5 | 7 | 88 | |
| Base Salary – Org Weighted (All) | 6 | *6 | N/A | -- | 78.5 | 94.3 | 93.7 | 107.8 | -- | Other Guaranteed Cash | 1 | 1 | 13 | |
| STI Granted (\$ Amount) Recvg | 4 | 4 | 4 | -- | -- | 10.6 | 12.9 | -- | -- | Other Non-Guaranteed Cash | 1 | 1 | 13 | |
| STI Granted (% of Base) Recvg | 4 | 4 | 4 | -- | -- | 13.0 | 13.3 | -- | -- | LTI | 2 | 2 | 25 | |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | Overtime | 2 | 2 | 25 | |
| Total Cash Comp – Inc Weighted (All) | 6 | *6 | 8 | -- | 87.0 | 99.5 | 101.2 | 112.4 | -- | Salary Range | | | | |
| Total Cash Comp – Org Weighted (All) | 6 | *6 | N/A | -- | 85.2 | 100.9 | 103.0 | 119.5 | -- | Minimum | Dist. Orgs | Num Obs | Median | |
| | | | | | | | | | | 4 | 4 | 87.6 | | |
| | | | | | | | | | | Midpoint | 4 | 4 | 102.2 | |
| | | | | | | | | | | Maximum | 4 | 4 | 114.0 | |
| | | | | | | | | | | Compa-ratio | 4 | 4 | 106.6 | |
| Target Annual Cash Compensation | | | | | | | | | | Demographics | | | | |
| STI Threshold (% of Base) Eligible | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- | Graduation Year | Dist. Orgs | Num Obs | Median | |
| STI Target (% of Base) Eligible | 5 | *5 | 7 | -- | 10.0 | 10.0 | 11.0 | 15.0 | -- | *1 | 1 | -- | | |
| STI Maximum (% of Base) Eligible | 5 | *5 | 7 | -- | 15.0 | 15.0 | 19.1 | 30.0 | -- | Year of Birth | Dist. Orgs | Num Obs | Median | |
| Target Total Cash Compensation | 6 | *6 | 8 | -- | 85.7 | 106.6 | 104.1 | 116.7 | -- | *6 | 8 | 1978 | | |
| Estimated Total Direct Compensation | | | | | | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | | | | | |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | | | | | |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | | | | | |
| Target Total Direct Comp (\$ Amount) – All | 6 | *6 | 8 | -- | 85.7 | 107.8 | 105.7 | 120.3 | -- | | | | | |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | | | | | |
| Total Direct Comp (\$ Amount) – All | 6 | *6 | 8 | -- | 87.0 | 100.1 | 102.8 | 115.7 | -- | | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | | | | | |

*More than 35% of the rates within the sample are supplied by one organization.

2015

CA MTCS for the Energy Sector

210.772.340 Accountant C**Specialization: Joint Ventures Audit**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned) Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment Usual qualifications include a university degree with 4-6 years related experience

Incumbents in the same position:

13

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 7 | *7 | 18 | 84.4 | 91.3 | 100.4 | 100.6 | 108.5 | 118.9 |
| Base Salary – Org Weighted (All) | 7 | *7 | N/A | -- | 89.8 | 96.9 | 97.9 | 104.9 | -- |
| STI Granted (\$ Amount) Recvg | 7 | *7 | 18 | 8.6 | 10.9 | 14.6 | 14.0 | 17.7 | 18.4 |
| STI Granted (% of Base) Recvg | 7 | *7 | 18 | 9.5 | 11.1 | 14.0 | 13.9 | 17.5 | 18.4 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 4 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 7 | *7 | 18 | 96.7 | 100.7 | 116.7 | 114.7 | 125.7 | 133.5 |
| Total Cash Comp – Org Weighted (All) | 7 | *7 | N/A | -- | 98.9 | 104.1 | 110.4 | 121.7 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 6 | *6 | 16 | 9.7 | 12.0 | 14.0 | 13.3 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 5 | *5 | 15 | 18.6 | 24.0 | 28.0 | 26.4 | 30.0 | 33.0 |
| Target Total Cash Compensation | 6 | *6 | 16 | 99.8 | 105.8 | 114.7 | 116.5 | 126.1 | 136.9 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 4 | *4 | 12 | -- | -- | 1.5 | 1.3 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 6 | *6 | 14 | 1.8 | 5.1 | 8.0 | 8.6 | 13.4 | 17.1 |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 12 | 113.6 | 116.1 | 126.3 | 127.4 | 138.6 | 144.7 |
| Target Total Direct Comp (\$ Amount) – All | 6 | *6 | 16 | 103.5 | 114.3 | 118.5 | 123.1 | 137.2 | 141.3 |
| Total Direct Comp (\$ Amount) – Recvg | 6 | *6 | 14 | 111.2 | 115.1 | 123.7 | 125.8 | 136.8 | 143.8 |
| Total Direct Comp (\$ Amount) – All | 7 | *7 | 18 | 100.8 | 114.4 | 120.3 | 122.3 | 133.8 | 143.0 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 7 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 7 | 18 | 100 |
| Other Guaranteed Cash | 1 | 7 | 39 |
| Other Non-Guaranteed Cash | 3 | 11 | 61 |
| LTI | 7 | 18 | 100 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *6 | 16 | 81.4 |
| Midpoint | *6 | 16 | 100.4 |
| Maximum | *6 | 16 | 119.9 |
| Compa-ratio | 6 | 16 | 101.0 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *5 | 11 | 2003 |
| Year of Birth | *7 | 18 | 1972 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 7 | 18 | 6 |

2015

CA MTCS for the Energy Sector

210.772.340 Accountant C**Specialization: Joint Ventures Accounting**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

74

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|-------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 33 | 33 | 89 | 82.0 | 84.6 | 91.1 | 92.6 | 96.0 | 104.8 |
| Base Salary – Org Weighted (All) | 33 | 33 | N/A | 82.8 | 86.1 | 93.0 | 95.3 | 100.0 | 111.4 |
| STI Granted (\$ Amount) Recvg | 31 | 31 | 83 | 5.0 | 7.1 | 12.7 | 12.6 | 16.3 | 20.6 |
| STI Granted (% of Base) Recvg | 31 | 31 | 83 | 6.0 | 8.2 | 14.1 | 13.4 | 17.2 | 21.3 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 3 | 3 | 6 | -- | -- | -- | 1.2 | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 33 | 33 | 89 | 88.1 | 93.9 | 101.0 | 104.4 | 112.8 | 126.5 |
| Total Cash Comp – Org Weighted (All) | 33 | 33 | N/A | 89.6 | 94.0 | 108.3 | 107.6 | 113.9 | 136.6 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|----|------|------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 5 | *5 | 15 | 7.6 | 10.0 | 10.0 | 11.0 | 12.0 | 17.0 |
| STI Target (% of Base) Eligible | 20 | 20 | 61 | 10.4 | 14.0 | 15.0 | 15.2 | 15.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 18 | 18 | 55 | 17.5 | 20.0 | 30.0 | 27.5 | 30.0 | 40.0 |
| Target Total Cash Compensation | 21 | 21 | 63 | 94.1 | 97.3 | 106.4 | 107.5 | 113.5 | 122.5 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 15 | 15 | 45 | 0.5 | 0.5 | 1.0 | 1.5 | 1.5 | 4.0 |
| Total LTI (\$ Amount) – Recvg | 24 | 24 | 76 | 7.4 | 11.7 | 13.9 | 16.7 | 18.9 | 23.6 |
| Target Total Direct Comp (\$ Amount) – Recvg | 16 | 16 | 54 | 107.0 | 111.8 | 121.8 | 121.8 | 127.2 | 133.6 |
| Target Total Direct Comp (\$ Amount) – All | 21 | 21 | 63 | 105.6 | 110.7 | 120.8 | 121.4 | 127.0 | 133.9 |
| Total Direct Comp (\$ Amount) – Recvg | 24 | 24 | 76 | 101.2 | 107.9 | 116.6 | 119.9 | 127.4 | 137.4 |
| Total Direct Comp (\$ Amount) – All | 33 | 33 | 89 | 97.9 | 107.1 | 116.7 | 119.4 | 127.8 | 140.2 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|----|----|----|-----|-----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 4 | *4 | 12 | -- | -- | 1.2 | 1.5 | -- | -- |
|---|---|----|----|----|----|-----|-----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.8%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 32 | 87 | 98 |
| Other Guaranteed Cash | 5 | 13 | 15 |
| Other Non-Guaranteed Cash | 7 | 18 | 20 |
| LTI | 28 | 83 | 93 |
| Overtime | 2 | 3 | 3 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 11 | 38 | 80.5 |
| Midpoint | 11 | 38 | 96.0 |
| Maximum | 11 | 38 | 115.2 |
| Compa-ratio | 11 | 38 | 95.8 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 14 | 24 | 1999 |
| Year of Birth | 32 | 88 | 1964 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 31 | 84 | 7 |

210.772.340 Accountant C**Specialization: Marketing**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience

Incumbents in the same position:

30

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|-------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 13 | 13 | 37 | 85.8 | 91.2 | 95.8 | 96.3 | 100.8 | 107.7 |
| Base Salary – Org Weighted (All) | 13 | 13 | N/A | 84.5 | 89.2 | 93.7 | 94.0 | 98.8 | 105.3 |
| STI Granted (\$ Amount) Recvg | 13 | 13 | 37 | 5.3 | 10.4 | 12.5 | 12.9 | 17.0 | 19.5 |
| STI Granted (% of Base) Recvg | 13 | 13 | 37 | 6.2 | 10.0 | 13.7 | 13.3 | 16.7 | 19.4 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 13 | 13 | 37 | 91.4 | 102.0 | 109.5 | 109.2 | 117.3 | 124.5 |
| Total Cash Comp – Org Weighted (All) | 13 | 13 | N/A | 93.6 | 99.5 | 104.0 | 106.5 | 115.6 | 121.9 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|----|------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 10 | 10 | 33 | 10.0 | 10.0 | 14.0 | 13.0 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 8 | 8 | 31 | 17.5 | 17.5 | 20.0 | 22.8 | 28.0 | 33.0 |
| Target Total Cash Compensation | 10 | 10 | 33 | 95.2 | 102.7 | 110.1 | 109.8 | 115.9 | 123.5 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 7 | *7 | 14 | 0.3 | 0.4 | 1.5 | 1.1 | 1.5 | 1.9 |
| Total LTI (\$ Amount) – Recvg | 8 | *8 | 24 | 5.3 | 8.3 | 14.4 | 12.9 | 17.9 | 17.9 |
| Target Total Direct Comp (\$ Amount) – Recvg | 7 | *7 | 22 | 110.0 | 114.2 | 129.0 | 127.4 | 133.9 | 143.7 |
| Target Total Direct Comp (\$ Amount) – All | 10 | 10 | 33 | 97.1 | 109.7 | 115.9 | 119.2 | 133.9 | 136.5 |
| Total Direct Comp (\$ Amount) – Recvg | 8 | *8 | 24 | 104.2 | 113.7 | 129.9 | 125.1 | 134.7 | 141.6 |
| Total Direct Comp (\$ Amount) – All | 13 | 13 | 37 | 98.9 | 105.1 | 116.1 | 118.0 | 132.3 | 138.9 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 6 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

Year over Year % Increase (Mean):

4.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 13 | 37 | 100 |
| Other Guaranteed Cash | 2 | 7 | 19 |
| Other Non-Guaranteed Cash | 6 | 15 | 41 |
| LTI | 9 | 28 | 76 |
| Overtime | 1 | 3 | 8 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 9 | 31 | 75.9 |
| Midpoint | 9 | 31 | 94.7 |
| Maximum | 9 | 31 | 112.7 |
| Compa-ratio | 9 | 31 | 99.5 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *3 | 7 | -- |
| Year of Birth | 13 | 37 | 1977 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 13 | 37 | 8 |

*More than 35% of the rates within the sample are supplied by one organization.

210.772.340 Accountant C**Specialization: Property Accounting**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | 8 Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|-----------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 6 | *6 | 10 | 86.2 | 89.2 | 97.3 | 95.7 | 101.1 | 102.6 |
| Base Salary – Org Weighted (All) | 6 | *6 | N/A | -- | 89.2 | 97.0 | 95.9 | 101.3 | -- |
| STI Granted (\$ Amount) Recvg | 6 | *6 | 10 | 2.5 | 7.8 | 10.8 | 11.1 | 13.3 | 22.3 |
| STI Granted (% of Base) Recvg | 6 | *6 | 10 | 2.8 | 8.6 | 11.1 | 11.5 | 14.7 | 22.8 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 5 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 6 | *6 | 10 | 91.1 | 100.1 | 108.5 | 107.9 | 117.1 | 122.3 |
| Total Cash Comp – Org Weighted (All) | 6 | *6 | N/A | -- | 96.2 | 109.3 | 106.0 | 112.6 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|-------|-------|-------|-------|----|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 5 | *5 | 9 | -- | 14.5 | 15.0 | 14.3 | 15.0 | -- |
| STI Maximum (% of Base) Eligible | 4 | *4 | 8 | -- | -- | 30.0 | 27.3 | -- | -- |
| Target Total Cash Compensation | 5 | *5 | 9 | -- | 105.3 | 113.8 | 111.6 | 117.0 | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 3 | *3 | 7 | -- | -- | -- | 13.2 | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 6 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 5 | *5 | 9 | -- | 111.2 | 125.7 | 121.6 | 131.4 | -- |
| Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 7 | -- | -- | -- | 121.1 | -- | -- |
| Total Direct Comp (\$ Amount) – All | 6 | *6 | 10 | 94.0 | 105.6 | 118.7 | 117.2 | 129.5 | 136.8 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

1.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 6 | 10 | 100 |
| Other Guaranteed Cash | 2 | 2 | 20 |
| Other Non-Guaranteed Cash | 1 | 5 | 50 |
| LTI | 4 | 8 | 80 |
| Overtime | 1 | 1 | 10 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *5 | 9 | 86.5 |
| Midpoint | *5 | 9 | 102.0 |
| Maximum | *5 | 9 | 122.5 |
| Compa-ratio | 5 | 9 | 95.1 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *2 | 2 | -- |
| Year of Birth | *6 | 10 | 1973 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 6 | 10 | 0 |

210.772.340 Accountant C**Specialization: Regulatory Accounting**

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned) Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems Technical input is used in developing accounting policies and practices Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

15

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 5 | *5 | 19 | 77.0 | 80.0 | 88.0 | 86.8 | 92.4 | 98.0 |
| Base Salary – Org Weighted (All) | 5 | *5 | N/A | -- | 78.8 | 89.3 | 86.1 | 91.8 | -- |
| STI Granted (\$ Amount) Recvg | 5 | *5 | 16 | 3.0 | 3.9 | 8.2 | 7.5 | 10.2 | 11.8 |
| STI Granted (% of Base) Recvg | 5 | *5 | 16 | 3.5 | 4.9 | 9.4 | 8.5 | 10.7 | 14.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 5 | *5 | 19 | 80.0 | 83.5 | 91.4 | 93.2 | 102.9 | 110.3 |
| Total Cash Comp – Org Weighted (All) | 5 | *5 | N/A | -- | 87.1 | 97.7 | 93.9 | 98.8 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|----|------|------|----|----|
| STI Threshold (% of Base) Eligible | 2 | *2 | 5 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | *4 | 8 | -- | -- | 10.0 | 10.0 | -- | -- |
| STI Maximum (% of Base) Eligible | 4 | *4 | 8 | -- | -- | 20.0 | 19.4 | -- | -- |
| Target Total Cash Compensation | 4 | *4 | 8 | -- | -- | 99.9 | 97.7 | -- | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|-------|------|-------|-------|
| Total Perquisite Value (\$ Amount) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 1 | *1 | 10 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 4 | *4 | 8 | -- | -- | 99.9 | 97.7 | -- | -- |
| Total Direct Comp (\$ Amount) – Recvg | 1 | *1 | 10 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 5 | *5 | 19 | 80.0 | 88.0 | 102.9 | 99.0 | 108.0 | 111.1 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

4.2%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 5 | 19 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 2 | 5 | 26 |
| LTI | 1 | 11 | 58 |
| Overtime | 2 | 2 | 11 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 18 | 76.8 |
| Midpoint | *4 | 18 | 96.0 |
| Maximum | *4 | 18 | 115.2 |
| Compa-ratio | 4 | 18 | 92.1 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 8 | -- |
| Year of Birth | *5 | 19 | 1980 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 4 | 18 | 17 |

2015

CA MTCS for the Energy Sector

210.772.340 Accountant C

Specialization: Sarbanes-Oxley

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | 5 | | | | | | | | |
|---|---------------|----------|---------|-----------|-----------|--------|-------|-----------|-----------|
| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
| Base Salary – Inc Weighted (All) | 4 | *5 | 8 | -- | 98.4 | 103.9 | 105.0 | 108.3 | -- |
| Base Salary – Org Weighted (All) | 4 | *5 | N/A | -- | 96.1 | 103.2 | 105.4 | 115.8 | -- |
| STI Granted (\$ Amount) Recvg | 3 | *4 | 7 | -- | -- | 20.8 | 20.9 | -- | -- |
| STI Granted (% of Base) Recvg | 3 | *4 | 7 | -- | -- | 19.2 | 19.3 | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 4 | *5 | 8 | -- | 107.5 | 124.4 | 123.6 | 134.9 | -- |
| Total Cash Comp – Org Weighted (All) | 4 | *5 | N/A | -- | 99.3 | 122.0 | 122.1 | 144.9 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|-------|-------|-------|-------|----|
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | *5 | 8 | -- | 15.0 | 15.0 | 14.4 | 15.0 | -- |
| STI Maximum (% of Base) Eligible | 4 | *5 | 8 | -- | 30.8 | 33.0 | 34.9 | 45.0 | -- |
| Target Total Cash Compensation | 4 | *5 | 8 | -- | 113.1 | 120.1 | 120.4 | 124.5 | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|---|----|-------|-------|-------|-------|----|
| Total Perquisite Value (\$ Amount) | 2 | *3 | 4 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 4 | *5 | 8 | -- | 114.7 | 120.3 | 123.2 | 138.3 | -- |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 4 | *5 | 8 | -- | 109.6 | 126.1 | 126.3 | 144.7 | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.8%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 4 | 8 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 2 | 6 | 75 |
| LTI | 3 | 7 | 88 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 8 | 84.2 |
| Midpoint | *4 | 8 | 103.5 |
| Maximum | *4 | 8 | 124.2 |
| Compa-ratio | 4 | 8 | 96.7 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 1 | -- |
| Year of Birth | *4 | 8 | 1974 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 4 | 8 | 13 |

2015

CA MTCS for the Energy Sector

210.772.340 Accountant C

Specialization: Taxation

Documentation of financials includes handling most accounting problems with minimum assistance in the appropriate area of specialization (internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned). Obtains information from and coordinates the flow of information with other departments to resolve complex accounting problems. Technical input is used in developing accounting policies and practices. Prepares specialized reports/statements/reconciliations. May function as a team leader for lower level Accountants. Generally works independently choosing the appropriate work methods to complete an assignment. Usual qualifications include a university degree with 4-6 years related experience.

Incumbents in the same position:

33

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|-------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 28 | 31 | 59 | 88.2 | 95.5 | 102.9 | 106.1 | 115.0 | 129.2 |
| Base Salary – Org Weighted (All) | 28 | 31 | N/A | 86.4 | 93.2 | 99.1 | 102.0 | 106.4 | 118.8 |
| STI Granted (\$ Amount) Recvg | 22 | 24 | 42 | 9.1 | 12.0 | 16.8 | 17.0 | 19.5 | 27.5 |
| STI Granted (% of Base) Recvg | 22 | 24 | 42 | 9.8 | 11.9 | 16.9 | 16.5 | 18.7 | 24.5 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 6 | 6 | 9 | -- | 0.5 | 2.2 | 2.5 | 3.9 | -- |
| Total Cash Comp – Inc Weighted (All) | 28 | 31 | 59 | 95.5 | 105.5 | 116.8 | 118.6 | 131.2 | 143.9 |
| Total Cash Comp – Org Weighted (All) | 28 | 31 | N/A | 94.8 | 99.4 | 110.4 | 114.0 | 124.0 | 143.7 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|----|-------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 6 | 7 | 10 | 5.0 | 5.0 | 5.0 | 7.2 | 10.5 | 12.0 |
| STI Target (% of Base) Eligible | 22 | 24 | 42 | 10.0 | 10.0 | 15.0 | 13.2 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 19 | 21 | 39 | 15.0 | 20.0 | 30.0 | 26.9 | 33.0 | 45.0 |
| Target Total Cash Compensation | 24 | 27 | 54 | 102.2 | 107.7 | 117.0 | 118.4 | 128.1 | 139.3 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|-------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 12 | 13 | 19 | 0.3 | 0.4 | 0.5 | 1.3 | 2.7 | 3.0 |
| Total LTI (\$ Amount) – Recvg | 13 | 14 | 22 | 2.5 | 6.0 | 12.2 | 13.0 | 16.7 | 26.7 |
| Target Total Direct Comp (\$ Amount) – Recvg | 11 | 12 | 19 | 114.1 | 119.9 | 129.0 | 130.7 | 137.3 | 160.4 |
| Target Total Direct Comp (\$ Amount) – All | 24 | 27 | 54 | 103.1 | 112.1 | 122.7 | 123.4 | 133.2 | 143.6 |
| Total Direct Comp (\$ Amount) – Recvg | 13 | 14 | 22 | 107.9 | 116.4 | 126.6 | 128.5 | 136.2 | 154.1 |
| Total Direct Comp (\$ Amount) – All | 28 | 31 | 59 | 98.4 | 110.0 | 122.8 | 123.9 | 135.9 | 145.3 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

Year over Year % Increase (Mean):

3.8%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 26 | 47 | 80 |
| Other Guaranteed Cash | 4 | 4 | 7 |
| Other Non-Guaranteed Cash | 8 | 21 | 36 |
| LTI | 14 | 32 | 54 |
| Overtime | 4 | 6 | 10 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 22 | 51 | 86.5 |
| Midpoint | 22 | 51 | 103.5 |
| Maximum | 22 | 51 | 124.2 |
| Compa-ratio | 22 | 51 | 96.8 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 11 | 17 | 2004 |
| Year of Birth | 28 | 59 | 1975 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 27 | 58 | 14 |

*More than 35% of the rates within the sample are supplied by one organization.

2015

CA MTCS for the Energy Sector

210.772.350 Accountant B

Specialization: All Incumbents

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

| | | | | | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|--|-------------------|----------------|----------------------|
| Incumbents in the same position: | 616 | | | | | | | | | Year over Year % Increase (Mean): | 3.5% | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 120 | 153 | 949 | 63.2 | 69.9 | 76.8 | 77.1 | 82.9 | 92.1 | STI | 103 | 799 | 84 |
| Base Salary – Org Weighted (All) | 120 | 153 | N/A | 60.0 | 65.7 | 72.4 | 72.6 | 78.0 | 85.8 | Other Guaranteed Cash | 31 | 124 | 13 |
| STI Granted (\$ Amount) Recvg | 88 | 110 | 741 | 3.7 | 6.1 | 8.8 | 9.8 | 14.0 | 16.7 | Other Non-Guaranteed Cash | 25 | 261 | 28 |
| STI Granted (% of Base) Recvg | 88 | 110 | 741 | 4.9 | 8.2 | 11.5 | 12.4 | 17.7 | 19.5 | LTI | 61 | 576 | 61 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 11 | 12 | 41 | 0.4 | 0.6 | 1.5 | 1.7 | 2.2 | 3.5 | Overtime | 32 | 145 | 15 |
| Total Cash Comp – Inc Weighted (All) | 120 | 153 | 949 | 65.8 | 75.2 | 84.6 | 84.8 | 94.2 | 105.3 | | | | |
| Total Cash Comp – Org Weighted (All) | 120 | 153 | N/A | 61.0 | 67.8 | 78.6 | 78.4 | 86.7 | 93.8 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Threshold (% of Base) Eligible | 19 | 27 | 117 | 3.0 | 3.4 | 5.0 | 5.2 | 5.0 | 9.2 | Minimum | 53 | 666 | 68.0 |
| STI Target (% of Base) Eligible | 81 | 104 | 639 | 8.0 | 10.0 | 12.5 | 12.2 | 15.0 | 15.0 | Midpoint | 53 | 669 | 82.0 |
| STI Maximum (% of Base) Eligible | 56 | 75 | 540 | 14.0 | 19.5 | 24.0 | 24.1 | 33.0 | 33.0 | Maximum | 53 | 666 | 98.4 |
| Target Total Cash Compensation | 99 | 130 | 789 | 66.8 | 77.0 | 86.5 | 86.2 | 95.3 | 105.0 | Compa-ratio | 53 | 669 | 94.5 |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median |
| Total Perquisite Value (\$ Amount) | 44 | 52 | 251 | 0.3 | 0.3 | 0.5 | 0.8 | 0.8 | 1.5 | Graduation Year | 38 | 270 | 2008 |
| Total LTI (\$ Amount) – Recvg | 53 | 62 | 417 | 2.5 | 5.1 | 7.8 | 9.0 | 10.4 | 15.4 | Year of Birth | 114 | 907 | 1980 |
| Target Total Direct Comp (\$ Amount) – Recvg | 42 | 50 | 283 | 82.8 | 88.9 | 97.1 | 97.9 | 105.5 | 116.0 | | | | |
| Target Total Direct Comp (\$ Amount) – All | 99 | 130 | 789 | 68.0 | 79.0 | 90.0 | 89.6 | 100.3 | 109.5 | | Dist. Orgs | Num Obs | % of Obs |
| Total Direct Comp (\$ Amount) – Recvg | 53 | 62 | 417 | 78.7 | 85.6 | 94.1 | 95.4 | 104.0 | 115.4 | Hired since 2014 | 115 | 925 | 14 |
| Total Direct Comp (\$ Amount) – All | 120 | 153 | 949 | 66.9 | 78.3 | 89.1 | 89.0 | 99.6 | 109.9 | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 26 | 26 | 108 | 1.1 | 1.2 | 2.2 | 5.4 | 7.4 | 18.9 | | | | |

*More than 35% of the rates within the sample are supplied by one organization

2015

CA MTCS for the Energy Sector

Scope Analysis

210.772.350 Accountant B

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|-------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 62 | 66 | 582 | 72.6 | 78.9 | 80.1 | 85.5 | 79.0 | 88.7 | 89.4 | 98.3 | 85.6 | 94.3 | 95.1 | 104.5 |
| Fully Integrated | 6 | *6 | 251 | 79.2 | 84.4 | 86.4 | 92.5 | 90.6 | 98.2 | 97.6 | 106.0 | 91.8 | 100.0 | 100.2 | 108.6 |
| Exploration & Production | 57 | 60 | 331 | 70.0 | 75.0 | 75.4 | 80.0 | 75.5 | 82.0 | 83.3 | 89.7 | 82.9 | 90.5 | 91.2 | 98.1 |
| Services and Drilling | 20 | 25 | 83 | 58.0 | 65.3 | 65.3 | 72.0 | 59.4 | 65.8 | 67.3 | 76.0 | 60.8 | 67.0 | 68.5 | 77.5 |
| Services and Equipment | 18 | 22 | 74 | 58.0 | 65.5 | 65.5 | 72.5 | 59.5 | 65.6 | 67.2 | 76.1 | 61.2 | 66.9 | 68.4 | 77.5 |
| Drilling | 3 | *3 | 9 | -- | -- | 63.6 | -- | -- | -- | 68.5 | -- | -- | -- | 69.8 | -- |
| Energy Marketing | 2 | *2 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 11 | 16 | 75 | 64.8 | 71.3 | 73.0 | 79.0 | 69.3 | 74.8 | 77.1 | 84.7 | 69.4 | 74.8 | 77.1 | 84.7 |
| Public Sector (Regulatory Agencies, Government) | 2 | *2 | 6 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 16 | 23 | 117 | 70.6 | 76.4 | 75.9 | 80.2 | 78.3 | 84.1 | 83.9 | 90.3 | 79.7 | 87.0 | 87.7 | 94.0 |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 4 | *6 | 40 | 64.1 | 69.4 | 74.5 | 86.9 | 68.9 | 76.1 | 83.1 | 102.5 | 68.9 | 76.1 | 84.5 | 102.5 |
| Engineering, Procurement & Construction | 5 | *5 | 19 | 60.0 | 61.0 | 62.0 | 66.0 | 60.0 | 61.2 | 62.4 | 66.0 | 60.0 | 61.5 | 62.5 | 66.0 |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 7 | 8 | 22 | 71.4 | 78.8 | 79.3 | 87.1 | 75.9 | 86.6 | 84.7 | 92.6 | 78.0 | 88.6 | 86.6 | 93.3 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 5 | *5 | 8 | 68.2 | 84.3 | 82.9 | 95.3 | 72.6 | 93.3 | 94.2 | 114.0 | 73.9 | 93.3 | 96.7 | 118.6 |
| All Alberta | 110 | 130 | 770 | 70.1 | 77.0 | 77.4 | 82.6 | 76.1 | 84.7 | 85.0 | 93.2 | 80.1 | 89.7 | 89.7 | 99.1 |
| Calgary | 101 | 114 | 676 | 70.4 | 77.0 | 77.6 | 82.6 | 76.5 | 84.9 | 85.4 | 93.5 | 81.6 | 90.1 | 90.5 | 99.8 |
| Edmonton | 16 | 18 | 48 | 67.2 | 74.2 | 74.4 | 81.8 | 68.4 | 78.3 | 79.0 | 90.1 | 68.4 | 78.3 | 79.4 | 90.7 |
| Fort McMurray | 7 | *7 | 25 | 74.8 | 80.0 | 80.5 | 86.0 | 79.3 | 85.8 | 87.6 | 97.2 | 83.4 | 92.0 | 92.2 | 104.5 |
| Other Alberta | 13 | 13 | 21 | 61.0 | 69.8 | 75.4 | 88.4 | 62.0 | 77.3 | 81.0 | 96.0 | 62.0 | 77.3 | 82.1 | 96.5 |
| Manitoba/Saskatchewan | 9 | 11 | 25 | 64.8 | 70.0 | 74.1 | 77.8 | 64.8 | 75.4 | 76.7 | 86.0 | 64.8 | 75.4 | 76.8 | 87.2 |
| Eastern Canada | 14 | *20 | 114 | 66.7 | 79.0 | 78.1 | 88.3 | 71.9 | 92.6 | 88.8 | 104.7 | 71.9 | 94.7 | 91.1 | 107.6 |
| Atlantic Canada | 6 | 10 | 26 | 61.7 | 68.8 | 69.6 | 78.1 | 68.0 | 73.0 | 76.2 | 84.0 | 68.2 | 73.0 | 77.4 | 84.1 |
| Ontario | 10 | *12 | 80 | 70.8 | 81.9 | 80.0 | 89.2 | 78.0 | 96.4 | 91.3 | 105.4 | 78.0 | 98.2 | 93.6 | 108.7 |
| Québec | 2 | *3 | 8 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

210.772.350 Accountant B

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 112 | 142 | 901 | 0.9 | 70.0 | 77.0 | 77.5 | 83.0 | 75.6 | 84.9 | 85.5 | 94.8 | 79.2 | 89.7 | 89.9 | 100.0 |
| Under \$100 Million | 13 | *14 | 32 | 0.1 | 65.3 | 70.0 | 72.4 | 77.0 | 65.4 | 71.5 | 74.6 | 82.5 | 65.9 | 72.7 | 75.1 | 82.5 |
| \$100 < \$500 Million | 35 | 36 | 105 | 0.2 | 66.6 | 71.0 | 71.2 | 77.0 | 70.3 | 76.4 | 76.7 | 83.2 | 72.2 | 79.4 | 81.5 | 91.1 |
| \$500 < \$1 Billion | 13 | 13 | 39 | 0.6 | 63.4 | 71.3 | 70.0 | 77.5 | 66.9 | 76.8 | 74.2 | 81.8 | 68.2 | 76.8 | 78.6 | 90.1 |
| \$1 < \$3 Billion | 34 | 46 | 215 | 1.9 | 65.2 | 73.7 | 72.4 | 79.0 | 69.5 | 80.4 | 79.0 | 88.3 | 69.8 | 86.0 | 83.8 | 94.0 |
| \$3 < \$5 Billion | 4 | 4 | 32 | -- | -- | 70.2 | 72.7 | -- | -- | 83.2 | 81.6 | -- | -- | 85.1 | 91.5 | -- |
| \$5 Billion and Over | 16 | 29 | 478 | 13.1 | 75.2 | 80.9 | 82.6 | 88.5 | 82.7 | 91.8 | 92.3 | 102.7 | 85.9 | 95.1 | 96.2 | 105.2 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 59 | 64 | 590 | 37,367 | 73.0 | 79.0 | 80.6 | 86.2 | 79.6 | 89.1 | 90.0 | 98.6 | 85.9 | 94.5 | 95.8 | 104.7 |
| Under 10,000 | 9 | 9 | 22 | 3,532 | 69.1 | 72.9 | 72.6 | 76.2 | 72.0 | 78.7 | 78.6 | 85.9 | 74.2 | 81.7 | 81.0 | 89.7 |
| Under 5,000 | 6 | *6 | 15 | -- | 68.0 | 74.0 | 73.2 | 80.0 | 70.0 | 80.0 | 78.1 | 86.0 | 72.9 | 80.0 | 78.7 | 86.0 |
| 5,000 < 10,000 | 3 | *3 | 7 | -- | -- | -- | 71.2 | -- | -- | -- | 79.7 | -- | -- | -- | 85.9 | -- |
| 10,000 < 100,000 | 37 | 37 | 115 | 31,136 | 69.0 | 75.0 | 75.1 | 79.2 | 75.5 | 81.0 | 82.6 | 87.6 | 83.2 | 90.0 | 91.6 | 97.4 |
| 10,000 < 25,000 | 17 | 17 | 40 | 18,051 | 67.3 | 71.9 | 74.6 | 79.8 | 72.9 | 79.4 | 81.3 | 86.0 | 79.2 | 89.0 | 91.3 | 99.2 |
| 25,000 < 100,000 | 20 | 20 | 75 | 70,793 | 70.3 | 75.9 | 75.4 | 79.0 | 76.3 | 82.7 | 83.4 | 91.0 | 85.5 | 90.8 | 91.7 | 96.5 |
| 100,000 and Over | 14 | 18 | 453 | 271,000 | 75.0 | 80.7 | 82.3 | 88.3 | 82.5 | 92.3 | 92.5 | 102.7 | 88.1 | 96.1 | 97.6 | 106.0 |
| 100,000 < 300,000 | 9 | 9 | 126 | 140,803 | 73.7 | 78.0 | 77.6 | 81.6 | 83.6 | 88.5 | 88.4 | 93.3 | 87.8 | 93.4 | 95.3 | 101.5 |
| 300,000 and Over | 5 | *9 | 327 | 478,500 | 75.6 | 82.7 | 84.2 | 91.9 | 81.4 | 95.2 | 94.0 | 105.3 | 88.7 | 97.6 | 98.4 | 107.6 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 12 | 12 | 21 | 38 | 66.5 | 72.0 | 75.2 | 82.5 | 69.0 | 75.0 | 78.9 | 84.8 | 70.8 | 76.8 | 82.4 | 92.6 |
| 75 < 350 | 36 | 39 | 101 | 181 | 67.0 | 71.0 | 71.7 | 77.2 | 71.8 | 78.0 | 78.5 | 85.5 | 78.4 | 86.1 | 86.5 | 96.0 |
| 350 < 1,500 | 29 | 30 | 149 | 766 | 68.3 | 73.4 | 72.5 | 78.0 | 74.9 | 80.7 | 80.0 | 88.1 | 77.5 | 88.6 | 88.1 | 98.2 |
| 1,500 and Over | 37 | 60 | 629 | 3,610 | 72.1 | 79.3 | 79.7 | 85.9 | 77.8 | 88.2 | 88.2 | 98.5 | 80.9 | 91.6 | 91.2 | 101.9 |

*More than 35% of the rates within the sample are supplied by one organization.

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

210.772.350 Accountant B**Specialization:** Internal Audit

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience

Incumbents in the same position:

17

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 9 | 11 | 29 | 60.0 | 69.3 | 73.4 | 79.6 | 92.6 | 106.3 |
| Base Salary – Org Weighted (All) | 9 | 11 | N/A | 59.0 | 71.3 | 73.4 | 76.2 | 83.8 | 99.2 |
| STI Granted (\$ Amount) Recvg | 7 | 9 | 21 | 3.0 | 3.7 | 5.0 | 6.3 | 8.6 | 12.5 |
| STI Granted (% of Base) Recvg | 7 | 9 | 21 | 4.2 | 5.3 | 7.6 | 8.6 | 11.4 | 15.6 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 9 | 11 | 29 | 64.0 | 74.7 | 80.3 | 84.2 | 97.1 | 107.6 |
| Total Cash Comp – Org Weighted (All) | 9 | 11 | N/A | 63.1 | 76.2 | 80.3 | 81.9 | 89.4 | 102.1 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|------|------|------|-------|-------|
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 6 | 8 | 15 | 9.6 | 10.0 | 12.0 | 11.7 | 13.0 | 13.8 |
| STI Maximum (% of Base) Eligible | 5 | 7 | 14 | 15.0 | 15.0 | 18.8 | 20.7 | 26.0 | 29.5 |
| Target Total Cash Compensation | 8 | 10 | 23 | 65.7 | 76.8 | 87.7 | 86.9 | 100.3 | 107.4 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|------|------|-------|-------|
| Total Perquisite Value (\$ Amount) | 3 | *3 | 6 | -- | -- | -- | 0.5 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 5 | 7 | 19 | 1.4 | 2.6 | 3.0 | 4.3 | 7.3 | 8.9 |
| Target Total Direct Comp (\$ Amount) – Recvg | 4 | 6 | 13 | 66.3 | 68.9 | 80.0 | 82.6 | 93.5 | 109.6 |
| Target Total Direct Comp (\$ Amount) – All | 8 | 10 | 23 | 68.2 | 78.7 | 90.6 | 88.9 | 103.6 | 109.6 |
| Total Direct Comp (\$ Amount) – Recvg | 5 | 7 | 19 | 66.5 | 67.9 | 81.4 | 82.0 | 88.1 | 109.7 |
| Total Direct Comp (\$ Amount) – All | 9 | 11 | 29 | 66.5 | 79.3 | 85.3 | 87.1 | 97.1 | 109.7 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

3.9%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 7 | 21 | 72 |
| Other Guaranteed Cash | 1 | 1 | 3 |
| Other Non-Guaranteed Cash | 2 | 2 | 7 |
| LTI | 5 | 19 | 66 |
| Overtime | 1 | 1 | 3 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 9 | 26 | 70.7 |
| Midpoint | 9 | 26 | 83.9 |
| Maximum | 9 | 26 | 96.5 |
| Compa-ratio | 9 | 26 | 89.2 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 5 | 18 | 2009 |
| Year of Birth | 9 | 29 | 1985 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 8 | 28 | 4 |

210.772.350 Accountant B**Specialization: Budgets**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

10

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 6 | 6 | 13 | 59.9 | 61.9 | 80.2 | 77.0 | 89.8 | 93.4 |
| Base Salary – Org Weighted (All) | 6 | 6 | N/A | -- | 61.5 | 79.3 | 76.5 | 88.4 | -- |
| STI Granted (\$ Amount) Recvg | 4 | *4 | 8 | -- | -- | 9.9 | 11.8 | -- | -- |
| STI Granted (% of Base) Recvg | 4 | *4 | 8 | -- | -- | 10.8 | 13.4 | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 6 | 6 | 13 | 59.9 | 61.9 | 87.7 | 84.4 | 105.1 | 109.0 |
| Total Cash Comp – Org Weighted (All) | 6 | 6 | N/A | -- | 61.5 | 88.0 | 83.8 | 99.5 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|------|------|------|-------|-------|
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | *4 | 8 | -- | -- | 12.5 | 12.5 | -- | -- |
| STI Maximum (% of Base) Eligible | 3 | *3 | 5 | -- | -- | -- | 28.3 | -- | -- |
| Target Total Cash Compensation | 6 | 6 | 13 | 59.9 | 61.9 | 88.3 | 83.9 | 102.8 | 105.4 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 3 | *3 | 4 | -- | -- | -- | 15.0 | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 4 | -- | -- | -- | 111.8 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 6 | 6 | 13 | 60.0 | 61.9 | 97.7 | 88.5 | 110.2 | 114.5 |
| Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 4 | -- | -- | -- | 112.7 | -- | -- |
| Total Direct Comp (\$ Amount) – All | 6 | 6 | 13 | 60.0 | 61.9 | 98.2 | 89.1 | 111.1 | 118.8 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

6.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 4 | 8 | 62 |
| Other Guaranteed Cash | 2 | 2 | 15 |
| Other Non-Guaranteed Cash | 2 | 4 | 31 |
| LTI | 3 | 5 | 38 |
| Overtime | 2 | 4 | 31 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 6 | 73.2 |
| Midpoint | *4 | 6 | 89.3 |
| Maximum | *4 | 6 | 106.3 |
| Compa-ratio | 4 | 6 | 95.4 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 0 | 0 | -- |
| Year of Birth | 6 | 13 | 1981 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 6 | 13 | 15 |

210.772.350 Accountant B**Specialization: Credit**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

44

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 11 | *12 | 57 | 65.9 | 74.9 | 80.8 | 81.1 | 87.0 | 95.7 |
| Base Salary – Org Weighted (All) | 11 | *12 | N/A | 58.9 | 69.4 | 76.3 | 77.6 | 80.7 | 114.6 |
| STI Granted (\$ Amount) Recvg | 8 | *9 | 53 | 6.5 | 10.8 | 14.8 | 13.7 | 16.4 | 18.9 |
| STI Granted (% of Base) Recvg | 8 | *9 | 53 | 9.5 | 14.5 | 18.3 | 16.5 | 18.7 | 19.7 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 11 | *12 | 57 | 71.4 | 84.5 | 94.5 | 93.9 | 103.4 | 115.1 |
| Total Cash Comp – Org Weighted (All) | 11 | *12 | N/A | 60.2 | 75.8 | 81.3 | 84.4 | 92.5 | 119.4 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|-----|----|------|------|------|------|-------|-------|
| STI Threshold (% of Base) Eligible | 2 | *3 | 5 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 8 | *9 | 53 | 10.0 | 13.0 | 15.0 | 13.7 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 7 | *8 | 52 | 19.5 | 26.0 | 33.0 | 29.3 | 33.0 | 33.0 |
| Target Total Cash Compensation | 11 | *12 | 57 | 69.9 | 82.9 | 91.5 | 91.7 | 100.1 | 110.1 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|-----|----|------|------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 4 | *4 | 9 | -- | -- | 0.3 | 0.5 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 5 | *5 | 20 | 1.5 | 5.8 | 9.7 | 8.9 | 12.4 | 12.4 |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 20 | 83.2 | 93.3 | 104.2 | 106.2 | 121.5 | 125.7 |
| Target Total Direct Comp (\$ Amount) – All | 11 | *12 | 57 | 69.9 | 84.6 | 93.0 | 94.9 | 104.4 | 122.3 |
| Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 20 | 83.7 | 95.7 | 107.3 | 109.3 | 126.0 | 132.3 |
| Total Direct Comp (\$ Amount) – All | 11 | *12 | 57 | 71.4 | 86.8 | 95.7 | 97.1 | 107.3 | 126.9 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

2.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 8 | 53 | 93 |
| Other Guaranteed Cash | 1 | 1 | 2 |
| Other Non-Guaranteed Cash | 3 | 40 | 70 |
| LTI | 5 | 46 | 81 |
| Overtime | 2 | 6 | 11 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *8 | 50 | 65.6 |
| Midpoint | *8 | 50 | 82.0 |
| Maximum | *8 | 50 | 98.4 |
| Compa-ratio | 8 | 50 | 96.6 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 4 | 6 | 2011 |
| Year of Birth | *11 | 57 | 1970 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 9 | 54 | 11 |

2015

CA MTCS for the Energy Sector

210.772.350 Accountant B

Specialization: Financial

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas. internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

59

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 26 | 29 | 101 | 67.1 | 72.9 | 79.8 | 80.6 | 88.0 | 94.5 |
| Base Salary – Org Weighted (All) | 26 | 29 | N/A | 67.9 | 72.0 | 80.0 | 79.5 | 86.0 | 92.2 |
| STI Granted (\$ Amount) Recvg | 21 | 24 | 89 | 4.0 | 6.3 | 10.2 | 10.6 | 14.5 | 16.4 |
| STI Granted (% of Base) Recvg | 21 | 24 | 89 | 6.0 | 8.2 | 13.2 | 12.9 | 16.5 | 18.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 3 | 3 | 3 | -- | -- | -- | 2.7 | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 26 | 29 | 101 | 73.0 | 78.5 | 88.8 | 90.1 | 101.7 | 109.2 |
| Total Cash Comp – Org Weighted (All) | 26 | 29 | N/A | 71.5 | 79.6 | 87.2 | 88.4 | 94.7 | 105.5 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|-----|----|------|------|------|------|-------|-------|
| STI Threshold (% of Base) Eligible | 5 | *6 | 11 | 2.0 | 5.0 | 5.0 | 7.6 | 10.0 | 16.2 |
| STI Target (% of Base) Eligible | 18 | *21 | 68 | 10.0 | 13.0 | 13.0 | 13.5 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 14 | *17 | 64 | 19.5 | 21.3 | 26.0 | 27.4 | 33.0 | 33.0 |
| Target Total Cash Compensation | 23 | 26 | 80 | 76.1 | 83.5 | 91.9 | 92.5 | 102.7 | 108.4 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|-----|-----|------|------|------|------|-------|-------|
| Total Perquisite Value (\$ Amount) | 9 | 11 | 28 | 0.3 | 0.4 | 0.5 | 0.5 | 0.5 | 0.9 |
| Total LTI (\$ Amount) – Recvg | 12 | *14 | 51 | 1.4 | 1.6 | 6.2 | 6.9 | 8.3 | 12.4 |
| Target Total Direct Comp (\$ Amount) – Recvg | 9 | 11 | 30 | 82.8 | 89.7 | 97.7 | 99.0 | 109.7 | 119.9 |
| Target Total Direct Comp (\$ Amount) – All | 23 | 26 | 80 | 76.1 | 87.0 | 93.5 | 94.4 | 104.9 | 110.5 |
| Total Direct Comp (\$ Amount) – Recvg | 12 | *14 | 51 | 77.8 | 84.1 | 91.7 | 95.3 | 103.0 | 120.7 |
| Total Direct Comp (\$ Amount) – All | 26 | 29 | 101 | 76.2 | 83.9 | 92.8 | 93.7 | 104.5 | 113.8 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|-----|-----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 4 | *4 | 6 | -- | -- | 2.7 | 2.6 | -- | -- |
|---|---|----|---|----|----|-----|-----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

3.4%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 21 | 89 | 88 |
| Other Guaranteed Cash | 5 | 7 | 7 |
| Other Non-Guaranteed Cash | 8 | 37 | 37 |
| LTI | 14 | 75 | 74 |
| Overtime | 7 | 8 | 8 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 15 | 86 | 69.6 |
| Midpoint | 15 | 86 | 83.9 |
| Maximum | 15 | 86 | 98.4 |
| Compa-ratio | 15 | 86 | 95.2 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 11 | 41 | 2006 |
| Year of Birth | 26 | 101 | 1982 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 25 | 98 | 4 |

210.772.350 Accountant B**Specialization: Oil & Gas Accounting**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

| | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|
| Incumbents in the same position: | 34 | | | | | | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
| Actual Annual Cash Compensation | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 12 | 13 | 45 | 64.9 | 69.8 | 76.5 | 75.1 | 80.3 | 83.9 |
| Base Salary – Org Weighted (All) | 12 | 13 | N/A | 64.9 | 68.8 | 77.2 | 74.7 | 80.0 | 82.3 |
| STI Granted (\$ Amount) Recvg | 11 | 12 | 40 | 3.9 | 4.7 | 6.0 | 6.9 | 8.7 | 11.8 |
| STI Granted (% of Base) Recvg | 11 | 12 | 40 | 4.9 | 6.1 | 8.7 | 9.1 | 10.6 | 16.3 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 12 | 13 | 45 | 70.2 | 74.8 | 84.5 | 81.3 | 87.2 | 91.7 |
| Total Cash Comp – Org Weighted (All) | 12 | 13 | N/A | 69.4 | 76.3 | 84.8 | 82.6 | 88.4 | 90.9 |
| Target Annual Cash Compensation | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 3 | *3 | 5 | -- | -- | -- | 8.7 | -- | -- |
| STI Target (% of Base) Eligible | 9 | 9 | 20 | 6.4 | 10.0 | 13.0 | 13.3 | 15.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 6 | *6 | 15 | 12.0 | 15.0 | 19.5 | 19.4 | 20.0 | 31.0 |
| Target Total Cash Compensation | 10 | 10 | 25 | 64.6 | 73.2 | 83.7 | 80.8 | 88.1 | 92.7 |
| Estimated Total Direct Compensation | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 5 | *5 | 13 | 0.3 | 0.3 | 0.5 | 0.5 | 0.8 | 0.8 |
| Total LTI (\$ Amount) – Recvg | 7 | *8 | 31 | 2.4 | 4.7 | 7.5 | 7.5 | 10.0 | 13.5 |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | 5 | 11 | 79.8 | 80.6 | 88.7 | 89.5 | 97.4 | 101.4 |
| Target Total Direct Comp (\$ Amount) – All | 10 | 10 | 25 | 64.6 | 77.3 | 88.1 | 84.1 | 93.2 | 97.7 |
| Total Direct Comp (\$ Amount) – Recvg | 7 | *8 | 31 | 77.8 | 79.8 | 92.1 | 90.0 | 95.3 | 101.7 |
| Total Direct Comp (\$ Amount) – All | 12 | 13 | 45 | 70.2 | 79.0 | 89.0 | 86.6 | 93.7 | 99.9 |
| Total Other Guaranteed Cash | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 3 | *3 | 20 | -- | -- | -- | 12.7 | -- | -- |

*More than 35% of the rates within the sample are supplied by one organization

| | | | |
|--|-------------------|----------------|----------------------|
| Year over Year % Increase (Mean): | | | 3.8% |
| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| STI | 11 | 40 | 89 |
| Other Guaranteed Cash | 3 | 20 | 44 |
| Other Non-Guaranteed Cash | 2 | 3 | 7 |
| LTI | 8 | 36 | 80 |
| Overtime | 2 | 7 | 16 |
| Salary Range | | | |
| Minimum | *5 | 33 | 63.2 |
| Midpoint | *5 | 34 | 79.7 |
| Maximum | *5 | 33 | 94.8 |
| Compa-ratio | 5 | 34 | 96.7 |
| Demographics | | | |
| Graduation Year | *5 | 20 | 2003 |
| Year of Birth | 12 | 45 | 1974 |
| Hired since 2014 | | | |
| | Dist. Orgs | Num Obs | % of Obs |
| | 12 | 43 | 7 |

210.772.350 Accountant B**Specialization: General Accounting**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

| | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|
| Incumbents in the same position: | 126 | | | | | | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
| Actual Annual Cash Compensation | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 52 | 61 | 223 | 60.5 | 65.3 | 74.0 | 74.3 | 80.5 | 85.7 |
| Base Salary – Org Weighted (All) | 52 | 61 | N/A | 60.2 | 64.1 | 71.0 | 71.7 | 78.2 | 85.1 |
| STI Granted (\$ Amount) Recvg | 34 | 39 | 136 | 3.0 | 5.5 | 7.3 | 9.0 | 12.7 | 17.0 |
| STI Granted (% of Base) Recvg | 34 | 39 | 136 | 4.4 | 7.4 | 9.8 | 11.8 | 16.6 | 20.8 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 7 | 7 | 12 | 0.3 | 0.6 | 0.8 | 1.2 | 2.0 | 3.1 |
| Total Cash Comp – Inc Weighted (All) | 52 | 61 | 223 | 61.3 | 67.2 | 78.8 | 79.8 | 89.4 | 98.4 |
| Total Cash Comp – Org Weighted (All) | 52 | 61 | N/A | 60.2 | 66.6 | 74.9 | 77.0 | 87.3 | 93.5 |
| Target Annual Cash Compensation | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 9 | *13 | 59 | 2.8 | 3.4 | 5.0 | 4.3 | 5.0 | 5.0 |
| STI Target (% of Base) Eligible | 33 | 39 | 132 | 5.3 | 7.0 | 10.0 | 10.7 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 22 | 26 | 108 | 10.0 | 12.0 | 15.0 | 19.7 | 30.0 | 30.0 |
| Target Total Cash Compensation | 45 | 53 | 199 | 63.8 | 69.7 | 80.0 | 80.5 | 89.2 | 97.0 |
| Estimated Total Direct Compensation | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 16 | 16 | 41 | 0.3 | 0.3 | 0.4 | 0.9 | 0.8 | 2.2 |
| Total LTI (\$ Amount) – Recvg | 16 | *17 | 61 | 3.2 | 5.0 | 7.5 | 8.1 | 9.5 | 15.8 |
| Target Total Direct Comp (\$ Amount) – Recvg | 13 | *14 | 46 | 83.1 | 90.4 | 94.7 | 95.7 | 101.9 | 106.7 |
| Target Total Direct Comp (\$ Amount) – All | 45 | 53 | 199 | 63.8 | 70.1 | 82.4 | 82.4 | 93.2 | 103.1 |
| Total Direct Comp (\$ Amount) – Recvg | 16 | *17 | 61 | 82.6 | 89.8 | 94.4 | 95.3 | 103.7 | 109.7 |
| Total Direct Comp (\$ Amount) – All | 52 | 61 | 223 | 61.4 | 68.5 | 82.1 | 82.2 | 92.8 | 105.2 |
| Total Other Guaranteed Cash | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 8 | *8 | 32 | 1.4 | 2.2 | 2.2 | 3.2 | 2.2 | 7.6 |

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean): 3.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|-----------------------------------|-------------------|----------------|----------------------|
| STI | 40 | 156 | 70 |
| Other Guaranteed Cash | 10 | 42 | 19 |
| Other Non-Guaranteed Cash | 14 | 27 | 12 |
| LTI | 21 | 74 | 33 |
| Overtime | 18 | 69 | 31 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|---------------------|-------------------|----------------|---------------|
| Minimum | 26 | 149 | 66.4 |
| Midpoint | 26 | 149 | 80.6 |
| Maximum | 26 | 149 | 89.6 |
| Compa-ratio | 26 | 149 | 94.4 |

| Demographics | Dist. Orgs | Num Obs | Median |
|---------------------|-------------------|----------------|---------------|
| Graduation Year | 12 | 40 | 2008 |
| Year of Birth | 49 | 194 | 1980 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|-------------------|----------------|-----------------|
| Hired since 2014 | 51 | 222 | 13 |

210.772.350 Accountant B**Specialization: International Financial Reporting Standards**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience

Incumbents in the same position:

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 3 | *4 | 5 | -- | -- | 74.5 | 77.9 | -- | -- |
| Base Salary – Org Weighted (All) | 3 | *4 | N/A | -- | -- | 77.2 | 77.4 | -- | -- |
| STI Granted (\$ Amount) Recvg | 1 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| STI Granted (% of Base) Recvg | 1 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 3 | *4 | 5 | -- | -- | 81.2 | 80.7 | -- | -- |
| Total Cash Comp – Org Weighted (All) | 3 | *4 | N/A | -- | -- | 80.6 | 80.8 | -- | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|----|------|------|----|----|
| STI Threshold (% of Base) Eligible | 1 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 2 | 3 | 3 | -- | -- | -- | -- | -- | -- |
| STI Maximum (% of Base) Eligible | 1 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Cash Compensation | 3 | *4 | 5 | -- | -- | 78.9 | 83.7 | -- | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|---|----|----|------|------|----|----|
| Total Perquisite Value (\$ Amount) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 3 | *4 | 5 | -- | -- | 78.9 | 83.7 | -- | -- |
| Total Direct Comp (\$ Amount) – Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 3 | *4 | 5 | -- | -- | 81.2 | 80.7 | -- | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

| | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| Incentives and Eligibility | | | |
| STI | 2 | 3 | 60 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 0 | 0 | 0 |
| LTI | 0 | 0 | 0 |
| Overtime | 1 | 2 | 40 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *1 | 1 | -- |
| Midpoint | *1 | 1 | -- |
| Maximum | *1 | 1 | -- |
| Compa-ratio | 1 | 1 | -- |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 0 | 0 | -- |
| Year of Birth | *3 | 5 | 1987 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 3 | 5 | 60 |

210.772.350 Accountant B**Specialization: Joint Ventures Accounting**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

84

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 32 | 32 | 107 | 66.0 | 69.8 | 73.2 | 73.3 | 78.0 | 80.1 |
| Base Salary – Org Weighted (All) | 32 | 32 | N/A | 66.2 | 68.1 | 73.7 | 72.7 | 77.2 | 80.4 |
| STI Granted (\$ Amount) Recvg | 27 | 27 | 100 | 3.0 | 5.5 | 7.3 | 7.6 | 9.0 | 12.3 |
| STI Granted (% of Base) Recvg | 27 | 27 | 100 | 4.2 | 7.5 | 9.8 | 10.3 | 12.3 | 16.4 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 3 | *3 | 9 | -- | -- | -- | 1.6 | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 32 | 32 | 107 | 71.2 | 75.0 | 79.8 | 80.6 | 86.1 | 92.4 |
| Total Cash Comp – Org Weighted (All) | 32 | 32 | N/A | 68.2 | 74.7 | 78.9 | 79.6 | 86.7 | 91.4 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 3 | *3 | 6 | -- | -- | -- | 8.7 | -- | -- |
| STI Target (% of Base) Eligible | 20 | 20 | 52 | 10.0 | 11.0 | 13.0 | 13.2 | 15.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 16 | 16 | 42 | 18.0 | 19.5 | 23.5 | 24.6 | 30.0 | 40.0 |
| Target Total Cash Compensation | 21 | 21 | 54 | 76.9 | 80.4 | 84.8 | 84.9 | 89.1 | 95.3 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|-----|------|------|------|------|------|-------|
| Total Perquisite Value (\$ Amount) | 15 | 15 | 41 | 0.3 | 0.5 | 0.8 | 1.2 | 1.5 | 2.7 |
| Total LTI (\$ Amount) – Recvg | 23 | 23 | 86 | 4.7 | 6.8 | 7.9 | 9.6 | 10.5 | 16.7 |
| Target Total Direct Comp (\$ Amount) – Recvg | 16 | 16 | 40 | 85.2 | 88.2 | 95.0 | 94.3 | 98.9 | 103.5 |
| Target Total Direct Comp (\$ Amount) – All | 21 | 21 | 54 | 82.1 | 86.2 | 92.1 | 92.3 | 97.8 | 102.9 |
| Total Direct Comp (\$ Amount) – Recvg | 23 | 23 | 86 | 78.4 | 82.9 | 89.6 | 90.4 | 97.4 | 103.8 |
| Total Direct Comp (\$ Amount) – All | 32 | 32 | 107 | 75.5 | 81.7 | 88.0 | 88.7 | 96.5 | 103.3 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|----|-----|-----|-----|-----|-----|-----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 5 | *5 | 14 | 0.9 | 1.1 | 1.1 | 1.3 | 1.2 | 2.7 |
|---|---|----|----|-----|-----|-----|-----|-----|-----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

3.8%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 31 | 105 | 98 |
| Other Guaranteed Cash | 5 | 14 | 13 |
| Other Non-Guaranteed Cash | 6 | 18 | 17 |
| LTI | 24 | 97 | 91 |
| Overtime | 2 | 2 | 2 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *9 | 49 | 63.2 |
| Midpoint | *9 | 49 | 79.0 |
| Maximum | *9 | 49 | 94.8 |
| Compa-ratio | 9 | 49 | 89.9 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *16 | 57 | 2007 |
| Year of Birth | 31 | 106 | 1979 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 30 | 102 | 11 |

2015

CA MTCS for the Energy Sector

210.772.350 Accountant B

Specialization: Marketing

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

41

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 9 | *9 | 53 | 70.2 | 78.0 | 84.3 | 83.5 | 89.7 | 95.5 |
| Base Salary – Org Weighted (All) | 9 | *9 | N/A | -- | 76.7 | 81.8 | 83.0 | 90.0 | -- |
| STI Granted (\$ Amount) Recvg | 9 | *9 | 52 | 7.2 | 8.4 | 14.0 | 12.7 | 16.3 | 18.2 |
| STI Granted (% of Base) Recvg | 9 | *9 | 52 | 9.4 | 11.5 | 16.7 | 15.0 | 18.4 | 19.7 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 3 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 9 | *9 | 53 | 78.7 | 87.5 | 95.8 | 96.0 | 105.0 | 114.0 |
| Total Cash Comp – Org Weighted (All) | 9 | *9 | N/A | -- | 83.5 | 90.9 | 94.0 | 104.4 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|------|------|------|-------|-------|
| STI Threshold (% of Base) Eligible | 2 | *2 | 8 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 8 | *8 | 49 | 10.0 | 10.0 | 15.0 | 13.2 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 8 | *8 | 49 | 20.0 | 20.0 | 33.0 | 27.6 | 33.0 | 33.0 |
| Target Total Cash Compensation | 8 | *8 | 49 | 77.4 | 87.9 | 95.6 | 95.5 | 102.3 | 109.9 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 3 | *3 | 15 | -- | -- | -- | 0.5 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 5 | *5 | 19 | 1.4 | 7.5 | 9.0 | 10.3 | 12.4 | 17.9 |
| Target Total Direct Comp (\$ Amount) – Recvg | 4 | *4 | 15 | -- | -- | 112.6 | 109.6 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 8 | *8 | 49 | 78.2 | 89.2 | 99.2 | 98.9 | 108.5 | 117.3 |
| Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 19 | 87.7 | 97.2 | 105.0 | 106.6 | 117.2 | 125.9 |
| Total Direct Comp (\$ Amount) – All | 9 | *9 | 53 | 80.9 | 88.9 | 98.5 | 99.9 | 110.2 | 117.6 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

3.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 9 | 53 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 4 | 35 | 66 |
| LTI | 5 | 36 | 68 |
| Overtime | 1 | 6 | 11 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *7 | 41 | 71.3 |
| Midpoint | *7 | 41 | 85.7 |
| Maximum | *7 | 41 | 101.0 |
| Compa-ratio | 7 | 41 | 96.8 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *2 | 6 | -- |
| Year of Birth | *9 | 53 | 1975 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 9 | 53 | 11 |

210.772.350 Accountant B**Specialization: Property Accounting**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

4

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 4 | 4 | 6 | -- | -- | 75.5 | 76.2 | -- | -- |
| Base Salary – Org Weighted (All) | 4 | 4 | N/A | -- | -- | 75.1 | 76.7 | -- | -- |
| STI Granted (\$ Amount) Recvg | 4 | 4 | 6 | -- | -- | 7.2 | 7.8 | -- | -- |
| STI Granted (% of Base) Recvg | 4 | 4 | 6 | -- | -- | 9.7 | 10.2 | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 4 | 4 | 6 | -- | -- | 82.7 | 83.9 | -- | -- |
| Total Cash Comp – Org Weighted (All) | 4 | 4 | N/A | -- | -- | 83.3 | 84.3 | -- | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|----|------|------|----|----|
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | 4 | 6 | -- | -- | 11.5 | 11.7 | -- | -- |
| STI Maximum (% of Base) Eligible | 3 | *3 | 5 | -- | -- | -- | 17.3 | -- | -- |
| Target Total Cash Compensation | 4 | 4 | 6 | -- | -- | 85.0 | 85.1 | -- | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|---|----|----|------|------|----|----|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 4 | 4 | 6 | -- | -- | 86.5 | 89.6 | -- | -- |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 4 | 4 | 6 | -- | -- | 85.1 | 88.4 | -- | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

4.7%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 4 | 6 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 1 | 1 | 17 |
| LTI | 3 | 4 | 67 |
| Overtime | 1 | 2 | 33 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *3 | 4 | -- |
| Midpoint | *3 | 4 | -- |
| Maximum | *3 | 4 | -- |
| Compa-ratio | 3 | 4 | -- |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *2 | 3 | -- |
| Year of Birth | 4 | 6 | 1984 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 4 | 6 | 17 |

2015

CA MTCS for the Energy Sector

210.772.350 Accountant B

Specialization: Regulatory Accounting

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 3 | *3 | 14 | -- | -- | -- | 74.3 | -- | -- |
| Base Salary – Org Weighted (All) | 3 | *3 | N/A | -- | -- | -- | 78.0 | -- | -- |
| STI Granted (\$ Amount) Recvg | 2 | *2 | 13 | -- | -- | -- | -- | -- | -- |
| STI Granted (% of Base) Recvg | 2 | *2 | 13 | -- | -- | -- | -- | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 3 | *3 | 14 | -- | -- | -- | 80.5 | -- | -- |
| Total Cash Comp – Org Weighted (All) | 3 | *3 | N/A | -- | -- | -- | 85.0 | -- | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|----|----|----|----|----|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |
| STI Maximum (% of Base) Eligible | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |
| Target Total Cash Compensation | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|----|----|----|------|----|----|
| Total Perquisite Value (\$ Amount) | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 12 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 12 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 3 | *3 | 14 | -- | -- | -- | 89.8 | -- | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

| | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| Incentives and Eligibility | | | |
| STI | 3 | 14 | 100 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 2 | 3 | 21 |
| LTI | 3 | 14 | 100 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *2 | 13 | -- |
| Midpoint | *2 | 13 | -- |
| Maximum | *2 | 13 | -- |
| Compa-ratio | 2 | 13 | -- |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *2 | 9 | -- |
| Year of Birth | *3 | 14 | -- |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 3 | 14 | 14 |

210.772.350 Accountant B**Specialization: Taxation**

Involved in the documentation of financials. Independently performs moderately complex accounting activities in any one of the following areas: internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. May assist more senior professionals in carrying out complex calculations, specialized reports or reconciliations. May function as a work leader or coordinator for Accounting Assistants. Work is generally reviewed for results. Usual qualifications include a university degree with 2-4 years related experience.

Incumbents in the same position:

25

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 12 | *12 | 33 | 73.4 | 79.2 | 85.7 | 87.0 | 92.0 | 100.8 |
| Base Salary – Org Weighted (All) | 12 | *12 | N/A | 66.8 | 74.6 | 80.0 | 81.5 | 88.0 | 100.8 |
| STI Granted (\$ Amount) Recvg | 9 | *9 | 26 | 5.1 | 7.6 | 13.4 | 12.2 | 16.5 | 17.8 |
| STI Granted (% of Base) Recvg | 9 | *9 | 26 | 7.6 | 9.8 | 16.4 | 14.2 | 18.4 | 19.3 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 12 | *12 | 33 | 81.5 | 85.4 | 98.8 | 96.8 | 107.6 | 114.2 |
| Total Cash Comp – Org Weighted (All) | 12 | *12 | N/A | 71.4 | 81.6 | 84.5 | 88.2 | 98.1 | 105.9 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|-----|----|------|------|------|------|-------|-------|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 8 | *8 | 25 | 10.0 | 13.0 | 15.0 | 14.0 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 6 | *6 | 23 | 16.0 | 19.5 | 33.0 | 27.5 | 33.0 | 33.0 |
| Target Total Cash Compensation | 10 | *10 | 31 | 83.2 | 91.1 | 98.5 | 97.4 | 105.0 | 110.8 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|-----|----|------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 6 | *6 | 15 | 4.4 | 8.2 | 8.6 | 10.6 | 12.4 | 22.1 |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 14 | 95.4 | 104.7 | 110.2 | 110.2 | 116.7 | 124.8 |
| Target Total Direct Comp (\$ Amount) – All | 10 | *10 | 31 | 83.2 | 94.0 | 105.8 | 102.3 | 112.5 | 118.8 |
| Total Direct Comp (\$ Amount) – Recvg | 6 | *6 | 15 | 90.1 | 95.8 | 111.4 | 109.4 | 116.4 | 124.2 |
| Total Direct Comp (\$ Amount) – All | 12 | *12 | 33 | 82.1 | 89.3 | 101.9 | 101.7 | 115.0 | 120.5 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

3.4%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 10 | 27 | 82 |
| Other Guaranteed Cash | 1 | 1 | 3 |
| Other Non-Guaranteed Cash | 2 | 15 | 45 |
| LTI | 6 | 22 | 67 |
| Overtime | 2 | 3 | 9 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *6 | 26 | 74.4 |
| Midpoint | *6 | 26 | 93.0 |
| Maximum | *6 | 26 | 111.6 |
| Compa-ratio | 6 | 26 | 94.6 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *5 | 7 | 2004 |
| Year of Birth | *12 | 33 | 1980 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 11 | 32 | 9 |

210.772.360 Accountant A**Specialization: All Incumbents**

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience; technical diploma with 0- 2 years' related experience.

Incumbents in the same position:

243

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 96 | 114 | 430 | 51.3 | 57.0 | 64.1 | 63.4 | 69.3 | 74.0 |
| Base Salary – Org Weighted (All) | 96 | 114 | N/A | 49.6 | 55.7 | 60.5 | 61.3 | 66.4 | 72.2 |
| STI Granted (\$ Amount) Recvg | 75 | 89 | 321 | 2.6 | 4.4 | 6.0 | 7.0 | 9.1 | 13.1 |
| STI Granted (% of Base) Recvg | 75 | 89 | 321 | 4.2 | 7.2 | 9.2 | 10.7 | 14.0 | 18.6 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 6 | *6 | 17 | 0.1 | 0.4 | 0.6 | 0.7 | 0.6 | 2.2 |
| Total Cash Comp – Inc Weighted (All) | 96 | 114 | 430 | 55.0 | 60.5 | 68.6 | 68.6 | 76.3 | 83.3 |
| Total Cash Comp – Org Weighted (All) | 96 | 114 | N/A | 51.8 | 58.7 | 65.1 | 66.1 | 72.5 | 79.2 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|-----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 15 | 19 | 75 | 1.3 | 3.0 | 4.0 | 4.2 | 5.0 | 5.8 |
| STI Target (% of Base) Eligible | 66 | 79 | 298 | 6.0 | 10.0 | 10.0 | 11.0 | 12.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 46 | 57 | 238 | 11.0 | 15.0 | 20.0 | 20.0 | 20.0 | 33.0 |
| Target Total Cash Compensation | 80 | 95 | 362 | 55.8 | 61.2 | 71.0 | 70.0 | 77.6 | 82.3 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|-----|-----|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 38 | 42 | 125 | 0.3 | 0.3 | 0.5 | 1.0 | 1.0 | 1.9 |
| Total LTI (\$ Amount) – Recvg | 47 | 50 | 150 | 2.9 | 4.6 | 6.0 | 8.2 | 8.0 | 16.2 |
| Target Total Direct Comp (\$ Amount) – Recvg | 38 | 40 | 108 | 68.1 | 75.4 | 80.6 | 83.5 | 87.3 | 96.7 |
| Target Total Direct Comp (\$ Amount) – All | 80 | 95 | 362 | 56.0 | 62.4 | 73.3 | 72.8 | 80.5 | 87.3 |
| Total Direct Comp (\$ Amount) – Recvg | 47 | 50 | 150 | 63.4 | 70.7 | 77.5 | 79.8 | 87.1 | 95.9 |
| Total Direct Comp (\$ Amount) – All | 96 | 114 | 430 | 55.0 | 62.1 | 71.8 | 71.8 | 80.1 | 88.3 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|----|-----|-----|-----|-----|-----|------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 14 | 14 | 41 | 1.1 | 1.2 | 2.2 | 3.6 | 2.4 | 11.9 |
|---|----|----|----|-----|-----|-----|-----|-----|------|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

3.5%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 84 | 366 | 85 |
| Other Guaranteed Cash | 18 | 47 | 11 |
| Other Non-Guaranteed Cash | 19 | 99 | 23 |
| LTI | 51 | 209 | 49 |
| Overtime | 31 | 101 | 23 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 45 | 268 | 57.0 |
| Midpoint | 46 | 270 | 70.1 |
| Maximum | 45 | 268 | 78.0 |
| Compa-ratio | 46 | 270 | 94.3 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 29 | 106 | 2011 |
| Year of Birth | 90 | 396 | 1985 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 90 | 413 | 27 |

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CA MTCS for the Energy Sector

Scope Analysis

210.772.360 Accountant A

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 51 | 52 | 226 | 61.1 | 67.2 | 66.6 | 70.5 | 67.0 | 74.1 | 73.8 | 80.6 | 71.2 | 78.0 | 79.1 | 84.1 |
| Fully Integrated | 5 | *5 | 80 | 67.7 | 69.9 | 71.5 | 74.5 | 74.5 | 80.4 | 80.4 | 85.3 | 74.6 | 81.1 | 82.1 | 88.7 |
| Exploration & Production | 46 | 47 | 146 | 58.8 | 64.6 | 63.9 | 68.9 | 63.9 | 70.1 | 70.2 | 75.7 | 69.6 | 76.7 | 77.4 | 81.6 |
| Services and Drilling | 16 | 21 | 76 | 52.0 | 58.8 | 57.7 | 63.0 | 52.7 | 61.1 | 59.3 | 65.4 | 54.7 | 61.4 | 60.3 | 66.2 |
| Services and Equipment | 15 | 20 | 70 | 51.8 | 59.1 | 57.7 | 63.1 | 51.8 | 60.0 | 58.8 | 64.9 | 53.3 | 60.5 | 60.0 | 66.2 |
| Drilling | 1 | *1 | 6 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 8 | 14 | 47 | 57.2 | 65.2 | 63.9 | 71.2 | 60.4 | 66.5 | 66.6 | 74.2 | 60.4 | 66.5 | 66.7 | 74.6 |
| Public Sector (Regulatory Agencies, Government) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 10 | 12 | 35 | 59.3 | 63.3 | 62.4 | 67.0 | 62.1 | 67.9 | 67.8 | 73.6 | 62.4 | 69.0 | 69.5 | 74.3 |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 3 | *4 | 22 | -- | 52.2 | 53.5 | -- | -- | 56.8 | 56.8 | -- | -- | 56.8 | 56.8 | -- |
| Engineering, Procurement & Construction | 4 | 4 | 9 | -- | 51.8 | 51.4 | -- | -- | 51.8 | 51.7 | -- | -- | 52.1 | 51.8 | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 5 | *5 | 13 | 62.4 | 65.0 | 65.7 | 68.8 | 64.8 | 72.4 | 72.0 | 76.6 | 68.0 | 73.0 | 73.2 | 76.9 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 88 | 96 | 358 | 59.1 | 65.0 | 64.2 | 69.4 | 62.5 | 69.5 | 69.3 | 76.3 | 63.8 | 73.3 | 72.9 | 80.5 |
| Calgary | 78 | 81 | 287 | 59.0 | 65.0 | 63.8 | 69.0 | 63.0 | 69.8 | 69.7 | 77.2 | 65.4 | 74.6 | 74.0 | 81.2 |
| Edmonton | 11 | 14 | 47 | 60.4 | 65.2 | 64.6 | 71.2 | 60.4 | 67.9 | 66.7 | 74.3 | 60.4 | 68.3 | 66.8 | 74.6 |
| Fort McMurray | 3 | *3 | 8 | -- | -- | 77.7 | -- | -- | -- | 83.9 | -- | -- | -- | 89.3 | -- |
| Other Alberta | 8 | 8 | 16 | 55.4 | 62.5 | 61.9 | 66.4 | 56.1 | 62.5 | 63.2 | 71.1 | 56.3 | 65.2 | 64.1 | 73.4 |
| Manitoba/Saskatchewan | 5 | 5 | 9 | 56.0 | 60.8 | 60.5 | 64.7 | 58.2 | 65.6 | 65.1 | 72.3 | 58.4 | 65.6 | 65.3 | 72.5 |
| Eastern Canada | 9 | 15 | 41 | 53.1 | 61.0 | 63.1 | 74.5 | 56.6 | 66.4 | 70.3 | 86.3 | 57.1 | 66.4 | 71.3 | 87.6 |
| Atlantic Canada | 6 | 9 | 16 | 48.6 | 52.3 | 55.8 | 63.5 | 51.0 | 56.6 | 58.7 | 69.6 | 51.1 | 57.1 | 58.9 | 69.6 |
| Ontario | 5 | *5 | 21 | 56.4 | 67.4 | 65.7 | 74.3 | 61.4 | 76.6 | 75.0 | 88.8 | 61.8 | 76.6 | 76.4 | 93.1 |
| Québec | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

CA MTCS for the Energy Sector

Scope Analysis

210.772.360 Accountant A

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 90 | 107 | 401 | 1.2 | 58.6 | 65.0 | 64.1 | 69.7 | 62.1 | 69.7 | 69.5 | 76.5 | 63.4 | 72.9 | 72.9 | 80.6 |
| Under \$100 Million | 10 | 12 | 32 | 0.1 | 55.2 | 60.9 | 61.8 | 66.4 | 56.9 | 63.1 | 63.7 | 70.9 | 56.9 | 63.1 | 66.8 | 74.1 |
| \$100 < \$500 Million | 24 | 26 | 69 | 0.2 | 55.1 | 59.1 | 59.6 | 63.0 | 56.6 | 62.1 | 63.6 | 67.2 | 58.6 | 63.9 | 69.4 | 72.2 |
| \$500 < \$1 Billion | 8 | 8 | 17 | 0.8 | 58.1 | 61.0 | 64.2 | 69.3 | 61.6 | 67.0 | 68.6 | 73.7 | 61.8 | 67.5 | 69.7 | 77.8 |
| \$1 < \$3 Billion | 29 | 35 | 127 | 1.9 | 55.6 | 64.2 | 61.5 | 69.0 | 60.3 | 69.1 | 66.3 | 74.3 | 63.1 | 72.8 | 70.0 | 78.5 |
| \$3 < \$5 Billion | 3 | *3 | 19 | -- | -- | -- | 63.3 | -- | -- | -- | 67.6 | -- | -- | -- | 72.1 | -- |
| \$5 Billion and Over | 17 | 23 | 137 | 10.2 | 65.0 | 69.0 | 69.5 | 73.2 | 70.0 | 77.2 | 77.1 | 83.3 | 72.7 | 79.1 | 79.2 | 85.7 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 51 | 52 | 226 | 47,699 | 61.4 | 67.2 | 66.9 | 70.5 | 67.6 | 74.1 | 74.1 | 80.6 | 71.8 | 78.0 | 79.3 | 84.1 |
| Under 10,000 | 7 | 7 | 10 | -- | 53.4 | 60.0 | 61.9 | 67.0 | 58.4 | 64.8 | 66.3 | 74.9 | 59.2 | 66.9 | 70.0 | 76.5 |
| Under 5,000 | 4 | *4 | 6 | -- | -- | 63.3 | 65.0 | -- | -- | 66.9 | 67.3 | -- | -- | 66.9 | 70.8 | -- |
| 5,000 < 10,000 | 3 | *3 | 4 | -- | -- | -- | 57.2 | -- | -- | -- | 64.8 | -- | -- | -- | 68.8 | -- |
| 10,000 < 100,000 | 30 | 30 | 75 | 31,152 | 57.8 | 61.2 | 63.1 | 67.5 | 63.0 | 68.5 | 69.5 | 74.5 | 67.6 | 75.1 | 78.4 | 83.8 |
| 10,000 < 25,000 | 12 | 12 | 29 | 18,026 | 56.2 | 60.0 | 62.4 | 64.5 | 59.9 | 65.3 | 68.8 | 71.4 | 64.9 | 73.4 | 81.5 | 89.3 |
| 25,000 < 100,000 | 18 | 18 | 46 | 59,993 | 58.8 | 64.8 | 63.5 | 69.7 | 63.9 | 70.7 | 69.9 | 75.2 | 69.7 | 75.8 | 76.5 | 83.4 |
| 100,000 and Over | 14 | 15 | 141 | 271,000 | 65.0 | 69.0 | 69.2 | 72.6 | 70.9 | 76.3 | 77.1 | 82.5 | 74.7 | 79.8 | 80.5 | 85.3 |
| 100,000 < 300,000 | 9 | 9 | 74 | 140,803 | 65.0 | 67.4 | 68.0 | 70.0 | 70.0 | 74.7 | 74.7 | 79.5 | 74.2 | 77.4 | 78.6 | 81.3 |
| 300,000 and Over | 5 | *6 | 67 | 478,500 | 67.0 | 70.1 | 70.5 | 74.5 | 74.5 | 80.6 | 79.7 | 86.2 | 76.2 | 81.4 | 82.5 | 88.8 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 8 | 8 | 12 | 42 | 55.8 | 63.0 | 68.0 | 85.4 | 57.2 | 67.2 | 75.4 | 92.8 | 59.7 | 73.5 | 89.1 | 107.0 |
| 75 < 350 | 29 | 32 | 67 | 152 | 54.0 | 57.5 | 58.2 | 64.6 | 57.0 | 62.4 | 62.7 | 69.5 | 60.3 | 67.5 | 68.7 | 77.7 |
| 350 < 1,500 | 22 | 22 | 84 | 693 | 59.6 | 63.3 | 63.4 | 66.0 | 63.0 | 70.0 | 68.8 | 73.8 | 64.5 | 75.0 | 73.6 | 80.7 |
| 1,500 and Over | 32 | 44 | 233 | 3,638 | 60.2 | 67.5 | 65.7 | 71.0 | 63.9 | 72.3 | 71.4 | 79.5 | 65.1 | 74.3 | 73.1 | 80.9 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

2015

CA MTCS for the Energy Sector

210.772.360 Accountant A

Specialization: Internal Audit

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience, technical diploma with 0-2 years' related experience.

Incumbents in the same position:

15

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 7 | *9 | 21 | 55.0 | 57.6 | 61.0 | 62.0 | 67.5 | 71.6 |
| Base Salary – Org Weighted (All) | 7 | *9 | N/A | -- | 56.0 | 58.5 | 58.8 | 62.2 | -- |
| STI Granted (\$ Amount) Recvg | 4 | 6 | 8 | -- | 3.6 | 4.7 | 4.8 | 5.4 | -- |
| STI Granted (% of Base) Recvg | 4 | 6 | 8 | -- | 7.6 | 8.2 | 8.5 | 8.8 | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 7 | *9 | 21 | 56.3 | 60.4 | 65.4 | 63.8 | 67.5 | 71.6 |
| Total Cash Comp – Org Weighted (All) | 7 | *9 | N/A | -- | 56.4 | 63.4 | 62.1 | 66.4 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | 6 | 8 | -- | 7.0 | 10.0 | 8.8 | 10.0 | -- |
| STI Maximum (% of Base) Eligible | 3 | 5 | 7 | -- | 12.0 | 15.0 | 14.6 | 15.0 | -- |
| Target Total Cash Compensation | 6 | *8 | 20 | 56.9 | 60.4 | 65.8 | 64.1 | 67.5 | 71.6 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 1 | *3 | 5 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 1 | *3 | 5 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 6 | *8 | 20 | 57.0 | 61.9 | 65.9 | 64.8 | 67.9 | 71.6 |
| Total Direct Comp (\$ Amount) – Recvg | 1 | *3 | 5 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 7 | *9 | 21 | 57.1 | 61.1 | 66.4 | 64.5 | 67.8 | 71.6 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

Year over Year % Increase (Mean):

5.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 5 | 9 | 43 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 1 | 1 | 5 |
| LTI | 3 | 7 | 33 |
| Overtime | 2 | 2 | 10 |

Salary Range

| | Dist. Orgs | Num Obs | Median |
|-------------|------------|---------|--------|
| Minimum | *3 | 5 | 54.4 |
| Midpoint | *3 | 5 | 68.1 |
| Maximum | *3 | 5 | 81.7 |
| Compa-ratio | 3 | 5 | 86.4 |

Demographics

| | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 4 | -- |
| Year of Birth | *7 | 21 | 1983 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 7 | 21 | 24 |

*More than 35% of the rates within the sample are supplied by one organization

2015

CA MTCS for the Energy Sector

210.772.360 Accountant A

Specialization: Credit

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience, technical diploma with 0- 2 years' related experience.

Incumbents in the same position:

17

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 6 | *6 | 20 | 61.2 | 63.2 | 69.1 | 68.1 | 74.6 | 78.6 |
| Base Salary – Org Weighted (All) | 6 | *6 | N/A | -- | 62.4 | 64.7 | 66.9 | 73.6 | -- |
| STI Granted (\$ Amount) Recvg | 4 | *4 | 14 | -- | -- | 13.3 | 12.1 | -- | -- |
| STI Granted (% of Base) Recvg | 4 | *4 | 14 | -- | -- | 18.4 | 17.0 | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 6 | *6 | 20 | 61.2 | 67.1 | 78.0 | 76.6 | 87.7 | 93.1 |
| Total Cash Comp – Org Weighted (All) | 6 | *6 | N/A | -- | 62.6 | 74.3 | 73.4 | 83.2 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 4 | *4 | 14 | -- | -- | 15.0 | 14.1 | -- | -- |
| STI Maximum (% of Base) Eligible | 3 | *3 | 13 | -- | -- | -- | 30.5 | -- | -- |
| Target Total Cash Compensation | 5 | *5 | 19 | 61.2 | 68.9 | 77.4 | 75.0 | 84.9 | 90.7 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 2 | *2 | 7 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 5 | *5 | 19 | 61.5 | 71.8 | 77.5 | 77.3 | 86.3 | 91.1 |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 6 | *6 | 20 | 62.0 | 71.8 | 78.0 | 78.8 | 88.8 | 94.4 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|---|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
|---|---|---|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 5 | 15 | 75 |
| Other Guaranteed Cash | 0 | 0 | 0 |
| Other Non-Guaranteed Cash | 3 | 12 | 60 |
| LTI | 3 | 13 | 65 |
| Overtime | 2 | 12 | 60 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 17 | 60.0 |
| Midpoint | *4 | 18 | 75.0 |
| Maximum | *4 | 17 | 90.0 |
| Compa-ratio | 4 | 18 | 94.2 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *2 | 2 | -- |
| Year of Birth | *6 | 20 | 1967 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 6 | 20 | 0 |

2015

CA MTCS for the Energy Sector

210.772.360 Accountant A**Specialization: Financial**

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience; technical diploma with 0- 2 years' related experience.

| | | | | | | | | | |
|---|--------------------------|---------------------|--------------------|----------------------|----------------------|---------------|-------------|----------------------|----------------------|
| Incumbents in the same position: | 17 | | | | | | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
| Actual Annual Cash Compensation | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 15 | 15 | 26 | 56.9 | 61.5 | 66.5 | 65.2 | 68.9 | 71.4 |
| Base Salary – Org Weighted (All) | 15 | 15 | N/A | 56.8 | 59.7 | 66.7 | 65.2 | 69.0 | 71.9 |
| STI Granted (\$ Amount) Recvg | 14 | 14 | 24 | 2.4 | 3.8 | 5.7 | 5.6 | 6.7 | 9.9 |
| STI Granted (% of Base) Recvg | 14 | 14 | 24 | 4.0 | 5.7 | 8.6 | 8.4 | 10.1 | 14.1 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 15 | 15 | 26 | 60.3 | 64.8 | 71.4 | 70.4 | 74.7 | 80.1 |
| Total Cash Comp – Org Weighted (All) | 15 | 15 | N/A | 60.0 | 63.1 | 71.7 | 70.5 | 74.9 | 80.9 |
| Target Annual Cash Compensation | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 11 | *11 | 19 | 8.0 | 10.0 | 12.0 | 11.3 | 12.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 8 | *8 | 16 | 12.7 | 18.0 | 18.0 | 19.6 | 20.0 | 33.0 |
| Target Total Cash Compensation | 12 | *12 | 20 | 62.5 | 72.2 | 74.6 | 73.7 | 77.3 | 81.3 |
| Estimated Total Direct Compensation | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 6 | *6 | 13 | 0.3 | 0.3 | 0.3 | 0.5 | 0.6 | 1.5 |
| Total LTI (\$ Amount) – Recvg | 7 | 7 | 12 | 1.9 | 2.3 | 5.6 | 5.4 | 6.1 | 11.5 |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 7 | -- | 75.8 | 79.4 | 78.1 | 80.1 | -- |
| Target Total Direct Comp (\$ Amount) – All | 12 | *12 | 20 | 71.1 | 73.1 | 76.9 | 76.0 | 80.0 | 81.9 |
| Total Direct Comp (\$ Amount) – Recvg | 7 | 7 | 12 | 63.4 | 70.8 | 75.0 | 74.2 | 79.9 | 81.4 |
| Total Direct Comp (\$ Amount) – All | 15 | 15 | 26 | 62.6 | 70.2 | 72.2 | 73.1 | 78.4 | 81.9 |
| Total Other Guaranteed Cash | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 3 | 3 | 3 | -- | -- | -- | 2.2 | -- | -- |

*More than 35% of the rates within the sample are supplied by one organization

| | | | |
|--|-----------------------|--------------------|--------------------------|
| Year over Year % Increase (Mean): | | | 3.1% |
| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| STI | 14 | 25 | 96 |
| Other Guaranteed Cash | 3 | 3 | 12 |
| Other Non-Guaranteed Cash | 4 | 5 | 19 |
| LTI | 9 | 20 | 77 |
| Overtime | 1 | 1 | 4 |
| Salary Range | | | |
| Minimum | *7 | 18 | 56.8 |
| Midpoint | *7 | 18 | 71.0 |
| Maximum | *7 | 18 | 85.2 |
| Compa-ratio | 7 | 18 | 95.2 |
| Demographics | | | |
| Graduation Year | 7 | 10 | 2009 |
| Year of Birth | 15 | 26 | 1987 |
| Hired since 2014 | | | |
| | Dist. Orgs | Num Obs | % of Obs |
| | 14 | 25 | 12 |

210.772.360 Accountant A**Specialization: Oil & Gas Accounting**

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience; technical diploma with 0- 2 years' related experience.

Incumbents in the same position:

8

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 10 | 10 | 18 | 50.5 | 55.8 | 63.3 | 62.1 | 67.2 | 69.7 |
| Base Salary – Org Weighted (All) | 10 | 10 | N/A | 53.4 | 58.6 | 64.4 | 63.0 | 67.2 | 69.5 |
| STI Granted (\$ Amount) Recvg | 7 | 7 | 14 | 1.3 | 3.1 | 5.0 | 5.1 | 6.7 | 9.4 |
| STI Granted (% of Base) Recvg | 7 | 7 | 14 | 2.1 | 5.5 | 7.9 | 8.0 | 9.7 | 15.5 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 10 | 10 | 18 | 51.2 | 58.9 | 67.0 | 66.1 | 72.7 | 79.0 |
| Total Cash Comp – Org Weighted (All) | 10 | 10 | N/A | 53.9 | 61.6 | 67.1 | 66.8 | 72.9 | 78.5 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|------|------|------|------|----|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 5 | *5 | 7 | -- | 10.0 | 12.0 | 13.4 | 15.0 | -- |
| STI Maximum (% of Base) Eligible | 3 | *3 | 5 | -- | -- | -- | 21.8 | -- | -- |
| Target Total Cash Compensation | 6 | 6 | 9 | -- | 62.8 | 75.0 | 70.7 | 77.8 | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 3 | *3 | 5 | -- | -- | -- | 0.5 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 6 | *6 | 11 | 0.4 | 3.6 | 6.0 | 6.1 | 7.1 | 14.8 |
| Target Total Direct Comp (\$ Amount) – Recvg | 3 | 3 | 3 | -- | -- | -- | 79.4 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 6 | 6 | 9 | -- | 63.1 | 76.8 | 72.3 | 80.1 | -- |
| Total Direct Comp (\$ Amount) – Recvg | 6 | *6 | 11 | 59.5 | 62.1 | 72.5 | 72.2 | 80.7 | 84.8 |
| Total Direct Comp (\$ Amount) – All | 10 | 10 | 18 | 56.1 | 61.8 | 70.0 | 69.9 | 79.3 | 84.1 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|-----|-----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 4 | *4 | 5 | -- | -- | 2.4 | 3.9 | -- | -- |
|---|---|----|---|----|----|-----|-----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

2.1%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 9 | 16 | 89 |
| Other Guaranteed Cash | 5 | 6 | 33 |
| Other Non-Guaranteed Cash | 2 | 3 | 17 |
| LTI | 8 | 15 | 83 |
| Overtime | 1 | 2 | 11 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 8 | 54.4 |
| Midpoint | *4 | 8 | 67.3 |
| Maximum | *4 | 8 | 78.0 |
| Compa-ratio | 4 | 8 | 97.6 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 6 | 9 | 2012 |
| Year of Birth | 10 | 18 | 1986 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 10 | 16 | 38 |

210.772.360 Accountant A**Specialization: General Accounting**

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience; technical diploma with 0- 2 years' related experience

| | | | | | | | | | | | | | |
|---|--------------------------|---------------------|--------------------|----------------------|----------------------|---------------|-------------|----------------------|----------------------|--|-----------------------|--------------------|--------------------------|
| Incumbents in the same position: | 71 | | | | | | | | | Year over Year % Increase (Mean): | 3.4% | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 44 | 49 | 130 | 50.7 | 55.0 | 63.5 | 62.9 | 70.0 | 75.5 | STI | 36 | 110 | 85 |
| Base Salary – Org Weighted (All) | 44 | 49 | N/A | 50.2 | 56.1 | 63.0 | 62.9 | 68.1 | 76.1 | Other Guaranteed Cash | 7 | 16 | 12 |
| STI Granted (\$ Amount) Recvg | 33 | 36 | 89 | 2.5 | 3.6 | 4.8 | 6.2 | 7.7 | 11.4 | Other Non-Guaranteed Cash | 9 | 14 | 11 |
| STI Granted (% of Base) Recvg | 33 | 36 | 89 | 4.0 | 5.2 | 9.0 | 9.6 | 10.9 | 16.6 | LTI | 20 | 39 | 30 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 6 | -- | -- | -- | -- | -- | -- | Overtime | 17 | 42 | 32 |
| Total Cash Comp – Inc Weighted (All) | 44 | 49 | 130 | 51.0 | 57.0 | 67.8 | 67.2 | 75.4 | 83.2 | | | | |
| Total Cash Comp – Org Weighted (All) | 44 | 49 | N/A | 50.9 | 59.6 | 67.9 | 67.5 | 74.8 | 80.3 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Threshold (% of Base) Eligible | 8 | *9 | 46 | 1.3 | 1.3 | 4.5 | 3.5 | 5.0 | 5.0 | Minimum | 25 | 84 | 57.8 |
| STI Target (% of Base) Eligible | 29 | 32 | 94 | 2.5 | 6.0 | 10.0 | 9.6 | 10.5 | 15.0 | Midpoint | 25 | 84 | 65.2 |
| STI Maximum (% of Base) Eligible | 20 | 21 | 70 | 5.0 | 11.2 | 15.0 | 15.3 | 18.5 | 30.0 | Maximum | 25 | 84 | 72.0 |
| Target Total Cash Compensation | 37 | 40 | 114 | 53.9 | 57.9 | 69.2 | 67.7 | 75.0 | 82.4 | Compa-ratio | 25 | 84 | 94.8 |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median |
| Total Perquisite Value (\$ Amount) | 16 | 16 | 34 | 0.3 | 0.4 | 0.4 | 1.5 | 1.5 | 4.0 | Graduation Year | 12 | 26 | 2011 |
| Total LTI (\$ Amount) – Recvg | 19 | 19 | 35 | 3.5 | 4.5 | 6.3 | 8.3 | 9.0 | 15.3 | Year of Birth | 41 | 102 | 1983 |
| Target Total Direct Comp (\$ Amount) – Recvg | 13 | 13 | 26 | 67.1 | 77.7 | 82.6 | 83.2 | 88.1 | 97.4 | | | | |
| Target Total Direct Comp (\$ Amount) – All | 37 | 40 | 114 | 54.8 | 57.9 | 70.5 | 69.7 | 79.9 | 86.2 | | | | |
| Total Direct Comp (\$ Amount) – Recvg | 19 | 19 | 35 | 65.9 | 74.6 | 81.3 | 81.3 | 89.1 | 99.4 | | Dist. Orgs | Num Obs | % of Obs |
| Total Direct Comp (\$ Amount) – All | 44 | 49 | 130 | 51.1 | 57.2 | 70.0 | 69.8 | 78.5 | 87.4 | Hired since 2014 | 42 | 125 | 30 |
| Total Other Guaranteed Cash | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 6 | *6 | 14 | 1.2 | 2.2 | 2.2 | 3.4 | 2.2 | 12.0 | | | | |

*More than 35% of the rates within the sample are supplied by one organization

210.772.360 Accountant A**Specialization: Joint Ventures Audit**

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience; technical diploma with 0- 2 years' related experience.

| Incumbents in the same position: | | | | | | | | | | Year over Year % Increase (Mean): | | | | —% |
|---|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|-----------------------------------|----------------------------|---------------|------------|------------------|
| (Compensation Data Displayed in \$000s) | 2 | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 3 | *3 | 4 | -- | -- | -- | -- | 71.4 | -- | -- | STI | 3 | 4 | 100 |
| Base Salary – Org Weighted (All) | 3 | *3 | N/A | -- | -- | -- | -- | 72.4 | -- | -- | Other Guaranteed Cash | 0 | 0 | 0 |
| STI Granted (\$ Amount) Recvg | 3 | *3 | 4 | -- | -- | -- | -- | 8.5 | -- | -- | Other Non-Guaranteed Cash | 2 | 3 | 75 |
| STI Granted (% of Base) Recvg | 3 | *3 | 4 | -- | -- | -- | -- | 12.0 | -- | -- | LTI | 3 | 4 | 100 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | Overtime | 0 | 0 | 0 |
| Total Cash Comp – Inc Weighted (All) | 3 | *3 | 4 | -- | -- | -- | -- | 80.0 | -- | -- | | | | |
| Total Cash Comp – Org Weighted (All) | 3 | *3 | N/A | -- | -- | -- | -- | 79.6 | -- | -- | | | | |
| Target Annual Cash Compensation | | | | | | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Target (% of Base) Eligible | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | Minimum | *1 | 2 | -- |
| STI Maximum (% of Base) Eligible | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | Midpoint | *1 | 2 | -- |
| Target Total Cash Compensation | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | Maximum | *1 | 2 | -- |
| Estimated Total Direct Compensation | | | | | | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | Compa-ratio | 1 | 2 | -- |
| Total LTI (\$ Amount) – Recvg | 3 | 3 | 3 | -- | -- | -- | -- | 26.8 | -- | -- | | | | |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | Demographics | Dist. Orgs | Num Obs | Median |
| Target Total Direct Comp (\$ Amount) – All | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | Graduation Year | *1 | 1 | -- |
| Total Direct Comp (\$ Amount) – Recvg | 3 | 3 | 3 | -- | -- | -- | -- | 106.7 | -- | -- | Year of Birth | *3 | 4 | -- |
| Total Direct Comp (\$ Amount) – All | 3 | *3 | 4 | -- | -- | -- | -- | 100.1 | -- | -- | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | Hired since 2014 | 3 | 4 | 75 |

*More than 35% of the rates within the sample are supplied by one organization

2015

CA MTCS for the Energy Sector

210.772.360 Accountant A

Specialization: Joint Ventures Accounting

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience; technical diploma with 0- 2 years' related experience.

Incumbents in the same position:

25

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 17 | 17 | 34 | 47.3 | 56.5 | 60.4 | 60.6 | 65.0 | 71.6 |
| Base Salary – Org Weighted (All) | 17 | 17 | N/A | 44.5 | 55.2 | 60.9 | 61.7 | 67.3 | 78.4 |
| STI Granted (\$ Amount) Recvg | 15 | 15 | 28 | 3.4 | 4.2 | 6.0 | 6.6 | 7.9 | 11.0 |
| STI Granted (% of Base) Recvg | 15 | 15 | 28 | 6.4 | 7.3 | 9.3 | 10.4 | 13.2 | 18.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 17 | 17 | 34 | 48.5 | 61.2 | 65.5 | 66.1 | 71.6 | 78.2 |
| Total Cash Comp – Org Weighted (All) | 17 | 17 | N/A | 45.6 | 61.3 | 66.6 | 67.7 | 73.1 | 85.6 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|----|------|------|------|------|------|-------|
| STI Threshold (% of Base) Eligible | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 9 | 9 | 14 | 8.8 | 10.0 | 12.0 | 15.5 | 16.3 | 35.0 |
| STI Maximum (% of Base) Eligible | 5 | 5 | 9 | -- | 16.5 | 20.0 | 22.3 | 30.0 | -- |
| Target Total Cash Compensation | 10 | 10 | 15 | 60.4 | 67.5 | 71.0 | 75.0 | 74.5 | 105.6 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|------|------|------|------|------|-------|
| Total Perquisite Value (\$ Amount) | 7 | 7 | 12 | 0.3 | 0.5 | 0.6 | 1.2 | 1.4 | 4.2 |
| Total LTI (\$ Amount) – Recvg | 11 | 11 | 23 | 4.0 | 4.9 | 5.9 | 8.4 | 9.2 | 19.4 |
| Target Total Direct Comp (\$ Amount) – Recvg | 6 | 6 | 9 | -- | 72.4 | 77.4 | 86.6 | 84.4 | -- |
| Target Total Direct Comp (\$ Amount) – All | 10 | 10 | 15 | 64.2 | 71.8 | 76.5 | 81.2 | 78.4 | 121.3 |
| Total Direct Comp (\$ Amount) – Recvg | 11 | 11 | 23 | 64.9 | 67.0 | 73.4 | 76.5 | 79.1 | 90.7 |
| Total Direct Comp (\$ Amount) – All | 17 | 17 | 34 | 53.2 | 65.0 | 71.7 | 72.2 | 77.8 | 88.6 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

4.2%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 16 | 33 | 97 |
| Other Guaranteed Cash | 2 | 4 | 12 |
| Other Non-Guaranteed Cash | 3 | 5 | 15 |
| LTI | 13 | 27 | 79 |
| Overtime | 1 | 3 | 9 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 6 | 12 | 56.0 |
| Midpoint | 6 | 12 | 69.1 |
| Maximum | 6 | 12 | 78.0 |
| Compa-ratio | 6 | 12 | 91.7 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 9 | 19 | 2008 |
| Year of Birth | 15 | 29 | 1981 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 15 | 28 | 21 |

210.772.360 Accountant A**Specialization: Marketing**

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience, technical diploma with 0- 2 years' related experience.

Incumbents in the same position:

10

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 7 | *7 | 18 | 58.2 | 64.5 | 70.5 | 69.7 | 76.2 | 79.0 |
| Base Salary – Org Weighted (All) | 7 | *7 | N/A | -- | 60.5 | 69.9 | 67.6 | 72.6 | -- |
| STI Granted (\$ Amount) Recvg | 6 | *6 | 17 | 6.1 | 7.4 | 10.1 | 10.9 | 14.6 | 14.9 |
| STI Granted (% of Base) Recvg | 6 | *6 | 17 | 9.5 | 11.2 | 17.9 | 15.4 | 18.7 | 19.6 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 7 | *7 | 18 | 64.5 | 70.6 | 79.3 | 80.0 | 90.8 | 93.8 |
| Total Cash Comp – Org Weighted (All) | 7 | *7 | N/A | -- | 70.4 | 70.8 | 75.3 | 79.5 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 1 | *1 | 4 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 7 | *7 | 18 | 10.0 | 10.0 | 13.5 | 12.6 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 5 | *5 | 16 | 17.8 | 20.0 | 33.0 | 26.8 | 33.0 | 33.0 |
| Target Total Cash Compensation | 7 | *7 | 18 | 64.0 | 70.9 | 79.6 | 78.7 | 87.7 | 90.8 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 4 | *4 | 7 | -- | -- | 0.8 | 1.2 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 7 | *7 | 18 | 64.8 | 72.2 | 80.8 | 80.4 | 88.5 | 92.8 |
| Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- |
| Total Direct Comp (\$ Amount) – All | 7 | *7 | 18 | 65.2 | 71.2 | 82.1 | 81.8 | 91.3 | 96.2 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.2%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 7 | 18 | 100 |
| Other Guaranteed Cash | 2 | 2 | 11 |
| Other Non-Guaranteed Cash | 4 | 15 | 83 |
| LTI | 3 | 11 | 61 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *4 | 12 | 60.0 |
| Midpoint | *4 | 12 | 75.0 |
| Maximum | *4 | 12 | 90.0 |
| Compa-ratio | 4 | 12 | 98.9 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 1 | -- |
| Year of Birth | *7 | 18 | 1984 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 7 | 18 | 33 |

210.772.360 Accountant A**Specialization: Taxation**

Involved in the documentation of financials. Performs basic accounting functions in areas including internal audit, budgets, general accounting, joint ventures accounting, joint ventures audit, marketing, taxation, or a combination of the aforementioned. Exercises judgement in posting, summarizing or auditing activities. Receives training on company accounting methods and in various phases of accounting techniques and procedures. Works under readily available supervision. Usual qualifications include a university degree with minimal experience; technical diploma with 0- 2 years' related experience.

Incumbents in the same position:

8

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 9 | *9 | 14 | 58.0 | 64.8 | 67.8 | 68.4 | 70.2 | 81.7 |
| Base Salary – Org Weighted (All) | 9 | *9 | N/A | -- | 62.2 | 67.3 | 68.4 | 72.2 | -- |
| STI Granted (\$ Amount) Recvg | 8 | *8 | 12 | 2.8 | 5.3 | 7.8 | 8.4 | 12.1 | 13.1 |
| STI Granted (% of Base) Recvg | 8 | *8 | 12 | 3.9 | 8.0 | 11.4 | 12.4 | 17.7 | 18.7 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 9 | *9 | 14 | 60.1 | 69.5 | 78.3 | 75.6 | 81.8 | 87.3 |
| Total Cash Comp – Org Weighted (All) | 9 | *9 | N/A | -- | 65.1 | 72.4 | 73.8 | 81.2 | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 7 | *7 | 12 | 3.3 | 10.0 | 12.0 | 11.4 | 15.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 7 | *7 | 12 | 6.8 | 13.1 | 19.0 | 22.0 | 33.0 | 33.0 |
| Target Total Cash Compensation | 7 | *7 | 12 | 62.2 | 75.0 | 77.7 | 77.1 | 80.6 | 88.6 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|----|------|------|------|------|------|-------|
| Total Perquisite Value (\$ Amount) | 3 | *3 | 4 | -- | -- | -- | 0.7 | -- | -- |
| Total LTI (\$ Amount) – Recvg | 3 | *3 | 5 | -- | -- | -- | 9.6 | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 7 | *7 | 12 | 62.5 | 75.3 | 80.5 | 81.0 | 86.0 | 101.6 |
| Total Direct Comp (\$ Amount) – Recvg | 3 | *3 | 5 | -- | -- | -- | 88.1 | -- | -- |
| Total Direct Comp (\$ Amount) – All | 9 | *9 | 14 | 60.3 | 71.4 | 80.1 | 79.3 | 87.5 | 98.7 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

4.0%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 9 | 14 | 100 |
| Other Guaranteed Cash | 2 | 2 | 14 |
| Other Non-Guaranteed Cash | 2 | 6 | 43 |
| LTI | 4 | 9 | 64 |
| Overtime | 3 | 3 | 21 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | *5 | 10 | 60.0 |
| Midpoint | *5 | 10 | 75.0 |
| Maximum | *5 | 10 | 90.0 |
| Compa-ratio | 5 | 10 | 92.2 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 3 | 3 | -- |
| Year of Birth | *9 | 14 | 1987 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 9 | 14 | 36 |

220.000.120 Top Administration Executive - Corporate**Specialization: All Incumbents**

Responsible for planning and directing all or essentially all major corporate staff functions in support of line operations. Specific responsibilities may include supervision of management information systems, corporate strategic planning and development, human resources, facilities management, central purchasing, internal consulting, and public/community/stockholder relations. Frequently reports to a Chief Executive Officer or Chief Operating Officer. Note: Reporting entity is Corporate. This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.

Incumbents in the same position:

9

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 12 | 12 | 12 | 221.1 | 301.4 | 322.8 | 376.5 | 512.5 | 535.0 |
| Base Salary – Org Weighted (All) | 12 | 12 | N/A | 221.1 | 301.4 | 322.8 | 376.5 | 512.5 | 535.0 |
| STI Granted (\$ Amount) Recvg | 9 | 9 | 9 | -- | 182.5 | 302.0 | 273.4 | 331.3 | -- |
| STI Granted (% of Base) Recvg | 9 | 9 | 9 | -- | 55.8 | 65.0 | 65.5 | 75.7 | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 12 | 12 | 12 | 221.1 | 351.7 | 564.8 | 581.5 | 833.4 | 947.3 |
| Total Cash Comp – Org Weighted (All) | 12 | 12 | N/A | 221.1 | 351.7 | 564.8 | 581.5 | 833.4 | 947.3 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|----|-------|-------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 11 | 11 | 11 | 31.0 | 45.0 | 50.0 | 52.7 | 60.0 | 75.0 |
| STI Maximum (% of Base) Eligible | 6 | 6 | 6 | -- | 91.9 | 115.0 | 118.8 | 153.8 | -- |
| Target Total Cash Compensation | 11 | 11 | 11 | 327.8 | 446.2 | 551.3 | 602.5 | 802.5 | 906.2 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|----|-------|---------|---------|---------|---------|---------|
| Total Perquisite Value (\$ Amount) | 10 | 10 | 10 | 3.9 | 9.8 | 19.7 | 18.6 | 26.0 | 34.1 |
| Total LTI (\$ Amount) – Recvg | 9 | 9 | 9 | -- | 473.8 | 680.6 | 895.4 | 1,106.5 | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 9 | 9 | 9 | -- | 996.7 | 1,272.5 | 1,561.5 | 1,951.7 | -- |
| Target Total Direct Comp (\$ Amount) – All | 11 | 11 | 11 | 343.1 | 665.9 | 1,140.8 | 1,352.0 | 1,852.6 | 3,122.0 |
| Total Direct Comp (\$ Amount) – Recvg | 9 | 9 | 9 | -- | 1,045.7 | 1,257.2 | 1,585.5 | 1,988.8 | -- |
| Total Direct Comp (\$ Amount) – All | 12 | 12 | 12 | 221.1 | 511.3 | 1,201.7 | 1,268.5 | 1,824.6 | 3,051.5 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

0.6%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 12 | 12 | 100 |
| Other Guaranteed Cash | 2 | 2 | 17 |
| Other Non-Guaranteed Cash | 3 | 3 | 25 |
| LTI | 11 | 11 | 92 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 0 | 0 | -- |
| Midpoint | 0 | 0 | -- |
| Maximum | 0 | 0 | -- |
| Compa-ratio | 0 | 0 | -- |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 1 | -- |
| Year of Birth | 11 | 11 | 1960 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 12 | 12 | 8 |

2015

CA MTCS for the Energy Sector

Scope Analysis

220.000.120 Top Administration Executive - Corporate

| 120.000.120 - Top Administration Executive - Corporate | | | | | | | | | | | | | | | |
|--|---------------|----------|---------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|---------|---------|-----------|
| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 7 | 7 | 7 | 230.0 | 330.5 | 368.2 | 525.0 | 230.0 | 515.5 | 534.3 | 882.8 | 230.0 | 1,210.1 | 1,288.6 | 2,131.1 |
| Fully Integrated | 4 | 4 | 4 | -- | 479.5 | 431.0 | -- | -- | 748.4 | 675.4 | -- | -- | 1,694.1 | 1,766.1 | -- |
| Exploration & Production | 3 | 3 | 3 | -- | -- | 284.5 | -- | -- | -- | 346.1 | -- | -- | -- | 652.0 | -- |
| Services and Drilling | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Services and Equipment | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Drilling | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Public Sector (Regulatory Agencies, Government) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 11 | 11 | 11 | 305.6 | 330.5 | 389.8 | 525.0 | 490.0 | 614.0 | 613.5 | 849.9 | 528.4 | 1,210.1 | 1,363.0 | 1,846.5 |
| Calgary | 11 | 11 | 11 | 305.6 | 330.5 | 389.8 | 525.0 | 490.0 | 614.0 | 613.5 | 849.9 | 528.4 | 1,210.1 | 1,363.0 | 1,846.5 |
| Edmonton | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Fort McMurray | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other Alberta | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Manitoba/Saskatchewan | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Eastern Canada | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Atlantic Canada | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Ontario | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Québec | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

CA MTCS for the Energy Sector

Scope Analysis

220.000.120 Top Administration Executive - Corporate

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|------------------|-------------|------------|-----------------|--------------|--------|-------|--------------|-------------------------|--------|-------|--------------|---------------------------|---------|---------|--------------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 12 | 12 | 12 | 2.7 | 301.4 | 322.8 | 376.5 | 512.5 | 351.7 | 564.8 | 581.5 | 833.4 | 511.3 | 1,201.7 | 1,268.5 | 1,824.6 |
| Under \$100 Million | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$100 < \$500 Million | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$500 < \$1 Billion | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$1 < \$3 Billion | 3 | 3 | 3 | -- | -- | -- | 315.2 | -- | -- | -- | 543.2 | -- | -- | -- | 1,100.5 | -- |
| \$3 < \$5 Billion | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 5 | 5 | 5 | -- | 454.5 | 525.0 | 500.8 | 535.0 | 698.9 | 849.9 | 821.1 | 928.9 | 1,508.1 | 1,846.5 | 2,088.0 | 2,788.6 |
| | | | | | | | | | | | | | | | | |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 5 | 5 | 5 | -- | 318.0 | 434.0 | 426.0 | 530.0 | 410.5 | 614.0 | 658.6 | 928.9 | 869.3 | 1,257.2 | 1,714.6 | 2,788.6 |
| Under 10,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Under 5,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 5,000 < 10,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 25,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 25,000 < 100,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 100,000 and Over | 3 | 3 | 3 | -- | -- | -- | 498.0 | -- | -- | -- | 823.9 | -- | -- | -- | 2,278.1 | -- |
| 100,000 < 300,000 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 300,000 and Over | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| | | | | | | | | | | | | | | | | |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 75 < 350 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 350 < 1,500 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 1,500 and Over | 8 | 8 | 8 | -- | 315.0 | 454.5 | 429.3 | 532.5 | 526.3 | 700.4 | 713.7 | 874.5 | 971.9 | 1,508.1 | 1,629.6 | 2,059.9 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

220.010.120 Top Administration Executive - Subsidiary/Group/Division

Specialization: All Incumbents

Responsible for planning and directing all or essentially all major corporate staff functions in support of line operations. Specific responsibilities may include supervision of management information systems, corporate strategic planning and development, human resources, facilities management, central purchasing, internal consulting, and public/community/stockholder relations. Frequently reports to a Chief Executive Officer or Chief Operating Officer. Note: Reporting entity is Subsidiary, Group or Division. This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.

Incumbents in the same position:

3

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 3 | 3 | 3 | -- | -- | -- | 308.4 | -- | -- |
| Base Salary – Org Weighted (All) | 3 | 3 | N/A | -- | -- | -- | 308.4 | -- | -- |
| STI Granted (\$ Amount) Recvg | 3 | 3 | 3 | -- | -- | -- | 165.5 | -- | -- |
| STI Granted (% of Base) Recvg | 3 | 3 | 3 | -- | -- | -- | 45.8 | -- | -- |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 3 | 3 | 3 | -- | -- | -- | 487.4 | -- | -- |
| Total Cash Comp – Org Weighted (All) | 3 | 3 | N/A | -- | -- | -- | 487.4 | -- | -- |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|---|----|---|----|----|----|-------|----|----|
| STI Threshold (% of Base) Eligible | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |
| STI Target (% of Base) Eligible | 3 | 3 | 3 | -- | -- | -- | 48.3 | -- | -- |
| STI Maximum (% of Base) Eligible | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Target Total Cash Compensation | 3 | 3 | 3 | -- | -- | -- | 479.1 | -- | -- |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|---|----|---|----|----|----|---------|----|----|
| Total Perquisite Value (\$ Amount) | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- |
| Total LTI (\$ Amount) – Recvg | 3 | 3 | 3 | -- | -- | -- | 551.0 | -- | -- |
| Target Total Direct Comp (\$ Amount) – Recvg | 3 | 3 | 3 | -- | -- | -- | 1,037.0 | -- | -- |
| Target Total Direct Comp (\$ Amount) – All | 3 | 3 | 3 | -- | -- | -- | 1,037.0 | -- | -- |
| Total Direct Comp (\$ Amount) – Recvg | 3 | 3 | 3 | -- | -- | -- | 1,045.2 | -- | -- |
| Total Direct Comp (\$ Amount) – All | 3 | 3 | 3 | -- | -- | -- | 1,045.2 | -- | -- |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|---|----|---|----|----|----|----|----|----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- |
|---|---|----|---|----|----|----|----|----|----|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

3.1%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 3 | 3 | 100 |
| Other Guaranteed Cash | 1 | 1 | 33 |
| Other Non-Guaranteed Cash | 2 | 2 | 67 |
| LTI | 3 | 3 | 100 |
| Overtime | 0 | 0 | 0 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 0 | 0 | -- |
| Midpoint | 0 | 0 | -- |
| Maximum | 0 | 0 | -- |
| Compa-ratio | 0 | 0 | -- |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *1 | 1 | -- |
| Year of Birth | 3 | 3 | -- |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 2 | 2 | -- |

2015

CA MTCS for the Energy Sector

Scope Analysis

220.010.120 Top Administration Executive - Subsidiary/Group/Division

| Top Administration Executive - Subsidiary Group Division | | | | | | | | | | | | | | | | |
|--|---------------|----------|---------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|---------|-----------|----|
| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | | |
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | |
| Primary Industry Segment** | | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 3 | 3 | 3 | -- | -- | 308.4 | -- | -- | -- | 487.4 | -- | -- | -- | 1,045.2 | -- | -- |
| Fully Integrated | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Exploration & Production | 3 | 3 | 3 | -- | -- | 308.4 | -- | -- | -- | 487.4 | -- | -- | -- | 1,045.2 | -- | -- |
| Services and Drilling | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Services and Equipment | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Drilling | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Public Sector (Regulatory Agencies, Government) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | | |
| British Columbia | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 3 | 3 | 3 | -- | -- | 308.4 | -- | -- | -- | 487.4 | -- | -- | -- | 1,045.2 | -- | -- |
| Calgary | 3 | 3 | 3 | -- | -- | 308.4 | -- | -- | -- | 487.4 | -- | -- | -- | 1,045.2 | -- | -- |
| Edmonton | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Fort McMurray | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other Alberta | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Manitoba/Saskatchewan | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Eastern Canada | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Atlantic Canada | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Ontario | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Québec | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

CA MTCS for the Energy Sector

Scope Analysis

220.010.120 Top Administration Executive - Subsidiary/Group/Division

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|---------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 3 | 3 | 3 | -- | -- | -- | 308.4 | -- | -- | -- | 487.4 | -- | -- | -- | 1,045.2 | -- |
| Under \$100 Million | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$100 < \$500 Million | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$500 < \$1 Billion | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$1 < \$3 Billion | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$3 < \$5 Billion | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| | | | | | | | | | | | | | | | | |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 3 | 3 | 3 | -- | -- | -- | 308.4 | -- | -- | -- | 487.4 | -- | -- | -- | 1,045.2 | -- |
| Under 10,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Under 5,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 5,000 < 10,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 25,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 25,000 < 100,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 100,000 and Over | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 100,000 < 300,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 300,000 and Over | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| | | | | | | | | | | | | | | | | |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 75 < 350 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 350 < 1,500 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 1,500 and Over | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*More than 35% of the rates within the sample are supplied by one organization.

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

2015

CA MTCS for the Energy Sector

220.100.220 Administration Manager

Specialization: All Incumbents

This position is responsible for the development and execution of a broad range of corporate administrative services within approved policies and objectives including several or all of the following: office services, contract administration, purchasing, real estate, insurance, and/or data processing. This position normally reports to the Top Administration Executive

| Incumbents in the same position: 33 | | | | | | | | | | Year over Year % Increase (Mean): 2.8% | | |
|---|----|----|-----|-------|-------|-------|-------|-------|-------|--|------------|---------------|
| (Compensation Data Displayed in \$000s) | | | | | | | | | | Incentives and Eligibility | Dist. Orgs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | STI | Num Obs | |
| Base Salary – Inc Weighted (All) | 33 | 33 | 42 | 87.2 | 105.4 | 139.2 | 132.1 | 157.1 | 167.2 | Other Guaranteed Cash | 7 | 17 |
| Base Salary – Org Weighted (All) | 33 | 33 | N/A | 84.3 | 110.9 | 143.0 | 135.9 | 157.9 | 169.2 | Other Non-Guaranteed Cash | 7 | 17 |
| STI Granted (\$ Amount) Recvg | 25 | 25 | 30 | 13.4 | 24.0 | 34.5 | 36.5 | 47.0 | 56.5 | LTI | 23 | 62 |
| STI Granted (% of Base) Recvg | 25 | 25 | 30 | 12.0 | 19.7 | 24.7 | 25.5 | 29.1 | 35.0 | Overtime | 5 | 17 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 3 | 3 | 3 | -- | -- | -- | 13.0 | -- | -- | | | |
| Total Cash Comp – Inc Weighted (All) | 33 | 33 | 42 | 95.0 | 109.0 | 164.2 | 159.1 | 196.1 | 224.8 | Salary Range | Dist. Orgs | Num Obs |
| Total Cash Comp – Org Weighted (All) | 33 | 33 | N/A | 96.6 | 129.3 | 168.0 | 166.0 | 197.1 | 238.7 | Minimum | 16 | 24 |
| Target Annual Cash Compensation | | | | | | | | | | Midpoint | 17 | 25 |
| STI Threshold (% of Base) Eligible | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | Maximum | 16 | 24 |
| STI Target (% of Base) Eligible | 26 | 26 | 32 | 15.0 | 20.0 | 23.0 | 23.9 | 28.6 | 30.0 | Compa-ratio | 17 | 25 |
| STI Maximum (% of Base) Eligible | 17 | 17 | 21 | 30.0 | 30.8 | 40.0 | 41.3 | 46.8 | 59.0 | Demographics | | |
| Target Total Cash Compensation | 30 | 30 | 39 | 94.9 | 106.1 | 160.1 | 158.7 | 198.5 | 220.9 | Graduation Year | 8 | 9 |
| Estimated Total Direct Compensation | | | | | | | | | | Year of Birth | 33 | 42 |
| Total Perquisite Value (\$ Amount) | 22 | 22 | 25 | 0.9 | 1.6 | 6.1 | 6.5 | 8.8 | 17.0 | | | |
| Total LTI (\$ Amount) – Recvg | 20 | 20 | 23 | 13.7 | 22.9 | 44.3 | 57.0 | 76.8 | 135.4 | Dist. Orgs | Num Obs | % of Obs |
| Target Total Direct Comp (\$ Amount) – Recvg | 17 | 17 | 20 | 182.5 | 196.5 | 229.6 | 240.9 | 288.0 | 348.6 | Hired since 2014 | 32 | 41 |
| Target Total Direct Comp (\$ Amount) – All | 30 | 30 | 39 | 102.3 | 110.3 | 184.8 | 187.2 | 229.6 | 307.6 | | | 10 |
| Total Direct Comp (\$ Amount) – Recvg | 20 | 20 | 23 | 150.0 | 206.8 | 235.0 | 245.8 | 310.5 | 355.7 | | | |
| Total Direct Comp (\$ Amount) – All | 33 | 33 | 42 | 101.5 | 125.2 | 180.5 | 194.2 | 239.4 | 324.9 | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | | | |

*More than 35% of the rates within the sample are supplied by one organization

2015

CA MTCS for the Energy Sector

Scope Analysis

220.100.220 Administration Manager

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|------------------|-------------|------------|--------------|--------|-------|--------------|-------------------------|--------|-------|--------------|---------------------------|--------|-------|--------------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 17 | 17 | 18 | 138.4 | 153.2 | 152.8 | 166.1 | 167.3 | 186.9 | 187.7 | 209.8 | 198.8 | 235.8 | 244.1 | 311.3 |
| Fully Integrated | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Exploration & Production | 16 | 16 | 17 | 137.8 | 151.9 | 150.1 | 164.2 | 166.6 | 185.1 | 184.0 | 203.2 | 191.1 | 232.5 | 238.2 | 305.1 |
| Services and Drilling | 5 | 5 | 7 | 74.8 | 90.5 | 99.9 | 112.0 | 94.9 | 104.1 | 123.7 | 112.0 | 101.2 | 108.1 | 158.3 | 151.2 |
| Services and Equipment | 4 | 4 | 6 | -- | 88.7 | 89.0 | -- | -- | 99.6 | 98.0 | -- | -- | 106.1 | 114.6 | -- |
| Drilling | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 3 | *3 | 9 | -- | -- | 124.0 | -- | -- | -- | 141.2 | -- | -- | -- | 151.3 | -- |
| Public Sector (Regulatory Agencies, Government) | 3 | 3 | 3 | -- | -- | 126.4 | -- | -- | -- | 135.3 | -- | -- | -- | 135.3 | -- |
| Pipeline/Midstream | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 29 | 29 | 31 | 110.7 | 143.0 | 136.4 | 161.6 | 130.0 | 168.0 | 167.8 | 200.0 | 138.6 | 206.8 | 208.5 | 252.6 |
| Calgary | 24 | 24 | 24 | 128.8 | 150.9 | 143.6 | 164.5 | 140.6 | 184.5 | 176.7 | 204.8 | 144.2 | 217.6 | 221.8 | 296.1 |
| Edmonton | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Fort McMurray | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other Alberta | 3 | *3 | 4 | -- | -- | 125.0 | -- | -- | -- | 154.3 | -- | -- | -- | 196.2 | -- |
| Manitoba/Saskatchewan | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Eastern Canada | 3 | *3 | 8 | -- | -- | 119.0 | -- | -- | -- | 132.6 | -- | -- | -- | 146.5 | -- |
| Atlantic Canada | 2 | *2 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Ontario | 1 | *1 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Québec | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

220.100.220 Administration Manager

| | | | | | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|-------|-----------|
| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 32 | 32 | 41 | 0.7 | 104.8 | 139.3 | 132.2 | 157.3 | 108.0 | 165.1 | 159.8 | 196.9 | 119.5 | 180.6 | 195.5 | 239.6 |
| Under \$100 Million | 5 | 5 | 5 | -- | 83.0 | 116.1 | 115.3 | 147.0 | 89.0 | 142.8 | 140.6 | 191.1 | 89.8 | 142.8 | 140.9 | 191.1 |
| \$100 < \$500 Million | 7 | 7 | 8 | -- | 78.7 | 122.8 | 119.4 | 153.9 | 97.2 | 135.3 | 132.2 | 165.2 | 105.1 | 143.1 | 151.8 | 209.4 |
| \$500 < \$1 Billion | 5 | *5 | 9 | -- | 102.3 | 139.1 | 126.6 | 152.3 | 102.3 | 165.1 | 147.3 | 192.5 | 102.3 | 180.6 | 173.1 | 237.4 |
| \$1 < \$3 Billion | 8 | 8 | 10 | 2.2 | 111.5 | 149.6 | 140.1 | 163.5 | 111.5 | 190.2 | 179.1 | 221.8 | 150.7 | 227.4 | 236.0 | 311.3 |
| \$3 < \$5 Billion | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 7 | 7 | 9 | -- | 123.9 | 144.4 | 149.7 | 173.8 | 148.9 | 184.0 | 186.1 | 222.6 | 160.5 | 235.0 | 242.2 | 337.1 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 18 | 18 | 19 | 30,584 | 130.0 | 151.9 | 147.2 | 165.4 | 142.8 | 185.0 | 179.3 | 206.4 | 155.2 | 226.9 | 229.6 | 310.5 |
| Under 10,000 | 6 | 6 | 6 | -- | 105.8 | 129.3 | 126.1 | 147.9 | 116.2 | 142.4 | 145.3 | 183.4 | 123.8 | 149.0 | 149.7 | 183.4 |
| Under 5,000 | 5 | 5 | 5 | -- | 95.4 | 128.7 | 123.0 | 147.7 | 102.4 | 142.8 | 145.9 | 191.1 | 109.1 | 142.8 | 148.6 | 191.1 |
| 5,000 < 10,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 7 | 7 | 8 | -- | 137.1 | 150.9 | 145.8 | 160.9 | 165.8 | 177.3 | 177.7 | 196.3 | 211.8 | 229.7 | 234.3 | 285.6 |
| 10,000 < 25,000 | 3 | 3 | 3 | -- | -- | -- | 136.9 | -- | -- | -- | 153.9 | -- | -- | -- | 219.1 | -- |
| 25,000 < 100,000 | 4 | *4 | 5 | -- | -- | 151.9 | 151.2 | -- | -- | 185.1 | 192.0 | -- | -- | 232.5 | 243.5 | -- |
| 100,000 and Over | 5 | 5 | 5 | -- | 157.0 | 170.0 | 174.5 | 194.2 | 195.3 | 226.9 | 222.9 | 248.4 | 276.4 | 329.8 | 318.0 | 353.8 |
| 100,000 < 300,000 | 3 | 3 | 3 | -- | -- | -- | 175.7 | -- | -- | -- | 224.1 | -- | -- | -- | 299.1 | -- |
| 300,000 and Over | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 75 < 350 | 9 | 9 | 10 | 214 | 111.5 | 140.6 | 129.6 | 151.1 | 111.5 | 153.9 | 148.5 | 185.9 | 147.6 | 181.8 | 190.3 | 245.9 |
| 350 < 1,500 | 10 | 10 | 15 | 668 | 102.3 | 139.3 | 131.9 | 161.6 | 102.3 | 165.9 | 154.4 | 206.4 | 102.3 | 180.6 | 178.2 | 232.5 |
| 1,500 and Over | 10 | 10 | 12 | 4,917 | 121.2 | 145.9 | 145.5 | 163.1 | 144.5 | 189.6 | 187.3 | 234.7 | 150.5 | 227.5 | 243.5 | 340.8 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

220.108.330 Administrative Assistant to CEO**Specialization:** All Incumbents

This position is typically a single incumbent job and reports to the most senior officer of the company. Responsible for complex and confidential secretarial/administrative assignments. Requires detailed understanding of the operations of the department and company. Relieves superior of administrative detail. May provide general supervision in regards to planning, organizing and scheduling work for other clerical/administrative positions

| | | | | | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|--|-------------------|----------------|----------------------|
| Incumbents in the same position: | 90 | | | | | | | | | Year over Year % Increase (Mean): | 3.2% | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 99 | 105 | 110 | 77.3 | 85.0 | 95.2 | 97.2 | 104.6 | 117.2 | STI | 89 | 95 | 86 |
| Base Salary – Org Weighted (All) | 99 | 105 | N/A | 78.8 | 85.0 | 95.8 | 97.2 | 104.8 | 116.9 | Other Guaranteed Cash | 17 | 18 | 16 |
| STI Granted (\$ Amount) Recvg | 80 | 83 | 85 | 5.0 | 9.4 | 15.3 | 16.7 | 21.0 | 28.5 | Other Non-Guaranteed Cash | 21 | 23 | 21 |
| STI Granted (% of Base) Recvg | 80 | 83 | 85 | 6.2 | 9.5 | 15.0 | 16.5 | 21.1 | 28.5 | LTI | 63 | 65 | 59 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 10 | 11 | 12 | 0.7 | 1.7 | 3.3 | 3.8 | 5.4 | 8.7 | Overtime | 11 | 11 | 10 |
| Total Cash Comp – Inc Weighted (All) | 99 | 105 | 110 | 81.3 | 95.1 | 106.5 | 110.5 | 122.3 | 136.6 | | | | |
| Total Cash Comp – Org Weighted (All) | 99 | 105 | N/A | 82.9 | 95.3 | 107.6 | 110.9 | 122.5 | 136.7 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Threshold (% of Base) Eligible | 14 | 15 | 16 | 1.4 | 5.0 | 7.0 | 7.8 | 11.5 | 14.3 | Minimum | 47 | 54 | 76.1 |
| STI Target (% of Base) Eligible | 75 | 78 | 80 | 10.0 | 10.0 | 12.8 | 13.9 | 15.0 | 20.0 | Midpoint | 47 | 54 | 93.6 |
| STI Maximum (% of Base) Eligible | 53 | 56 | 57 | 13.8 | 15.0 | 24.0 | 25.3 | 30.0 | 40.0 | Maximum | 47 | 54 | 108.0 |
| Target Total Cash Compensation | 85 | 91 | 95 | 85.0 | 95.9 | 107.0 | 109.6 | 120.1 | 138.4 | Compa-ratio | 47 | 54 | 102.9 |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median |
| Total Perquisite Value (\$ Amount) | 58 | 60 | 61 | 0.4 | 1.0 | 4.0 | 3.9 | 6.6 | 7.3 | Graduation Year | 23 | 23 | 1997 |
| Total LTI (\$ Amount) – Recvg | 51 | 52 | 53 | 5.1 | 9.9 | 17.0 | 22.0 | 30.5 | 54.9 | Year of Birth | 94 | 104 | 1965 |
| Target Total Direct Comp (\$ Amount) – Recvg | 41 | 42 | 42 | 110.5 | 121.9 | 133.5 | 140.4 | 154.9 | 177.1 | | | | |
| Target Total Direct Comp (\$ Amount) – All | 85 | 91 | 95 | 89.0 | 96.8 | 114.0 | 120.8 | 135.5 | 160.8 | | | | |
| Total Direct Comp (\$ Amount) – Recvg | 51 | 52 | 53 | 109.6 | 121.0 | 135.2 | 143.7 | 158.9 | 182.5 | | | | |
| Total Direct Comp (\$ Amount) – All | 99 | 105 | 110 | 82.7 | 98.2 | 116.9 | 123.2 | 139.7 | 163.1 | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | Dist. Orgs | Num Obs | % of Obs |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 9 | 9 | 9 | -- | 1.3 | 2.8 | 3.8 | 4.4 | -- | Hired since 2014 | 95 | 105 | 12 |

*More than 35% of the rates within the sample are supplied by one organization

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.330 Administrative Assistant to CEO

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|-------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 51 | 51 | 51 | 89.0 | 97.8 | 101.7 | 110.0 | 99.5 | 111.5 | 118.4 | 130.0 | 110.5 | 129.7 | 138.5 | 158.7 |
| Fully Integrated | 4 | 4 | 4 | -- | 143.1 | 145.5 | -- | -- | 168.1 | 170.7 | -- | -- | 172.7 | 193.4 | -- |
| Exploration & Production | 47 | 47 | 47 | 88.3 | 97.0 | 98.0 | 107.6 | 98.3 | 110.1 | 113.9 | 124.9 | 108.9 | 127.9 | 133.8 | 155.5 |
| Services and Drilling | 10 | 10 | 12 | 85.2 | 89.1 | 88.7 | 93.6 | 93.9 | 97.5 | 97.6 | 105.2 | 95.6 | 110.9 | 110.8 | 122.2 |
| Services and Equipment | 7 | 7 | 9 | 85.5 | 88.5 | 87.8 | 91.5 | 90.6 | 96.7 | 97.4 | 106.5 | 94.2 | 114.9 | 112.9 | 127.8 |
| Drilling | 3 | 3 | 3 | -- | -- | 91.4 | -- | -- | -- | 98.3 | -- | -- | -- | 104.3 | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 13 | 17 | 19 | 79.3 | 90.5 | 92.2 | 103.2 | 81.3 | 96.0 | 101.7 | 119.9 | 81.3 | 98.0 | 102.9 | 123.9 |
| Public Sector (Regulatory Agencies, Government) | 4 | *4 | 5 | -- | 89.9 | 88.0 | -- | -- | 96.3 | 92.0 | -- | -- | 96.6 | 92.0 | -- |
| Pipeline/Midstream | 10 | 10 | 10 | 97.9 | 102.5 | 105.4 | 116.0 | 110.2 | 119.4 | 123.7 | 138.5 | 119.2 | 135.3 | 136.8 | 152.5 |
| Upgrading | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 1 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 8 | 8 | 8 | 81.5 | 97.3 | 94.9 | 110.5 | 91.5 | 110.8 | 107.3 | 121.0 | 94.5 | 115.2 | 114.0 | 128.8 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 88 | 92 | 97 | 89.3 | 97.0 | 99.7 | 107.9 | 97.4 | 110.1 | 114.1 | 124.2 | 105.7 | 122.6 | 128.3 | 144.3 |
| Calgary | 84 | 85 | 87 | 89.0 | 97.1 | 100.1 | 109.0 | 99.4 | 110.9 | 115.3 | 125.0 | 108.0 | 123.8 | 130.9 | 148.6 |
| Edmonton | 5 | 7 | 8 | 90.0 | 94.1 | 97.8 | 99.1 | 90.8 | 98.8 | 104.1 | 118.5 | 91.5 | 99.0 | 105.5 | 121.5 |
| Fort McMurray | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other Alberta | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Manitoba/Saskatchewan | 4 | 4 | 4 | -- | 74.5 | 78.7 | -- | -- | 80.4 | 85.0 | -- | -- | 80.6 | 86.7 | -- |
| Eastern Canada | 4 | 5 | 5 | 60.8 | 78.0 | 71.8 | 79.6 | 65.6 | 78.2 | 78.3 | 91.0 | 66.9 | 78.2 | 78.8 | 91.0 |
| Atlantic Canada | 3 | 4 | 4 | -- | 75.5 | 70.2 | -- | -- | 82.5 | 78.3 | -- | -- | 82.5 | 79.0 | -- |
| Ontario | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Québec | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

220.108.330 Administrative Assistant to CEO

20,100,000

Administrative Assistant to CEO

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|-------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|-------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 93 | 97 | 101 | 1.1 | 86.6 | 95.8 | 98.1 | 105.2 | 96.0 | 109.4 | 112.0 | 123.3 | 101.1 | 120.8 | 125.4 | 142.4 |
| Under \$100 Million | 9 | 9 | 10 | 0.0 | 87.9 | 92.2 | 93.8 | 100.1 | 97.5 | 100.2 | 103.4 | 108.3 | 98.0 | 103.9 | 109.2 | 117.4 |
| \$100 < \$500 Million | 23 | 23 | 24 | 0.2 | 85.0 | 91.2 | 93.9 | 102.2 | 93.2 | 105.6 | 109.0 | 121.3 | 99.2 | 122.7 | 125.9 | 146.2 |
| \$500 < \$1 Billion | 14 | 14 | 14 | 0.7 | 89.5 | 96.2 | 98.5 | 106.1 | 95.7 | 101.7 | 109.9 | 125.0 | 101.8 | 129.8 | 128.5 | 153.5 |
| \$1 < \$3 Billion | 29 | 31 | 32 | 2.0 | 85.3 | 93.3 | 93.2 | 102.6 | 92.8 | 106.7 | 106.6 | 119.8 | 94.4 | 115.4 | 117.8 | 131.2 |
| \$3 < \$5 Billion | 6 | 6 | 7 | -- | 90.0 | 97.8 | 106.6 | 135.7 | 99.5 | 119.1 | 117.5 | 136.8 | 113.6 | 136.8 | 128.8 | 141.8 |
| \$5 Billion and Over | 14 | 14 | 14 | 13.1 | 96.3 | 107.0 | 115.0 | 134.4 | 113.3 | 125.1 | 134.7 | 158.8 | 115.0 | 136.0 | 148.6 | 165.7 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 52 | 52 | 52 | 37,077 | 88.5 | 97.5 | 101.2 | 110.0 | 101.5 | 111.2 | 118.4 | 129.9 | 110.5 | 129.7 | 138.1 | 158.4 |
| Under 10,000 | 9 | 9 | 9 | -- | 81.5 | 90.0 | 89.9 | 97.4 | 100.1 | 104.6 | 105.8 | 115.8 | 107.6 | 115.1 | 118.0 | 134.7 |
| Under 5,000 | 3 | 3 | 3 | -- | -- | -- | 90.9 | -- | -- | -- | 105.1 | -- | -- | -- | 121.0 | -- |
| 5,000 < 10,000 | 6 | 6 | 6 | -- | 79.4 | 87.5 | 89.4 | 98.9 | 96.3 | 104.9 | 106.1 | 120.3 | 99.0 | 116.5 | 116.5 | 135.9 |
| 10,000 < 100,000 | 30 | 30 | 30 | 23,525 | 88.6 | 97.5 | 97.9 | 105.9 | 98.4 | 110.3 | 113.5 | 122.7 | 110.3 | 126.2 | 135.8 | 158.5 |
| 10,000 < 25,000 | 16 | 16 | 16 | 15,749 | 83.1 | 92.9 | 92.7 | 103.1 | 94.8 | 106.5 | 106.3 | 121.3 | 111.9 | 134.0 | 130.6 | 156.2 |
| 25,000 < 100,000 | 14 | 14 | 14 | 70,793 | 94.9 | 100.2 | 103.8 | 111.0 | 101.5 | 110.7 | 121.8 | 134.3 | 110.1 | 120.8 | 141.8 | 168.9 |
| 100,000 and Over | 13 | 13 | 13 | 258,000 | 92.5 | 109.0 | 116.6 | 139.6 | 114.3 | 129.6 | 138.2 | 168.1 | 125.5 | 145.6 | 157.3 | 178.5 |
| 100,000 < 300,000 | 8 | 8 | 8 | -- | 91.3 | 102.5 | 109.6 | 124.9 | 112.0 | 122.2 | 133.8 | 144.5 | 123.4 | 146.1 | 157.4 | 167.9 |
| 300,000 and Over | 5 | 5 | 5 | -- | 95.6 | 111.2 | 127.8 | 168.3 | 107.9 | 132.4 | 145.3 | 189.1 | 112.7 | 145.6 | 157.2 | 207.7 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 15 | 15 | 15 | 47 | 82.0 | 90.5 | 91.1 | 98.3 | 97.6 | 103.5 | 104.8 | 116.4 | 98.3 | 120.8 | 117.2 | 139.7 |
| 75 < 350 | 21 | 21 | 21 | 194 | 83.4 | 97.1 | 96.7 | 107.7 | 93.5 | 107.6 | 110.5 | 121.1 | 103.2 | 123.5 | 129.9 | 155.9 |
| 350 < 1,500 | 27 | 28 | 30 | 666 | 90.0 | 95.0 | 95.7 | 103.4 | 95.3 | 110.3 | 109.0 | 121.1 | 97.1 | 118.3 | 122.7 | 147.7 |
| 1,500 and Over | 30 | 32 | 35 | 3,950 | 85.9 | 96.4 | 102.5 | 109.2 | 94.1 | 109.6 | 116.2 | 132.4 | 95.3 | 115.8 | 124.1 | 139.8 |

*More than 35% of the rates within the sample are supplied by one organization.

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

220.108.400 Administrative Assistant IV**Specialization: All Incumbents**

Reporting to a Senior Manager or Top Executive, this level is responsible for complex and confidential secretarial/administrative assignments. Requires detailed understanding of the operations of the department and company. Relieves superior(s) of administrative detail and more complex routine tasks. Makes independent decisions regarding planning, organizing and scheduling work for self and frequently coordinates work for several other clerical/secretarial positions. Assignments require advanced computer skills in word processing, spreadsheet, graphics and database software

Incumbents in the same position:

452

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 108 | 146 | 688 | 67.9 | 75.0 | 80.1 | 81.2 | 86.9 | 92.8 |
| Base Salary – Org Weighted (All) | 108 | 146 | N/A | 67.0 | 74.4 | 80.7 | 79.9 | 86.3 | 89.6 |
| STI Granted (\$ Amount) Recvg | 90 | 119 | 572 | 4.6 | 6.5 | 9.4 | 10.1 | 12.1 | 17.4 |
| STI Granted (% of Base) Recvg | 90 | 119 | 572 | 5.9 | 8.5 | 11.2 | 12.2 | 14.9 | 20.6 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 17 | 19 | 65 | 0.3 | 0.8 | 2.2 | 2.0 | 2.3 | 4.6 |
| Total Cash Comp – Inc Weighted (All) | 108 | 146 | 688 | 70.9 | 80.1 | 89.8 | 89.8 | 98.2 | 108.1 |
| Total Cash Comp – Org Weighted (All) | 108 | 146 | N/A | 70.6 | 77.7 | 88.7 | 87.9 | 96.1 | 105.2 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|-----|-----|------|------|------|------|------|-------|
| STI Threshold (% of Base) Eligible | 17 | 28 | 119 | 2.5 | 3.4 | 4.0 | 5.3 | 7.5 | 9.0 |
| STI Target (% of Base) Eligible | 83 | 113 | 543 | 6.0 | 8.0 | 10.0 | 10.8 | 13.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 58 | 84 | 413 | 11.1 | 15.0 | 19.5 | 19.9 | 22.5 | 30.0 |
| Target Total Cash Compensation | 97 | 133 | 633 | 70.7 | 80.3 | 89.4 | 89.4 | 97.1 | 106.6 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|-----|-----|-----|------|------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 53 | 68 | 244 | 0.3 | 0.4 | 0.5 | 1.6 | 2.0 | 5.8 |
| Total LTI (\$ Amount) – Recvg | 48 | 57 | 272 | 4.0 | 4.8 | 6.0 | 8.5 | 10.0 | 14.7 |
| Target Total Direct Comp (\$ Amount) – Recvg | 41 | 49 | 233 | 87.4 | 94.0 | 100.5 | 104.2 | 112.2 | 123.1 |
| Target Total Direct Comp (\$ Amount) – All | 97 | 133 | 633 | 71.5 | 81.6 | 92.3 | 93.1 | 102.4 | 115.2 |
| Total Direct Comp (\$ Amount) – Recvg | 48 | 57 | 272 | 86.9 | 94.3 | 101.2 | 104.7 | 111.3 | 123.8 |
| Total Direct Comp (\$ Amount) – All | 108 | 146 | 688 | 71.7 | 81.6 | 93.2 | 93.8 | 103.2 | 115.7 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|----|-----|-----|-----|-----|-----|------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 20 | 22 | 96 | 1.0 | 1.2 | 2.2 | 5.5 | 4.2 | 21.9 |
|---|----|----|----|-----|-----|-----|-----|-----|------|

Year over Year % Increase (Mean):

2.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 96 | 598 | 87 |
| Other Guaranteed Cash | 24 | 140 | 20 |
| Other Non-Guaranteed Cash | 32 | 189 | 27 |
| LTI | 55 | 342 | 50 |
| Overtime | 39 | 287 | 42 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 57 | 474 | 66.4 |
| Midpoint | 57 | 479 | 80.0 |
| Maximum | 57 | 474 | 93.0 |
| Compa-ratio | 57 | 479 | 102.0 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 28 | 106 | 1990 |
| Year of Birth | 99 | 665 | 1964 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 102 | 669 | 9 |

*More than 35% of the rates within the sample are supplied by one organization.

220.108.400 Administrative Assistant IV

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|------------------|-------------|------------|--------------|--------|------|--------------|-------------------------|--------|-------|--------------|---------------------------|--------|-------|--------------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 48 | 56 | 302 | 80.0 | 84.8 | 87.2 | 91.0 | 89.4 | 96.5 | 98.2 | 105.2 | 94.0 | 101.9 | 105.0 | 111.5 |
| Fully Integrated | 6 | *6 | 99 | 80.5 | 87.5 | 92.1 | 98.4 | 92.2 | 101.5 | 104.4 | 111.8 | 94.1 | 104.5 | 107.9 | 117.5 |
| Exploration & Production | 45 | 50 | 203 | 80.0 | 84.2 | 84.8 | 88.9 | 88.0 | 94.8 | 95.2 | 101.6 | 93.8 | 101.1 | 103.6 | 109.8 |
| Services and Drilling | 16 | 18 | 53 | 65.7 | 71.0 | 72.3 | 79.0 | 66.6 | 74.2 | 76.7 | 84.1 | 67.3 | 76.0 | 79.8 | 87.9 |
| Services and Equipment | 15 | 17 | 52 | 65.6 | 71.5 | 72.3 | 79.5 | 66.5 | 74.6 | 76.8 | 84.2 | 67.3 | 76.1 | 80.0 | 88.2 |
| Drilling | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 14 | 21 | 139 | 69.1 | 77.7 | 76.4 | 82.0 | 73.2 | 81.3 | 82.0 | 90.4 | 73.2 | 82.9 | 82.5 | 91.2 |
| Public Sector (Regulatory Agencies, Government) | 4 | *5 | 11 | 74.7 | 80.0 | 77.5 | 80.2 | 77.8 | 80.0 | 80.4 | 83.2 | 77.8 | 80.1 | 80.6 | 83.2 |
| Pipeline/Midstream | 15 | 21 | 102 | 75.1 | 79.6 | 80.1 | 84.2 | 83.9 | 89.8 | 89.7 | 94.2 | 88.0 | 93.9 | 93.7 | 99.9 |
| Upgrading | 1 | *1 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 9 | *12 | 34 | 61.5 | 70.6 | 71.1 | 76.9 | 66.4 | 76.3 | 77.4 | 84.2 | 66.4 | 76.3 | 77.5 | 84.2 |
| Engineering, Procurement & Construction | 1 | *1 | 9 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 8 | 9 | 31 | 72.4 | 76.7 | 77.9 | 83.9 | 79.7 | 87.5 | 86.5 | 93.1 | 80.2 | 88.1 | 87.1 | 93.5 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 5 | 5 | 6 | 79.4 | 86.7 | 89.2 | 104.0 | 86.2 | 97.0 | 99.5 | 120.1 | 86.2 | 97.0 | 100.1 | 122.5 |
| All Alberta | 96 | 126 | 602 | 76.9 | 81.1 | 82.4 | 87.2 | 83.0 | 90.7 | 91.6 | 99.1 | 84.9 | 94.8 | 96.0 | 104.5 |
| Calgary | 89 | 111 | 511 | 77.9 | 82.0 | 83.0 | 87.8 | 84.6 | 91.9 | 92.9 | 99.7 | 86.9 | 96.4 | 97.6 | 105.9 |
| Edmonton | 11 | 16 | 43 | 67.3 | 75.4 | 76.1 | 80.0 | 71.6 | 77.7 | 79.1 | 83.8 | 71.6 | 78.2 | 79.9 | 85.6 |
| Fort McMurray | 4 | *4 | 17 | -- | 81.6 | 90.4 | -- | -- | 87.8 | 95.9 | -- | -- | 94.0 | 100.1 | -- |
| Other Alberta | 16 | 17 | 31 | 69.7 | 76.9 | 76.5 | 85.6 | 74.7 | 85.6 | 85.4 | 96.7 | 74.7 | 86.3 | 88.9 | 103.7 |
| Manitoba/Saskatchewan | 7 | 7 | 29 | 62.2 | 74.2 | 72.1 | 79.2 | 62.2 | 77.8 | 76.5 | 88.2 | 62.2 | 77.8 | 76.6 | 88.2 |
| Eastern Canada | 14 | 18 | 40 | 62.8 | 68.3 | 72.4 | 76.1 | 66.1 | 73.7 | 77.1 | 82.0 | 66.1 | 73.7 | 77.2 | 83.8 |
| Atlantic Canada | 5 | 8 | 14 | 59.5 | 65.6 | 66.3 | 69.5 | 60.3 | 66.1 | 69.2 | 75.0 | 60.3 | 66.1 | 69.4 | 75.0 |
| Ontario | 10 | 11 | 26 | 65.9 | 71.2 | 75.7 | 78.9 | 70.9 | 76.0 | 81.4 | 89.7 | 71.2 | 76.2 | 81.4 | 90.0 |
| Québec | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.400 Administrative Assistant IV

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|-------|-----------|---------------------------|--------|-------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 101 | 135 | 658 | 1.2 | 75.4 | 80.7 | 81.6 | 87.0 | 81.4 | 90.1 | 90.5 | 98.7 | 83.0 | 93.9 | 94.5 | 103.9 |
| Under \$100 Million | 11 | 11 | 30 | 0.0 | 74.8 | 82.4 | 81.8 | 88.8 | 80.9 | 90.1 | 88.7 | 96.2 | 81.0 | 93.2 | 90.8 | 97.9 |
| \$100 < \$500 Million | 21 | 21 | 52 | 0.3 | 77.1 | 80.1 | 80.6 | 84.7 | 80.1 | 87.8 | 87.6 | 93.2 | 81.0 | 89.5 | 93.4 | 101.2 |
| \$500 < \$1 Billion | 16 | 17 | 50 | 0.7 | 68.0 | 77.8 | 78.0 | 87.7 | 70.9 | 81.9 | 84.0 | 95.3 | 70.9 | 81.9 | 86.2 | 96.5 |
| \$1 < \$3 Billion | 33 | 43 | 198 | 1.9 | 70.3 | 78.4 | 77.8 | 85.3 | 74.5 | 87.5 | 85.0 | 95.9 | 75.1 | 88.7 | 89.0 | 102.2 |
| \$3 < \$5 Billion | 7 | *7 | 57 | 3.5 | 78.8 | 79.5 | 81.4 | 85.1 | 84.4 | 90.0 | 91.1 | 96.6 | 85.0 | 90.5 | 97.2 | 99.9 |
| \$5 Billion and Over | 17 | 36 | 271 | 10.2 | 77.1 | 82.1 | 85.3 | 89.1 | 86.7 | 93.6 | 96.3 | 102.8 | 90.0 | 97.9 | 100.3 | 107.1 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 49 | 56 | 308 | 70,793 | 80.0 | 84.7 | 86.9 | 90.6 | 89.1 | 96.2 | 97.9 | 104.9 | 93.0 | 101.3 | 104.5 | 111.2 |
| Under 10,000 | 9 | 9 | 28 | -- | 78.0 | 84.2 | 83.6 | 89.5 | 86.1 | 91.6 | 92.4 | 100.7 | 87.8 | 93.5 | 95.4 | 100.8 |
| Under 5,000 | 6 | 6 | 20 | -- | 78.1 | 82.0 | 83.4 | 88.6 | 86.8 | 91.6 | 92.5 | 99.2 | 86.9 | 92.6 | 92.9 | 99.2 |
| 5,000 < 10,000 | 3 | *3 | 8 | -- | -- | -- | 84.2 | -- | -- | -- | 92.2 | -- | -- | -- | 101.6 | -- |
| 10,000 < 100,000 | 28 | 28 | 94 | 51,947 | 80.1 | 84.6 | 85.0 | 89.5 | 87.9 | 93.7 | 94.9 | 101.7 | 92.0 | 99.9 | 102.1 | 112.0 |
| 10,000 < 25,000 | 10 | *10 | 19 | 19,424 | 79.3 | 82.0 | 81.6 | 88.2 | 85.3 | 90.7 | 90.3 | 100.2 | 85.7 | 98.2 | 99.7 | 114.7 |
| 25,000 < 100,000 | 18 | 18 | 75 | 72,093 | 80.5 | 85.0 | 85.9 | 89.8 | 89.3 | 95.6 | 96.1 | 102.1 | 92.9 | 100.1 | 102.7 | 111.6 |
| 100,000 and Over | 13 | 19 | 186 | 284,000 | 80.0 | 84.9 | 88.4 | 92.0 | 90.7 | 97.8 | 100.2 | 108.1 | 95.2 | 103.1 | 107.0 | 112.2 |
| 100,000 < 300,000 | 8 | *8 | 108 | 188,702 | 80.0 | 83.4 | 85.9 | 89.8 | 90.3 | 96.6 | 98.9 | 106.1 | 94.7 | 102.7 | 106.7 | 111.1 |
| 300,000 and Over | 5 | 11 | 78 | 478,500 | 81.1 | 86.1 | 91.9 | 95.7 | 90.9 | 98.8 | 102.1 | 110.9 | 95.8 | 104.1 | 107.4 | 117.8 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 6 | 6 | 9 | -- | 75.8 | 78.0 | 81.3 | 87.0 | 82.0 | 87.0 | 88.3 | 95.9 | 91.4 | 93.8 | 98.0 | 109.8 |
| 75 < 350 | 29 | 31 | 77 | 167 | 78.3 | 82.8 | 82.3 | 86.7 | 84.2 | 90.6 | 90.4 | 97.1 | 85.9 | 94.3 | 97.2 | 106.5 |
| 350 < 1,500 | 35 | 36 | 141 | 671 | 72.6 | 80.0 | 79.1 | 85.0 | 75.6 | 87.0 | 86.4 | 96.6 | 76.6 | 92.0 | 93.0 | 106.0 |
| 1,500 and Over | 36 | 64 | 446 | 3,554 | 75.3 | 80.6 | 82.1 | 87.5 | 82.0 | 90.6 | 91.4 | 99.3 | 83.5 | 93.4 | 94.0 | 102.4 |

*More than 35% of the rates within the sample are supplied by one organization.

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

220.108.402 Assistant IV**Specialization: All Incumbents**

Duties are of a specialized and complex nature and require a detailed knowledge of departmental and company procedures. Work may involve advanced spreadsheet and database applications. May provide general supervision with regard to planning, organizing and scheduling work for other clerical positions

Incumbents in the same position:

157

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 34 | 51 | 244 | 68.0 | 73.1 | 75.1 | 78.0 | 82.8 | 94.1 |
| Base Salary – Org Weighted (All) | 34 | 51 | N/A | 58.7 | 70.1 | 75.3 | 74.8 | 82.3 | 90.1 |
| STI Granted (\$ Amount) Recvg | 27 | 41 | 124 | 3.4 | 5.1 | 7.4 | 8.1 | 10.8 | 13.8 |
| STI Granted (% of Base) Recvg | 27 | 41 | 124 | 4.7 | 7.6 | 10.4 | 10.5 | 13.0 | 16.7 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 5 | *5 | 11 | 0.4 | 0.5 | 0.8 | 1.4 | 1.8 | 4.7 |
| Total Cash Comp – Inc Weighted (All) | 34 | 51 | 244 | 71.6 | 75.1 | 78.8 | 82.2 | 90.1 | 101.8 |
| Total Cash Comp – Org Weighted (All) | 34 | 51 | N/A | 60.4 | 73.3 | 83.1 | 81.8 | 92.5 | 101.5 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|-----|------|------|------|------|------|-------|
| STI Threshold (% of Base) Eligible | 4 | 8 | 14 | 1.3 | 1.3 | 1.3 | 2.7 | 3.5 | 6.8 |
| STI Target (% of Base) Eligible | 22 | 35 | 114 | 6.0 | 9.0 | 10.0 | 10.0 | 12.0 | 13.8 |
| STI Maximum (% of Base) Eligible | 19 | 32 | 103 | 12.5 | 15.0 | 18.0 | 18.4 | 20.0 | 27.6 |
| Target Total Cash Compensation | 27 | 43 | 229 | 71.8 | 75.1 | 79.4 | 82.3 | 90.7 | 100.1 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|-----|-----|------|------|------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 15 | 20 | 51 | 0.3 | 0.4 | 0.5 | 0.9 | 0.5 | 2.0 |
| Total LTI (\$ Amount) – Recvg | 9 | *11 | 30 | 2.7 | 4.7 | 8.5 | 9.5 | 14.4 | 14.4 |
| Target Total Direct Comp (\$ Amount) – Recvg | 6 | *7 | 20 | 89.5 | 96.5 | 97.3 | 100.6 | 105.9 | 119.6 |
| Target Total Direct Comp (\$ Amount) – All | 27 | 43 | 229 | 71.8 | 75.1 | 79.4 | 83.5 | 93.7 | 102.2 |
| Total Direct Comp (\$ Amount) – Recvg | 9 | *11 | 30 | 77.9 | 87.3 | 94.1 | 94.9 | 102.7 | 109.3 |
| Total Direct Comp (\$ Amount) – All | 34 | 51 | 244 | 71.8 | 75.1 | 80.0 | 83.5 | 93.2 | 103.1 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|----|-----|-----|------|------|------|------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 11 | 12 | 22 | 1.3 | 3.1 | 10.0 | 10.0 | 13.4 | 23.7 |
|---|----|----|----|-----|-----|------|------|------|------|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

4.4%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 29 | 129 | 53 |
| Other Guaranteed Cash | 14 | 66 | 27 |
| Other Non-Guaranteed Cash | 9 | 37 | 15 |
| LTI | 14 | 45 | 18 |
| Overtime | 19 | 153 | 63 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 21 | 188 | 64.7 |
| Midpoint | 21 | 190 | 79.8 |
| Maximum | 21 | 188 | 95.8 |
| Compa-ratio | 21 | 190 | 102.1 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 9 | 29 | 2000 |
| Year of Birth | 34 | 244 | 1971 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 32 | 240 | 5 |

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CA MTCS for the Energy Sector

Scope Analysis

220.108.402 Assistant IV

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|------------------|-------------|------------|--------------|--------|------|--------------|-------------------------|--------|------|--------------|---------------------------|--------|------|--------------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 17 | 20 | 70 | 74.4 | 78.5 | 80.5 | 84.4 | 78.3 | 84.6 | 85.6 | 92.4 | 79.9 | 86.1 | 87.7 | 94.1 |
| Fully Integrated | 3 | *3 | 24 | -- | -- | 86.7 | -- | -- | -- | 88.8 | -- | -- | -- | 89.3 | -- |
| Exploration & Production | 16 | 17 | 46 | 73.5 | 76.2 | 77.2 | 80.6 | 77.8 | 83.8 | 83.9 | 89.5 | 79.8 | 86.1 | 86.8 | 93.0 |
| Services and Drilling | 4 | *5 | 15 | 60.3 | 69.0 | 70.2 | 83.0 | 60.3 | 74.7 | 74.6 | 85.0 | 60.3 | 74.7 | 74.6 | 85.0 |
| Services and Equipment | 4 | *4 | 14 | -- | 69.6 | 71.4 | -- | -- | 75.3 | 75.7 | -- | -- | 75.3 | 75.7 | -- |
| Drilling | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 7 | *14 | 108 | 75.1 | 75.1 | 77.4 | 75.8 | 75.1 | 75.1 | 78.9 | 78.5 | 75.1 | 75.1 | 79.0 | 78.5 |
| Public Sector (Regulatory Agencies, Government) | 1 | *1 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 5 | *8 | 41 | 73.1 | 78.4 | 80.1 | 87.7 | 80.4 | 85.8 | 89.0 | 95.2 | 83.5 | 93.5 | 93.1 | 102.3 |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 1 | *1 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 32 | 44 | 208 | 73.1 | 75.1 | 77.6 | 80.4 | 75.1 | 77.7 | 81.4 | 88.5 | 75.1 | 78.8 | 83.0 | 91.7 |
| Calgary | 24 | 26 | 82 | 73.1 | 77.6 | 78.9 | 84.1 | 79.0 | 85.4 | 85.2 | 92.6 | 81.9 | 89.3 | 88.6 | 96.4 |
| Edmonton | 4 | *9 | 87 | 73.5 | 75.1 | 74.8 | 75.1 | 75.1 | 75.1 | 76.2 | 75.1 | 75.1 | 75.1 | 76.3 | 75.1 |
| Fort McMurray | 6 | *7 | 13 | 74.7 | 79.5 | 80.0 | 86.8 | 75.5 | 84.0 | 86.7 | 94.8 | 77.6 | 88.5 | 89.5 | 97.6 |
| Other Alberta | 12 | *12 | 26 | 68.8 | 79.2 | 81.4 | 102.8 | 72.7 | 82.3 | 84.1 | 102.8 | 72.7 | 84.0 | 84.3 | 102.8 |
| Manitoba/Saskatchewan | 2 | *3 | 7 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Eastern Canada | 5 | 11 | 27 | 72.2 | 79.3 | 78.9 | 92.5 | 75.6 | 83.8 | 84.1 | 100.1 | 75.6 | 83.8 | 84.1 | 100.1 |
| Atlantic Canada | 3 | 5 | 9 | 46.0 | 68.6 | 61.9 | 77.1 | 51.8 | 73.2 | 65.4 | 77.3 | 51.9 | 73.2 | 65.6 | 77.3 |
| Ontario | 3 | *5 | 16 | 79.5 | 91.5 | 88.1 | 94.9 | 83.7 | 96.4 | 94.6 | 104.3 | 83.7 | 96.4 | 94.6 | 104.3 |
| Québec | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

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CA MTCS for the Energy Sector

Scope Analysis

220.108.402 Assistant IV

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 34 | 50 | 209 | 0.9 | 73.1 | 75.1 | 78.4 | 83.7 | 75.1 | 81.4 | 83.3 | 92.6 | 75.1 | 83.6 | 84.9 | 94.8 |
| Under \$100 Million | 3 | *3 | 11 | -- | -- | -- | 63.8 | -- | -- | -- | 68.8 | -- | -- | -- | 68.8 | -- |
| \$100 < \$500 Million | 8 | 8 | 13 | 0.4 | 67.7 | 74.7 | 75.3 | 84.0 | 72.4 | 83.0 | 80.1 | 88.2 | 73.9 | 86.0 | 84.0 | 93.5 |
| \$500 < \$1 Billion | 7 | *9 | 58 | 0.7 | 75.1 | 75.1 | 80.7 | 82.0 | 75.1 | 75.1 | 82.2 | 90.5 | 75.1 | 75.1 | 82.4 | 92.1 |
| \$1 < \$3 Billion | 7 | *11 | 43 | 1.6 | 71.7 | 73.1 | 72.1 | 78.4 | 75.7 | 81.4 | 78.5 | 87.7 | 76.1 | 85.0 | 83.1 | 93.0 |
| \$3 < \$5 Billion | 1 | *1 | 8 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 8 | 18 | 76 | 26.5 | 74.7 | 82.5 | 83.1 | 91.5 | 79.2 | 89.6 | 89.5 | 97.7 | 80.5 | 90.4 | 90.4 | 99.3 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 18 | 22 | 81 | 69,032 | 74.4 | 78.8 | 80.3 | 83.9 | 78.7 | 85.3 | 86.0 | 93.1 | 80.3 | 87.0 | 87.8 | 93.9 |
| Under 10,000 | 3 | *3 | 9 | -- | -- | -- | 79.9 | -- | -- | -- | 86.9 | -- | -- | -- | 86.9 | -- |
| Under 5,000 | 1 | *1 | 7 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 5,000 < 10,000 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 11 | 11 | 33 | 47,813 | 73.3 | 76.6 | 77.1 | 80.3 | 78.5 | 84.0 | 83.8 | 89.2 | 80.2 | 86.2 | 86.4 | 92.3 |
| 10,000 < 25,000 | 4 | *4 | 5 | -- | -- | 74.7 | 75.7 | -- | -- | 87.4 | 84.1 | -- | -- | 94.4 | 94.3 | -- |
| 25,000 < 100,000 | 7 | *7 | 28 | 70,400 | 73.4 | 76.7 | 77.4 | 80.3 | 78.7 | 83.8 | 83.8 | 89.1 | 79.2 | 84.8 | 85.0 | 90.3 |
| 100,000 and Over | 5 | *8 | 39 | 310,000 | 75.2 | 80.9 | 83.0 | 91.7 | 78.6 | 85.3 | 87.5 | 95.9 | 80.5 | 88.5 | 89.2 | 97.4 |
| 100,000 < 300,000 | 2 | *2 | 7 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 300,000 and Over | 3 | *6 | 32 | 534,900 | 75.9 | 82.3 | 84.7 | 95.4 | 78.7 | 88.3 | 88.6 | 97.1 | 82.5 | 90.4 | 90.3 | 97.3 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 4 | 4 | 4 | -- | -- | 74.0 | 72.1 | -- | -- | 79.5 | 80.9 | -- | -- | 79.5 | 80.9 | -- |
| 75 < 350 | 3 | *3 | 4 | -- | -- | -- | 74.6 | -- | -- | -- | 81.7 | -- | -- | -- | 93.8 | -- |
| 350 < 1,500 | 13 | *14 | 80 | 716 | 72.7 | 75.1 | 75.4 | 76.8 | 75.1 | 75.1 | 78.9 | 83.3 | 75.1 | 75.1 | 81.4 | 90.6 |
| 1,500 and Over | 15 | 29 | 155 | 2,865 | 74.5 | 75.9 | 79.6 | 85.0 | 75.1 | 81.4 | 83.8 | 93.5 | 75.1 | 82.3 | 84.3 | 93.9 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

CA MTCS for the Energy Sector

220.108.410 Administrative Assistant III**Specialization: All Incumbents**

Reporting to a department head, this position requires advanced secretarial and administrative skills to complete assignments of a complex and confidential nature. Requires detailed understanding of the operations of the department and company. Provides secretarial and administrative support to a department and its manager. Relieves superior(s) of some administrative detail within established limits. Makes independent decisions regarding planning, organizing and scheduling work. Assignments may require advanced computer skills in word processing, spreadsheet, graphics and database software. May be involved in administrative functions including tracking employee records and departmental budget.

Incumbents in the same position:

800

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 117 | 163 | 1,375 | 55.4 | 62.7 | 68.0 | 68.8 | 73.7 | 81.1 |
| Base Salary – Org Weighted (All) | 117 | 163 | N/A | 52.5 | 60.1 | 66.8 | 65.8 | 71.9 | 75.8 |
| STI Granted (\$ Amount) Recvg | 87 | 123 | 919 | 2.7 | 4.7 | 6.7 | 7.4 | 9.3 | 13.7 |
| STI Granted (% of Base) Recvg | 87 | 123 | 919 | 4.2 | 7.1 | 9.8 | 10.6 | 13.2 | 18.7 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 15 | 20 | 106 | 0.1 | 0.3 | 0.8 | 1.4 | 2.2 | 3.0 |
| Total Cash Comp – Inc Weighted (All) | 117 | 163 | 1,375 | 57.1 | 65.1 | 73.2 | 73.9 | 81.0 | 91.3 |
| Total Cash Comp – Org Weighted (All) | 117 | 163 | N/A | 55.5 | 63.3 | 72.0 | 71.0 | 78.1 | 87.4 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|-----|-----|-------|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 18 | 33 | 194 | 1.5 | 3.0 | 3.4 | 3.5 | 3.5 | 5.0 |
| STI Target (% of Base) Eligible | 79 | 115 | 897 | 6.0 | 6.7 | 10.0 | 9.3 | 10.0 | 15.0 |
| STI Maximum (% of Base) Eligible | 55 | 89 | 691 | 9.0 | 13.5 | 16.0 | 18.6 | 20.0 | 33.0 |
| Target Total Cash Compensation | 100 | 143 | 1,204 | 58.8 | 67.1 | 74.5 | 74.6 | 81.8 | 90.0 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|-----|-----|-------|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 44 | 59 | 302 | 0.3 | 0.3 | 0.5 | 0.9 | 1.0 | 1.5 |
| Total LTI (\$ Amount) – Recvg | 35 | 44 | 332 | 2.0 | 3.7 | 4.2 | 5.6 | 5.9 | 8.0 |
| Target Total Direct Comp (\$ Amount) – Recvg | 29 | 37 | 272 | 72.9 | 76.0 | 81.4 | 82.8 | 88.1 | 94.6 |
| Target Total Direct Comp (\$ Amount) – All | 100 | 143 | 1,204 | 59.0 | 67.7 | 75.3 | 76.0 | 83.8 | 92.6 |
| Total Direct Comp (\$ Amount) – Recvg | 35 | 44 | 332 | 71.9 | 76.2 | 82.0 | 83.3 | 88.4 | 96.5 |
| Total Direct Comp (\$ Amount) – All | 117 | 163 | 1,375 | 57.4 | 66.0 | 74.9 | 75.4 | 83.9 | 94.1 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|-----|-----|-----|-----|-----|------|------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 30 | 36 | 197 | 1.2 | 2.2 | 7.7 | 8.5 | 11.0 | 19.3 |
|---|----|----|-----|-----|-----|-----|-----|------|------|

*More than 35% of the rates within the sample are supplied by one organization

Year over Year % Increase (Mean):

2.7%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 98 | 1,068 | 78 |
| Other Guaranteed Cash | 38 | 258 | 19 |
| Other Non-Guaranteed Cash | 30 | 346 | 25 |
| LTI | 44 | 408 | 30 |
| Overtime | 62 | 801 | 58 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 52 | 887 | 60.0 |
| Midpoint | 52 | 895 | 71.2 |
| Maximum | 52 | 887 | 84.1 |
| Compa-ratio | 52 | 895 | 99.3 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 29 | 172 | 1999 |
| Year of Birth | 110 | 1,337 | 1967 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 111 | 1,337 | 12 |

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.410 Administrative Assistant III

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 48 | 56 | 486 | 68.5 | 73.5 | 76.3 | 79.6 | 74.4 | 81.3 | 83.1 | 89.6 | 77.4 | 83.9 | 86.0 | 93.3 |
| Fully Integrated | 6 | *6 | 181 | 70.5 | 76.7 | 81.0 | 89.2 | 78.6 | 87.0 | 87.8 | 95.9 | 78.8 | 88.6 | 89.0 | 97.6 |
| Exploration & Production | 45 | 50 | 305 | 67.2 | 71.9 | 73.5 | 77.3 | 72.9 | 77.7 | 80.3 | 86.0 | 76.4 | 82.2 | 84.3 | 89.5 |
| Services and Drilling | 20 | 22 | 81 | 55.7 | 61.6 | 60.1 | 65.3 | 55.9 | 61.8 | 61.2 | 67.9 | 55.9 | 62.0 | 62.1 | 69.8 |
| Services and Equipment | 18 | 20 | 77 | 55.2 | 60.8 | 59.6 | 65.0 | 55.6 | 60.8 | 60.4 | 66.6 | 55.6 | 61.8 | 61.4 | 68.4 |
| Drilling | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 15 | 23 | 270 | 57.2 | 64.8 | 63.8 | 70.4 | 59.1 | 66.9 | 67.0 | 75.5 | 59.1 | 66.9 | 67.1 | 75.5 |
| Public Sector (Regulatory Agencies, Government) | 4 | 5 | 32 | 58.4 | 62.6 | 62.4 | 65.7 | 60.6 | 64.7 | 64.4 | 68.0 | 60.6 | 64.7 | 64.5 | 68.2 |
| Pipeline/Midstream | 16 | 24 | 232 | 63.5 | 67.8 | 67.8 | 71.5 | 69.8 | 74.9 | 74.5 | 79.0 | 72.0 | 77.6 | 76.8 | 82.1 |
| Upgrading | 1 | *1 | 12 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 7 | *13 | 97 | 57.3 | 64.5 | 64.6 | 72.6 | 60.0 | 69.0 | 71.3 | 87.1 | 60.0 | 69.0 | 71.8 | 88.9 |
| Engineering, Procurement & Construction | 8 | *8 | 101 | 57.9 | 63.0 | 64.6 | 70.8 | 58.9 | 63.0 | 65.6 | 70.8 | 58.9 | 63.0 | 65.6 | 70.8 |
| Alternative Energy | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 7 | 8 | 58 | 60.5 | 64.4 | 64.2 | 67.1 | 65.0 | 70.0 | 69.0 | 73.5 | 65.4 | 70.2 | 69.2 | 73.5 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 20 | 22 | 44 | 61.6 | 65.9 | 67.0 | 72.7 | 64.0 | 70.7 | 71.0 | 78.1 | 65.5 | 71.4 | 72.5 | 80.7 |
| All Alberta | 102 | 131 | 958 | 64.6 | 70.0 | 70.7 | 75.0 | 69.5 | 75.6 | 76.5 | 82.8 | 70.9 | 77.6 | 78.5 | 85.5 |
| Calgary | 90 | 114 | 704 | 65.5 | 70.4 | 71.7 | 75.7 | 71.3 | 76.8 | 77.9 | 84.6 | 72.3 | 78.6 | 80.0 | 87.0 |
| Edmonton | 16 | 21 | 61 | 61.9 | 68.2 | 67.3 | 72.5 | 64.1 | 71.5 | 70.8 | 76.0 | 64.4 | 71.5 | 71.0 | 76.2 |
| Fort McMurray | 11 | 14 | 84 | 66.4 | 69.7 | 72.4 | 75.3 | 70.1 | 74.6 | 78.0 | 82.4 | 72.4 | 78.5 | 80.6 | 85.8 |
| Other Alberta | 40 | 43 | 109 | 60.2 | 66.2 | 65.1 | 69.8 | 62.0 | 69.5 | 69.5 | 75.6 | 64.2 | 70.8 | 71.7 | 78.0 |
| Manitoba/Saskatchewan | 15 | 16 | 82 | 56.0 | 62.3 | 61.4 | 65.9 | 56.7 | 64.4 | 64.4 | 70.5 | 56.7 | 64.4 | 64.5 | 70.8 |
| Eastern Canada | 22 | 37 | 267 | 55.5 | 64.2 | 65.6 | 72.1 | 58.2 | 65.0 | 69.1 | 76.1 | 58.2 | 65.0 | 69.4 | 78.2 |
| Atlantic Canada | 14 | 22 | 72 | 51.4 | 60.1 | 66.2 | 73.5 | 55.4 | 64.2 | 69.7 | 79.4 | 55.4 | 64.5 | 70.0 | 81.6 |
| Ontario | 14 | *17 | 185 | 57.5 | 64.2 | 64.7 | 67.9 | 58.8 | 65.0 | 67.7 | 71.5 | 58.8 | 65.0 | 67.8 | 72.1 |
| Québec | 3 | *3 | 10 | -- | -- | 77.2 | -- | -- | -- | 92.1 | -- | -- | -- | 94.1 | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.410 Administrative Assistant III

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 107 | 146 | 1,301 | 1.1 | 63.0 | 68.1 | 69.2 | 74.2 | 66.0 | 73.7 | 74.5 | 81.7 | 66.8 | 75.6 | 76.1 | 84.5 |
| Under \$100 Million | 15 | 17 | 54 | 0.0 | 56.7 | 61.7 | 62.2 | 68.6 | 58.8 | 64.7 | 64.3 | 72.1 | 58.8 | 64.7 | 64.7 | 73.5 |
| \$100 < \$500 Million | 25 | 25 | 82 | 0.2 | 61.8 | 66.0 | 66.9 | 73.5 | 63.1 | 70.5 | 70.3 | 75.9 | 63.2 | 70.7 | 71.4 | 77.3 |
| \$500 < \$1 Billion | 17 | 18 | 73 | 0.6 | 59.4 | 66.0 | 64.8 | 72.6 | 61.6 | 70.0 | 68.2 | 77.6 | 63.5 | 71.0 | 71.9 | 81.3 |
| \$1 < \$3 Billion | 32 | 42 | 301 | 2.0 | 57.3 | 63.6 | 64.2 | 71.5 | 59.3 | 67.3 | 68.2 | 75.2 | 59.3 | 67.5 | 69.3 | 77.9 |
| \$3 < \$5 Billion | 7 | *7 | 159 | 3.5 | 60.9 | 66.8 | 65.0 | 70.4 | 61.8 | 67.8 | 67.5 | 75.6 | 61.8 | 67.8 | 68.3 | 75.6 |
| \$5 Billion and Over | 16 | 37 | 632 | 13.1 | 66.8 | 71.0 | 74.1 | 78.3 | 72.5 | 78.8 | 81.3 | 88.3 | 74.8 | 81.7 | 83.3 | 90.1 |
| | | | | | | | | | | | | | | | | |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 51 | 58 | 514 | 69,032 | 68.5 | 72.8 | 75.7 | 78.6 | 74.0 | 80.4 | 82.2 | 88.2 | 76.4 | 83.1 | 85.1 | 91.6 |
| Under 10,000 | 9 | *9 | 48 | -- | 67.3 | 71.0 | 69.5 | 73.3 | 72.0 | 76.1 | 75.0 | 80.4 | 72.0 | 76.8 | 75.7 | 81.2 |
| Under 5,000 | 6 | *6 | 42 | -- | 66.7 | 71.1 | 69.1 | 73.1 | 70.9 | 75.3 | 74.2 | 80.3 | 71.7 | 75.3 | 74.4 | 80.3 |
| 5,000 < 10,000 | 3 | *3 | 6 | -- | -- | -- | 72.6 | -- | -- | -- | 80.3 | -- | -- | -- | 84.4 | -- |
| 10,000 < 100,000 | 28 | 28 | 107 | 37,077 | 68.0 | 73.7 | 77.3 | 81.1 | 73.9 | 80.0 | 82.3 | 87.2 | 77.3 | 83.4 | 86.8 | 95.5 |
| 10,000 < 25,000 | 10 | 10 | 18 | 19,945 | 62.7 | 67.7 | 67.9 | 76.2 | 69.9 | 74.1 | 74.1 | 78.5 | 77.0 | 87.0 | 89.7 | 97.6 |
| 25,000 < 100,000 | 18 | 18 | 89 | 67,349 | 70.0 | 74.5 | 79.2 | 82.7 | 75.1 | 81.0 | 83.9 | 91.2 | 77.2 | 83.3 | 86.3 | 95.6 |
| 100,000 and Over | 15 | 21 | 359 | 258,000 | 68.9 | 73.3 | 76.1 | 79.0 | 74.5 | 82.2 | 83.2 | 89.6 | 77.5 | 84.4 | 85.8 | 92.1 |
| 100,000 < 300,000 | 10 | 10 | 136 | 132,506 | 67.4 | 70.0 | 71.0 | 74.1 | 73.6 | 78.2 | 79.6 | 86.2 | 75.3 | 80.9 | 82.9 | 88.0 |
| 300,000 and Over | 5 | 11 | 223 | 478,500 | 70.5 | 75.5 | 79.2 | 83.7 | 75.8 | 85.4 | 85.4 | 93.1 | 78.5 | 87.0 | 87.6 | 95.6 |
| | | | | | | | | | | | | | | | | |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 7 | 8 | 14 | 47 | 50.1 | 61.0 | 59.6 | 67.1 | 52.0 | 63.4 | 64.0 | 74.0 | 52.2 | 63.4 | 67.2 | 83.0 |
| 75 < 350 | 30 | 30 | 91 | 159 | 62.4 | 66.9 | 66.9 | 72.0 | 65.9 | 71.3 | 70.8 | 76.5 | 67.0 | 72.1 | 74.7 | 80.8 |
| 350 < 1,500 | 37 | 38 | 208 | 666 | 62.0 | 69.5 | 70.6 | 76.0 | 65.2 | 74.7 | 74.8 | 81.3 | 65.3 | 75.9 | 77.0 | 86.0 |
| 1,500 and Over | 39 | 71 | 1,000 | 3,505 | 63.2 | 68.2 | 69.4 | 74.2 | 66.5 | 74.0 | 74.9 | 82.4 | 67.2 | 75.6 | 76.1 | 84.4 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

220.108.412 Assistant III**Specialization:** All Incumbents

Duties are of a more complex nature than the fully qualified level, requiring a broader knowledge of departmental procedures. Work may involve advanced spreadsheet and database applications. May entail checking and coordinating the work of junior Assistants.

| | | | | | | | | | | | | | |
|---|--------------------------|---------------------|--------------------|----------------------|----------------------|---------------|-------------|----------------------|----------------------|--|-----------------------|--------------------|--------------------------|
| Incumbents in the same position: | 444 | | | | | | | | | Year over Year % Increase (Mean): | 3.7% | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 46 | 64 | 594 | 52.7 | 61.9 | 67.1 | 65.6 | 71.0 | 76.6 | STI | 39 | 386 | 65 |
| Base Salary – Org Weighted (All) | 46 | 64 | N/A | 46.9 | 60.2 | 65.6 | 63.7 | 69.3 | 74.8 | Other Guaranteed Cash | 17 | 136 | 23 |
| STI Granted (\$ Amount) Recvg | 37 | 52 | 377 | 2.7 | 3.9 | 5.8 | 6.1 | 8.0 | 9.8 | Other Non-Guaranteed Cash | 12 | 68 | 11 |
| STI Granted (% of Base) Recvg | 37 | 52 | 377 | 4.6 | 6.9 | 9.0 | 9.4 | 12.2 | 13.8 | LTI | 13 | 107 | 18 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 7 | 7 | 16 | 0.2 | 0.3 | 0.5 | 1.6 | 2.3 | 5.3 | Overtime | 26 | 420 | 71 |
| Total Cash Comp – Inc Weighted (All) | 46 | 64 | 594 | 55.6 | 64.5 | 70.2 | 69.5 | 76.3 | 82.1 | | | | |
| Total Cash Comp – Org Weighted (All) | 46 | 64 | N/A | 49.0 | 62.0 | 71.0 | 69.2 | 76.1 | 83.5 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Threshold (% of Base) Eligible | 8 | *14 | 75 | 1.3 | 3.0 | 3.5 | 3.1 | 3.5 | 4.0 | Minimum | 28 | 515 | 54.8 |
| STI Target (% of Base) Eligible | 32 | 46 | 350 | 7.0 | 7.5 | 10.0 | 8.9 | 10.0 | 10.0 | Midpoint | 28 | 517 | 64.9 |
| STI Maximum (% of Base) Eligible | 26 | 40 | 333 | 10.0 | 12.5 | 15.0 | 16.2 | 20.0 | 20.0 | Maximum | 28 | 515 | 76.6 |
| Target Total Cash Compensation | 39 | 56 | 558 | 56.1 | 64.4 | 70.2 | 69.5 | 75.6 | 82.2 | Compa-ratio | 28 | 517 | 101.7 |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median |
| Total Perquisite Value (\$ Amount) | 16 | 22 | 164 | 0.1 | 0.3 | 0.4 | 0.5 | 0.5 | 1.3 | Graduation Year | 14 | 84 | 2000 |
| Total LTI (\$ Amount) – Recvg | 13 | *14 | 94 | 3.0 | 3.9 | 7.2 | 6.4 | 7.2 | 10.1 | Year of Birth | 43 | 588 | 1973 |
| Target Total Direct Comp (\$ Amount) – Recvg | 10 | *10 | 66 | 72.6 | 77.4 | 82.4 | 82.0 | 82.4 | 95.3 | | | | |
| Target Total Direct Comp (\$ Amount) – All | 39 | 56 | 558 | 56.4 | 64.9 | 71.2 | 70.5 | 77.3 | 83.1 | | | | |
| Total Direct Comp (\$ Amount) – Recvg | 13 | *14 | 94 | 69.5 | 73.4 | 80.4 | 79.6 | 83.2 | 89.1 | | | | |
| Total Direct Comp (\$ Amount) – All | 46 | 64 | 594 | 55.9 | 64.8 | 71.6 | 70.7 | 77.0 | 83.9 | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | Dist. Orgs | Num Obs | % of Obs |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 15 | 16 | 76 | 1.2 | 4.3 | 9.0 | 11.2 | 15.6 | 22.9 | Hired since 2014 | 45 | 588 | 8 |

*More than 35% of the rates within the sample are supplied by one organization.

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.412 Assistant III

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 18 | 21 | 167 | 64.9 | 68.8 | 69.5 | 73.8 | 67.8 | 73.1 | 74.0 | 78.4 | 69.8 | 74.3 | 75.6 | 80.6 |
| Fully Integrated | 2 | *2 | 78 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Exploration & Production | 17 | 19 | 89 | 65.2 | 68.6 | 69.6 | 73.4 | 68.9 | 75.0 | 75.9 | 81.7 | 71.1 | 76.3 | 78.8 | 84.3 |
| Services and Drilling | 10 | 10 | 26 | 50.4 | 56.5 | 57.4 | 62.8 | 51.4 | 57.9 | 59.6 | 68.1 | 51.4 | 57.9 | 59.7 | 68.1 |
| Services and Equipment | 8 | *8 | 23 | 50.4 | 56.4 | 57.7 | 64.0 | 51.8 | 56.6 | 59.4 | 65.1 | 51.8 | 56.6 | 59.5 | 65.1 |
| Drilling | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 9 | 17 | 230 | 62.1 | 68.3 | 64.9 | 72.8 | 62.9 | 68.7 | 66.9 | 73.9 | 63.2 | 68.7 | 67.1 | 75.2 |
| Public Sector (Regulatory Agencies, Government) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 7 | *10 | 132 | 61.4 | 63.9 | 64.9 | 68.4 | 66.4 | 72.3 | 71.9 | 76.7 | 69.5 | 76.7 | 74.7 | 81.9 |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 1 | *1 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 2 | *2 | 24 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 2 | *2 | 9 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 4 | *4 | 10 | -- | 62.1 | 63.3 | -- | -- | 62.1 | 64.6 | -- | -- | 62.1 | 64.6 | -- |
| All Alberta | 39 | 49 | 455 | 63.1 | 68.3 | 67.7 | 72.0 | 66.5 | 71.4 | 71.7 | 76.6 | 67.6 | 72.8 | 73.1 | 78.1 |
| Calgary | 31 | 33 | 192 | 63.9 | 68.4 | 68.2 | 72.8 | 68.6 | 73.9 | 73.3 | 77.7 | 70.5 | 76.6 | 76.1 | 82.3 |
| Edmonton | 7 | 13 | 158 | 63.0 | 68.6 | 67.5 | 68.7 | 66.0 | 68.7 | 70.0 | 74.3 | 66.3 | 68.7 | 70.1 | 74.3 |
| Fort McMurray | 9 | *9 | 44 | 64.0 | 66.3 | 67.7 | 69.7 | 66.8 | 71.2 | 72.5 | 75.8 | 69.8 | 72.7 | 74.2 | 76.5 |
| Other Alberta | 18 | 20 | 61 | 59.3 | 68.4 | 66.7 | 73.2 | 63.4 | 73.2 | 70.5 | 76.6 | 63.4 | 73.2 | 70.7 | 76.7 |
| Manitoba/Saskatchewan | 5 | *6 | 25 | 63.7 | 66.4 | 66.0 | 69.9 | 68.1 | 72.1 | 71.4 | 76.3 | 68.3 | 72.1 | 71.6 | 76.5 |
| Eastern Canada | 12 | *18 | 91 | 42.2 | 56.6 | 55.3 | 64.3 | 44.8 | 57.4 | 59.0 | 71.4 | 45.0 | 57.6 | 59.3 | 71.6 |
| Atlantic Canada | 8 | *10 | 48 | 38.8 | 43.3 | 46.1 | 51.4 | 41.2 | 45.4 | 48.7 | 55.2 | 41.3 | 45.5 | 48.9 | 55.2 |
| Ontario | 6 | 7 | 38 | 57.5 | 63.8 | 65.3 | 72.0 | 60.6 | 69.9 | 69.8 | 76.9 | 60.6 | 70.7 | 70.3 | 77.4 |
| Québec | 2 | *2 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.412 Assistant III

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 43 | 60 | 533 | 1.6 | 60.8 | 66.3 | 65.3 | 71.4 | 64.3 | 71.2 | 69.5 | 76.6 | 64.6 | 72.2 | 70.7 | 77.5 |
| Under \$100 Million | 4 | *4 | 9 | -- | -- | 55.0 | 54.4 | -- | -- | 55.0 | 57.7 | -- | -- | 56.5 | 57.8 | -- |
| \$100 < \$500 Million | 8 | 8 | 20 | 0.3 | 57.7 | 62.5 | 65.5 | 72.6 | 62.6 | 68.2 | 69.7 | 78.1 | 62.6 | 73.3 | 72.6 | 81.6 |
| \$500 < \$1 Billion | 6 | *7 | 120 | 0.7 | 66.3 | 68.7 | 70.4 | 76.6 | 68.3 | 72.6 | 71.5 | 76.6 | 68.3 | 72.7 | 71.7 | 76.6 |
| \$1 < \$3 Billion | 14 | *20 | 157 | 2.0 | 50.1 | 63.0 | 58.3 | 68.3 | 52.0 | 66.5 | 63.1 | 73.9 | 52.0 | 68.0 | 65.5 | 77.8 |
| \$3 < \$5 Billion | 2 | *2 | 6 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 9 | 19 | 221 | 25.1 | 63.1 | 67.5 | 67.8 | 73.1 | 66.7 | 72.6 | 73.4 | 79.6 | 68.4 | 73.3 | 74.1 | 80.0 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 18 | 21 | 178 | 103,989 | 64.0 | 68.5 | 68.5 | 72.7 | 67.1 | 72.9 | 73.1 | 77.7 | 69.6 | 73.8 | 74.6 | 79.8 |
| Under 10,000 | 1 | *1 | 14 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Under 5,000 | 1 | *1 | 14 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 5,000 < 10,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 9 | *9 | 35 | 69,032 | 65.4 | 68.1 | 69.6 | 71.9 | 70.7 | 73.8 | 74.8 | 77.4 | 71.4 | 74.5 | 78.1 | 80.5 |
| 10,000 < 25,000 | 3 | *3 | 7 | -- | -- | -- | 78.9 | -- | -- | -- | 86.5 | -- | -- | -- | 99.3 | -- |
| 25,000 < 100,000 | 6 | *6 | 28 | 71,700 | 64.8 | 68.0 | 67.2 | 69.6 | 69.4 | 73.2 | 71.9 | 75.9 | 71.0 | 73.7 | 72.7 | 76.6 |
| 100,000 and Over | 9 | 11 | 129 | 284,000 | 64.2 | 68.6 | 68.8 | 73.2 | 67.1 | 72.9 | 73.0 | 78.1 | 69.6 | 73.7 | 74.2 | 79.8 |
| 100,000 < 300,000 | 5 | *5 | 53 | 124,208 | 64.8 | 67.6 | 67.2 | 69.9 | 69.4 | 73.0 | 72.5 | 76.3 | 69.7 | 73.5 | 73.3 | 77.4 |
| 300,000 and Over | 4 | *6 | 76 | 434,950 | 64.0 | 70.6 | 69.9 | 75.3 | 66.4 | 72.5 | 73.3 | 80.8 | 69.6 | 74.4 | 74.8 | 81.4 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 75 < 350 | 11 | 11 | 21 | 240 | 62.3 | 67.0 | 70.3 | 80.3 | 67.9 | 77.6 | 77.1 | 88.3 | 73.3 | 81.6 | 83.8 | 99.8 |
| 350 < 1,500 | 13 | *13 | 159 | 908 | 63.9 | 68.3 | 66.2 | 68.7 | 65.4 | 68.7 | 70.1 | 74.1 | 66.8 | 71.4 | 72.4 | 78.9 |
| 1,500 and Over | 21 | 37 | 410 | 3,228 | 60.0 | 66.4 | 65.3 | 72.8 | 63.4 | 71.0 | 69.1 | 76.6 | 63.8 | 71.5 | 69.5 | 76.6 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

220.108.420 Administrative Assistant II**Specialization: All Incumbents**

Requires advanced secretarial and administrative skills for a department. Requires general understanding of company operations, and organization procedures. Possesses detailed knowledge of the department's operations and may provide work direction or assistance to more junior administrative/clerical personnel. Assignments typically require advanced computer skills in word processing, spreadsheet and graphics software. May be involved in administrative functions including travel arrangements, vacation scheduling, timesheets, and expense account submissions

| | | | | | | | | | | | | | |
|---|----------------------|-----------------|----------------|------------------|------------------|---------------|-------------|------------------|------------------|--|-------------------|----------------|----------------------|
| Incumbents in the same position: | 911 | | | | | | | | | Year over Year % Increase (Mean): | 3.2% | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 121 | 156 | 1,617 | 46.2 | 52.5 | 57.7 | 57.5 | 63.0 | 68.0 | STI | 99 | 1,111 | 69 |
| Base Salary – Org Weighted (All) | 121 | 156 | N/A | 46.1 | 52.4 | 57.7 | 57.1 | 61.8 | 67.0 | Other Guaranteed Cash | 41 | 255 | 16 |
| STI Granted (\$ Amount) Recvg | 88 | 118 | 993 | 2.1 | 3.4 | 5.3 | 5.6 | 7.5 | 9.3 | Other Non-Guaranteed Cash | 31 | 392 | 24 |
| STI Granted (% of Base) Recvg | 88 | 118 | 993 | 4.0 | 6.1 | 8.8 | 9.3 | 12.2 | 14.3 | LTI | 46 | 400 | 25 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 17 | 22 | 76 | 0.1 | 0.5 | 0.7 | 1.4 | 1.5 | 3.1 | Overtime | 65 | 1,107 | 68 |
| Total Cash Comp – Inc Weighted (All) | 121 | 156 | 1,617 | 47.1 | 53.6 | 61.2 | 61.0 | 68.1 | 74.6 | | | | |
| Total Cash Comp – Org Weighted (All) | 121 | 156 | N/A | 49.8 | 54.6 | 61.8 | 61.2 | 66.5 | 74.0 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Threshold (% of Base) Eligible | 17 | 31 | 195 | 1.3 | 3.0 | 3.4 | 3.3 | 3.5 | 4.0 | Minimum | 57 | 1,069 | 49.5 |
| STI Target (% of Base) Eligible | 80 | 110 | 933 | 5.0 | 6.7 | 7.5 | 8.0 | 10.0 | 10.0 | Midpoint | 58 | 1,082 | 58.7 |
| STI Maximum (% of Base) Eligible | 53 | 81 | 730 | 9.0 | 10.5 | 14.0 | 15.6 | 20.0 | 24.0 | Maximum | 57 | 1,069 | 69.3 |
| Target Total Cash Compensation | 106 | 139 | 1,439 | 47.7 | 54.5 | 62.1 | 61.2 | 67.8 | 73.2 | Compa-ratio | 58 | 1,082 | 100.3 |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median |
| Total Perquisite Value (\$ Amount) | 46 | 57 | 365 | 0.3 | 0.3 | 0.4 | 0.8 | 0.9 | 1.5 | Graduation Year | 31 | 154 | 2003 |
| Total LTI (\$ Amount) – Recvg | 40 | 44 | 293 | 2.7 | 3.3 | 3.7 | 5.2 | 5.8 | 8.0 | Year of Birth | 112 | 1,557 | 1973 |
| Target Total Direct Comp (\$ Amount) – Recvg | 31 | 34 | 218 | 62.4 | 65.8 | 68.4 | 69.7 | 71.7 | 76.6 | | | | |
| Target Total Direct Comp (\$ Amount) – All | 106 | 139 | 1,439 | 48.2 | 54.8 | 62.8 | 62.1 | 69.2 | 74.0 | | Dist. Orgs | Num Obs | % of Obs |
| Total Direct Comp (\$ Amount) – Recvg | 40 | 44 | 293 | 59.1 | 64.9 | 68.7 | 69.3 | 72.2 | 77.7 | Hired since 2014 | 114 | 1,548 | 18 |
| Total Direct Comp (\$ Amount) – All | 121 | 156 | 1,617 | 47.8 | 54.1 | 62.6 | 62.1 | 69.6 | 75.4 | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 34 | 41 | 223 | 1.2 | 2.3 | 8.7 | 9.6 | 10.8 | 23.0 | | | | |

*More than 35% of the rates within the sample are supplied by one organization

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.420 Administrative Assistant II

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 51 | 57 | 425 | 58.5 | 63.0 | 63.1 | 67.9 | 62.4 | 69.1 | 69.0 | 75.0 | 65.4 | 71.0 | 71.3 | 75.9 |
| Fully Integrated | 6 | 6 | 162 | 60.0 | 65.0 | 65.2 | 69.8 | 63.4 | 70.7 | 70.0 | 75.3 | 63.7 | 71.1 | 70.5 | 75.7 |
| Exploration & Production | 48 | 51 | 263 | 57.4 | 62.0 | 61.8 | 66.3 | 61.8 | 67.8 | 68.4 | 74.9 | 65.8 | 71.0 | 71.8 | 76.1 |
| Services and Drilling | 20 | 22 | 223 | 47.7 | 52.1 | 52.4 | 56.8 | 48.7 | 52.9 | 53.5 | 57.6 | 49.9 | 54.1 | 54.3 | 58.2 |
| Services and Equipment | 18 | 20 | 214 | 47.6 | 52.3 | 52.4 | 56.8 | 48.7 | 52.7 | 53.4 | 57.5 | 49.9 | 54.0 | 54.2 | 58.1 |
| Drilling | 2 | *2 | 9 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 15 | 21 | 292 | 52.6 | 57.6 | 57.0 | 63.0 | 54.8 | 59.6 | 60.0 | 66.8 | 55.1 | 60.2 | 60.2 | 67.1 |
| Public Sector (Regulatory Agencies, Government) | 3 | *3 | 25 | -- | -- | 55.8 | -- | -- | -- | 56.1 | -- | -- | -- | 56.1 | -- |
| Pipeline/Midstream | 16 | 25 | 294 | 55.7 | 58.9 | 58.7 | 61.9 | 60.2 | 64.4 | 63.5 | 68.2 | 62.0 | 66.8 | 65.4 | 70.1 |
| Upgrading | 1 | *1 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 8 | *13 | 96 | 42.8 | 56.4 | 54.1 | 59.2 | 45.8 | 60.2 | 58.6 | 64.5 | 45.8 | 60.2 | 58.6 | 64.5 |
| Engineering, Procurement & Construction | 6 | *6 | 226 | 47.2 | 52.8 | 52.8 | 56.7 | 47.2 | 52.8 | 53.0 | 56.7 | 47.2 | 52.8 | 53.0 | 56.7 |
| Alternative Energy | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 7 | *7 | 30 | 53.1 | 56.5 | 56.3 | 60.1 | 57.8 | 62.3 | 61.8 | 66.6 | 58.1 | 62.5 | 62.1 | 66.6 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 17 | *19 | 96 | 47.6 | 53.4 | 52.6 | 56.8 | 47.8 | 54.0 | 54.2 | 59.9 | 47.8 | 54.0 | 54.5 | 60.5 |
| All Alberta | 107 | 128 | 1,120 | 55.0 | 59.4 | 59.5 | 63.9 | 57.4 | 63.6 | 63.7 | 69.3 | 58.0 | 65.8 | 65.2 | 71.1 |
| Calgary | 93 | 105 | 599 | 55.6 | 60.3 | 60.1 | 65.0 | 59.0 | 65.5 | 64.8 | 70.7 | 60.0 | 67.4 | 66.7 | 72.2 |
| Edmonton | 22 | 28 | 168 | 52.8 | 57.4 | 57.7 | 62.2 | 53.7 | 58.7 | 59.6 | 65.4 | 53.7 | 58.9 | 59.8 | 65.4 |
| Fort McMurray | 14 | 16 | 113 | 56.3 | 62.1 | 62.7 | 68.5 | 60.9 | 68.3 | 68.2 | 75.1 | 61.8 | 69.8 | 69.1 | 76.3 |
| Other Alberta | 49 | 54 | 240 | 54.9 | 58.3 | 57.9 | 61.0 | 57.0 | 61.9 | 61.7 | 66.2 | 57.8 | 63.2 | 63.3 | 69.0 |
| Manitoba/Saskatchewan | 20 | 21 | 87 | 49.5 | 53.4 | 54.3 | 58.0 | 50.0 | 55.4 | 56.9 | 62.4 | 50.0 | 55.4 | 57.5 | 63.4 |
| Eastern Canada | 27 | 34 | 268 | 45.1 | 54.1 | 52.9 | 59.3 | 45.8 | 55.2 | 55.0 | 62.6 | 45.8 | 55.2 | 55.2 | 62.8 |
| Atlantic Canada | 11 | 14 | 59 | 40.0 | 48.0 | 49.1 | 55.7 | 41.1 | 48.3 | 50.6 | 56.0 | 41.2 | 48.3 | 50.7 | 56.0 |
| Ontario | 17 | 19 | 202 | 47.0 | 54.8 | 53.8 | 59.3 | 47.4 | 55.7 | 56.1 | 62.8 | 47.6 | 55.9 | 56.2 | 63.1 |
| Québec | 6 | 6 | 7 | 48.2 | 60.7 | 58.4 | 66.3 | 48.2 | 68.1 | 62.1 | 74.2 | 48.2 | 69.2 | 62.6 | 74.2 |

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***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

220.108.420 Administrative Assistant II

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 111 | 141 | 1,537 | 1.0 | 52.8 | 57.8 | 57.7 | 63.0 | 54.1 | 61.7 | 61.3 | 68.2 | 54.5 | 62.9 | 62.5 | 69.8 |
| Under \$100 Million | 14 | 15 | 41 | 0.0 | 50.0 | 54.0 | 53.5 | 59.1 | 50.0 | 55.1 | 55.0 | 59.2 | 51.0 | 56.2 | 55.5 | 59.2 |
| \$100 < \$500 Million | 25 | 25 | 126 | 0.2 | 50.1 | 54.9 | 56.4 | 63.1 | 51.9 | 57.2 | 58.5 | 65.4 | 52.1 | 57.9 | 60.5 | 67.0 |
| \$500 < \$1 Billion | 17 | *17 | 196 | 0.7 | 49.9 | 55.6 | 54.7 | 62.1 | 50.5 | 56.0 | 56.3 | 63.3 | 50.5 | 56.1 | 57.3 | 64.6 |
| \$1 < \$3 Billion | 33 | 44 | 439 | 2.0 | 49.5 | 55.0 | 54.8 | 60.0 | 49.5 | 56.2 | 57.0 | 63.5 | 50.2 | 56.9 | 58.3 | 66.0 |
| \$3 < \$5 Billion | 8 | *8 | 123 | 3.5 | 51.8 | 57.2 | 55.9 | 61.6 | 52.0 | 59.0 | 58.4 | 66.4 | 52.5 | 59.4 | 58.7 | 66.4 |
| \$5 Billion and Over | 16 | 32 | 612 | 13.1 | 57.3 | 60.7 | 61.7 | 66.2 | 62.0 | 66.8 | 67.5 | 72.9 | 63.3 | 68.7 | 68.7 | 74.0 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 54 | 59 | 447 | 47,699 | 57.4 | 62.0 | 62.0 | 66.5 | 61.3 | 67.5 | 67.2 | 73.1 | 63.7 | 69.8 | 69.6 | 74.5 |
| Under 10,000 | 8 | *8 | 47 | -- | 52.5 | 58.2 | 58.4 | 64.1 | 53.7 | 62.4 | 61.9 | 67.9 | 53.7 | 63.0 | 63.1 | 68.1 |
| Under 5,000 | 6 | *6 | 39 | -- | 51.0 | 57.8 | 57.1 | 63.0 | 52.5 | 60.0 | 59.8 | 66.0 | 52.7 | 60.5 | 60.2 | 66.0 |
| 5,000 < 10,000 | 2 | *2 | 8 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 34 | 34 | 117 | 31,152 | 55.0 | 60.0 | 59.2 | 65.0 | 59.1 | 63.5 | 64.4 | 70.7 | 63.5 | 69.2 | 69.9 | 72.8 |
| 10,000 < 25,000 | 14 | 14 | 19 | 18,535 | 50.0 | 57.2 | 58.4 | 65.0 | 56.6 | 59.4 | 63.7 | 69.1 | 60.2 | 68.5 | 76.4 | 81.0 |
| 25,000 < 100,000 | 20 | 20 | 98 | 69,716 | 56.0 | 60.1 | 59.4 | 65.0 | 60.5 | 63.7 | 64.6 | 70.8 | 63.8 | 69.3 | 68.6 | 72.8 |
| 100,000 and Over | 13 | 17 | 283 | 284,000 | 59.3 | 63.0 | 63.8 | 68.2 | 63.3 | 69.5 | 69.2 | 74.7 | 65.7 | 70.7 | 70.5 | 75.1 |
| 100,000 < 300,000 | 8 | 8 | 118 | 188,702 | 57.5 | 60.2 | 60.6 | 63.0 | 61.6 | 66.4 | 66.4 | 70.0 | 62.6 | 68.2 | 68.0 | 71.5 |
| 300,000 and Over | 5 | 9 | 165 | 478,500 | 61.7 | 66.5 | 66.1 | 70.5 | 67.0 | 71.8 | 71.2 | 76.6 | 67.9 | 72.5 | 72.3 | 76.6 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 13 | 13 | 19 | 49 | 50.0 | 55.0 | 56.3 | 65.0 | 50.0 | 60.4 | 60.0 | 69.2 | 52.7 | 65.0 | 62.2 | 71.6 |
| 75 < 350 | 28 | 29 | 77 | 167 | 50.0 | 57.0 | 57.1 | 63.5 | 54.5 | 61.5 | 61.7 | 68.6 | 56.5 | 64.4 | 67.4 | 73.2 |
| 350 < 1,500 | 36 | 37 | 279 | 657 | 52.6 | 57.0 | 57.5 | 63.1 | 53.0 | 61.0 | 60.2 | 66.6 | 53.2 | 62.5 | 61.8 | 68.9 |
| 1,500 and Over | 39 | 64 | 1,191 | 3,666 | 53.0 | 58.3 | 57.9 | 63.0 | 54.4 | 62.1 | 61.6 | 68.6 | 54.7 | 62.9 | 62.4 | 70.3 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

2015

CA MTCS for the Energy Sector

220.108.422 Assistant II

Specialization: All Incumbents

Involves duties of moderate complexity. Requires a sound knowledge of departmental procedures, as well as limited judgement and initiative. Duties may include reviewing and updating information in files, preparing reports or special studies, maintenance and retrieval of computer records. Work may involve advanced PC applications, including spreadsheet creation, maintenance, and analysis. May provide work direction to more junior levels.

Incumbents in the same position:

522

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|
| Base Salary – Inc Weighted (All) | 57 | 87 | 1,005 | 49.9 | 55.6 | 61.8 | 62.1 | 70.7 | 73.8 |
| Base Salary – Org Weighted (All) | 57 | 87 | N/A | 43.8 | 52.0 | 56.7 | 56.3 | 61.3 | 66.2 |
| STI Granted (\$ Amount) Recvg | 44 | *66 | 372 | 2.3 | 3.5 | 4.1 | 4.4 | 5.2 | 6.9 |
| STI Granted (% of Base) Recvg | 44 | *66 | 372 | 4.2 | 6.3 | 6.3 | 7.7 | 9.0 | 12.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 5 | *5 | 30 | 0.4 | 0.7 | 3.6 | 4.1 | 8.0 | 9.4 |
| Total Cash Comp – Inc Weighted (All) | 57 | 87 | 1,005 | 50.0 | 58.5 | 65.6 | 63.9 | 70.9 | 73.8 |
| Total Cash Comp – Org Weighted (All) | 57 | 87 | N/A | 46.9 | 53.2 | 60.4 | 60.0 | 65.9 | 71.2 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|-----|-----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 10 | 18 | 51 | 1.3 | 3.0 | 3.6 | 3.6 | 4.0 | 5.0 |
| STI Target (% of Base) Eligible | 41 | *64 | 374 | 5.0 | 5.0 | 7.0 | 6.9 | 8.0 | 10.0 |
| STI Maximum (% of Base) Eligible | 28 | *50 | 326 | 10.0 | 10.0 | 10.5 | 13.6 | 16.0 | 22.0 |
| Target Total Cash Compensation | 50 | 79 | 969 | 51.6 | 58.4 | 65.5 | 64.1 | 70.7 | 73.8 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|-------|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 20 | 28 | 95 | 0.3 | 0.3 | 0.4 | 0.8 | 0.5 | 1.5 |
| Total LTI (\$ Amount) – Recvg | 18 | 20 | 50 | 1.8 | 2.5 | 4.1 | 5.0 | 6.0 | 11.8 |
| Target Total Direct Comp (\$ Amount) – Recvg | 14 | 15 | 30 | 58.8 | 62.7 | 65.7 | 67.1 | 71.5 | 75.6 |
| Target Total Direct Comp (\$ Amount) – All | 50 | 79 | 969 | 51.6 | 58.4 | 65.9 | 64.4 | 70.7 | 73.8 |
| Total Direct Comp (\$ Amount) – Recvg | 18 | 20 | 50 | 57.6 | 60.0 | 64.5 | 65.5 | 72.0 | 75.3 |
| Total Direct Comp (\$ Amount) – All | 57 | 87 | 1,005 | 50.5 | 59.1 | 65.9 | 64.2 | 71.3 | 73.8 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|-----|-----|-----|-----|-----|------|------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 20 | 25 | 114 | 1.2 | 2.8 | 7.9 | 9.6 | 11.5 | 19.9 |
|---|----|----|-----|-----|-----|-----|-----|------|------|

Year over Year % Increase (Mean):

3.7%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|------------|---------|---------------|
| STI | 49 | 410 | 41 |
| Other Guaranteed Cash | 23 | 242 | 24 |
| Other Non-Guaranteed Cash | 14 | 83 | 8 |
| LTI | 21 | 65 | 6 |
| Overtime | 31 | 854 | 85 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 29 | 619 | 48.4 |
| Midpoint | 29 | 620 | 59.6 |
| Maximum | 29 | 619 | 67.2 |
| Compa-ratio | 29 | 620 | 102.7 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 12 | 55 | 2006 |
| Year of Birth | 55 | 993 | 1972 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 56 | 998 | 9 |

*More than 35% of the rates within the sample are supplied by one organization.

220.108.422 Assistant II

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 28 | 34 | 123 | 54.0 | 56.4 | 57.1 | 59.7 | 57.8 | 61.0 | 61.6 | 64.7 | 59.2 | 62.4 | 63.5 | 66.4 |
| Fully Integrated | 5 | *5 | 38 | 53.9 | 56.0 | 56.5 | 58.8 | 57.4 | 60.8 | 61.1 | 63.4 | 57.9 | 61.1 | 61.9 | 64.4 |
| Exploration & Production | 26 | 29 | 85 | 54.3 | 56.8 | 57.3 | 60.0 | 57.8 | 61.0 | 61.8 | 65.4 | 59.7 | 63.5 | 64.2 | 67.6 |
| Services and Drilling | 10 | *13 | 81 | 47.1 | 50.0 | 51.5 | 55.8 | 47.7 | 52.1 | 52.9 | 58.3 | 47.7 | 52.1 | 53.0 | 58.3 |
| Services and Equipment | 8 | *10 | 71 | 47.0 | 50.0 | 51.2 | 54.0 | 47.6 | 51.6 | 52.5 | 57.2 | 47.6 | 51.6 | 52.5 | 57.2 |
| Drilling | 3 | *3 | 10 | -- | -- | 53.4 | -- | -- | -- | 56.3 | -- | -- | -- | 56.7 | -- |
| Energy Marketing | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 10 | 19 | 721 | 60.7 | 65.9 | 64.9 | 71.2 | 61.8 | 67.6 | 66.0 | 73.8 | 61.8 | 67.6 | 66.1 | 73.8 |
| Public Sector (Regulatory Agencies, Government) | 2 | *2 | 11 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 6 | 10 | 27 | 52.7 | 54.8 | 54.8 | 59.3 | 55.7 | 60.3 | 58.8 | 65.1 | 56.6 | 62.3 | 61.6 | 67.5 |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 2 | *2 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 1 | *1 | 14 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 4 | *5 | 22 | 55.4 | 59.7 | 58.0 | 61.7 | 56.7 | 64.5 | 62.0 | 67.6 | 56.7 | 64.6 | 62.1 | 67.6 |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 4 | *5 | 16 | 50.0 | 53.4 | 53.8 | 58.1 | 51.0 | 57.9 | 57.6 | 63.7 | 51.0 | 58.0 | 57.7 | 63.9 |
| All Alberta | 48 | 67 | 537 | 56.0 | 61.8 | 61.1 | 65.9 | 58.5 | 62.6 | 62.9 | 69.8 | 59.4 | 64.2 | 63.5 | 70.7 |
| Calgary | 40 | 44 | 157 | 53.5 | 58.5 | 59.3 | 65.5 | 55.9 | 61.8 | 61.9 | 70.2 | 58.1 | 64.4 | 63.6 | 70.7 |
| Edmonton | 10 | *15 | 149 | 58.5 | 61.8 | 61.9 | 65.1 | 58.5 | 61.8 | 62.4 | 67.7 | 58.7 | 61.8 | 62.4 | 67.8 |
| Fort McMurray | 7 | 9 | 37 | 56.5 | 62.2 | 61.9 | 65.9 | 61.8 | 65.1 | 66.7 | 74.0 | 61.8 | 66.8 | 67.2 | 74.0 |
| Other Alberta | 23 | *28 | 194 | 57.6 | 65.9 | 62.0 | 67.7 | 60.4 | 65.9 | 63.4 | 68.4 | 60.6 | 65.9 | 63.5 | 68.5 |
| Manitoba/Saskatchewan | 9 | *10 | 74 | 49.9 | 49.9 | 51.7 | 53.2 | 49.9 | 50.9 | 52.2 | 53.2 | 49.9 | 50.9 | 52.2 | 53.2 |
| Eastern Canada | 12 | *18 | 363 | 59.0 | 67.2 | 66.0 | 73.8 | 61.8 | 71.4 | 67.9 | 73.8 | 61.8 | 71.4 | 67.9 | 73.8 |
| Atlantic Canada | 6 | *7 | 16 | 38.6 | 41.9 | 42.8 | 45.7 | 40.5 | 45.1 | 44.8 | 49.2 | 40.5 | 45.1 | 44.8 | 49.2 |
| Ontario | 9 | *10 | 337 | 61.3 | 69.2 | 67.3 | 73.8 | 65.7 | 71.4 | 69.1 | 73.8 | 65.7 | 71.4 | 69.1 | 73.8 |
| Québec | 3 | *3 | 10 | -- | -- | 59.8 | -- | -- | -- | 64.8 | -- | -- | -- | 64.8 | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

220.108.422 Assistant II

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 55 | 84 | 934 | 1.2 | 55.1 | 62.7 | 62.2 | 70.7 | 58.3 | 65.9 | 64.0 | 71.4 | 58.8 | 65.9 | 64.4 | 71.4 |
| Under \$100 Million | 4 | *4 | 36 | -- | -- | 50.0 | 49.3 | -- | -- | 51.9 | 51.6 | -- | -- | 51.9 | 51.6 | -- |
| \$100 < \$500 Million | 13 | 16 | 60 | 0.2 | 46.1 | 53.5 | 53.0 | 58.8 | 47.8 | 56.1 | 54.2 | 60.3 | 48.2 | 56.6 | 55.3 | 61.4 |
| \$500 < \$1 Billion | 9 | *12 | 257 | 0.9 | 62.1 | 65.9 | 65.7 | 70.7 | 63.1 | 68.1 | 66.4 | 70.7 | 63.2 | 68.4 | 66.6 | 70.7 |
| \$1 < \$3 Billion | 16 | *24 | 135 | 1.9 | 49.9 | 53.2 | 53.5 | 58.2 | 49.9 | 53.2 | 55.7 | 61.5 | 49.9 | 53.2 | 56.8 | 64.0 |
| \$3 < \$5 Billion | 2 | *2 | 183 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 11 | *26 | 263 | 19.6 | 55.6 | 58.7 | 59.3 | 63.6 | 59.1 | 63.5 | 63.5 | 69.0 | 59.1 | 64.4 | 63.8 | 69.6 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 25 | 30 | 117 | 82,186 | 54.0 | 56.3 | 57.0 | 59.5 | 57.7 | 60.8 | 61.3 | 64.5 | 59.1 | 62.2 | 63.1 | 65.9 |
| Under 10,000 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Under 5,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 5,000 < 10,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 13 | *13 | 35 | 70,400 | 53.5 | 57.7 | 56.5 | 59.5 | 55.5 | 61.0 | 60.0 | 64.5 | 58.0 | 62.0 | 62.4 | 65.6 |
| 10,000 < 25,000 | 3 | *3 | 6 | -- | -- | -- | 53.0 | -- | -- | -- | 54.3 | -- | -- | -- | 57.5 | -- |
| 25,000 < 100,000 | 10 | *10 | 29 | 72,237 | 55.8 | 58.3 | 57.2 | 59.6 | 57.5 | 62.2 | 61.2 | 64.9 | 58.8 | 62.7 | 63.4 | 65.8 |
| 100,000 and Over | 11 | 15 | 80 | 284,000 | 54.0 | 56.0 | 57.0 | 58.9 | 57.9 | 60.6 | 61.7 | 64.2 | 59.3 | 62.2 | 63.2 | 65.8 |
| 100,000 < 300,000 | 7 | *7 | 49 | 124,208 | 54.0 | 55.2 | 56.0 | 57.7 | 58.4 | 60.3 | 60.8 | 63.0 | 59.4 | 62.1 | 62.4 | 64.7 |
| 300,000 and Over | 4 | 8 | 31 | 434,950 | 55.0 | 56.8 | 58.6 | 61.7 | 56.8 | 62.5 | 63.2 | 67.5 | 59.1 | 62.5 | 64.5 | 72.5 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 3 | *3 | 5 | -- | -- | -- | 44.2 | -- | -- | -- | 47.8 | -- | -- | -- | 51.9 | -- |
| 75 < 350 | 10 | 13 | 23 | 167 | 48.6 | 53.4 | 51.8 | 57.2 | 48.6 | 55.9 | 54.2 | 60.3 | 48.6 | 57.2 | 56.8 | 61.0 |
| 350 < 1,500 | 18 | *20 | 134 | 770 | 54.4 | 59.9 | 57.4 | 61.8 | 55.5 | 61.8 | 58.8 | 61.8 | 57.1 | 61.8 | 59.7 | 62.1 |
| 1,500 and Over | 23 | 46 | 835 | 3,204 | 55.6 | 65.2 | 63.3 | 70.7 | 59.1 | 66.4 | 65.1 | 71.4 | 59.1 | 66.8 | 65.2 | 72.0 |

*More than 35% of the rates within the sample are supplied by one organization.

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

220.108.426 Travel Coordinator**Specialization: All Incumbents**

Manages in country and international travel requirements, including lodgement of travel requests, visa administration and local vehicle transportation to a department or group of professionals. Collects, compiles, and analyzes moderately complex data and information. Composes straightforward written descriptions of results. Requires the ability to exercise independent judgment and employ basic reasoning skills. Typically requires a high school education or equivalent and two to four years of experience. Frequently reports to a department manager.

| Incumbents in the same position: 34 | | | | | | | | | | Year over Year % Increase (Mean): 3.1% | | | |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|--|--|--|--|
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | | | | |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 12 | *12 | 50 | 60.6 | 61.9 | 70.6 | 72.0 | 79.6 | 86.4 | Incentives and Eligibility | | | |
| Base Salary – Org Weighted (All) | 12 | *12 | N/A | 48.0 | 61.2 | 70.9 | 67.7 | 74.5 | 82.7 | STI | | | |
| STI Granted (\$ Amount) Recvg | 8 | *8 | 40 | 7.1 | 7.7 | 10.5 | 11.0 | 14.0 | 16.7 | Other Guaranteed Cash | | | |
| STI Granted (% of Base) Recvg | 8 | *8 | 40 | 8.6 | 11.7 | 14.0 | 14.6 | 18.0 | 20.2 | Other Non-Guaranteed Cash | | | |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 8 | -- | -- | -- | -- | -- | -- | LTI | | | |
| Total Cash Comp – Inc Weighted (All) | 12 | *12 | 50 | 62.0 | 68.3 | 79.1 | 81.2 | 93.6 | 100.9 | Overtime | | | |
| Total Cash Comp – Org Weighted (All) | 12 | *12 | N/A | 48.1 | 62.3 | 77.1 | 73.5 | 83.3 | 96.1 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | | | | |
| STI Threshold (% of Base) Eligible | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | Salary Range | | | |
| STI Target (% of Base) Eligible | 8 | *8 | 43 | 8.5 | 10.0 | 15.0 | 12.4 | 15.0 | 15.0 | Minimum | | | |
| STI Maximum (% of Base) Eligible | 6 | *6 | 41 | 20.0 | 21.0 | 30.0 | 26.3 | 33.0 | 33.0 | Midpoint | | | |
| Target Total Cash Compensation | 11 | *11 | 49 | 62.0 | 67.3 | 81.9 | 80.7 | 92.7 | 98.1 | Maximum | | | |
| Estimated Total Direct Compensation | | | | | | | | | | | | | |
| Total Perquisite Value (\$ Amount) | 3 | *3 | 6 | -- | -- | -- | 0.7 | -- | -- | Compa-ratio | | | |
| Total LTI (\$ Amount) – Recvg | 5 | *5 | 20 | 3.5 | 4.2 | 6.1 | 7.0 | 9.0 | 11.9 | | | | |
| Target Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 20 | 70.8 | 75.6 | 93.3 | 93.4 | 102.0 | 107.7 | Demographics | | | |
| Target Total Direct Comp (\$ Amount) – All | 11 | *11 | 49 | 62.3 | 68.7 | 83.6 | 83.6 | 96.0 | 104.4 | Graduation Year | | | |
| Total Direct Comp (\$ Amount) – Recvg | 5 | *5 | 20 | 72.0 | 78.0 | 95.9 | 95.1 | 103.4 | 111.9 | Year of Birth | | | |
| Total Direct Comp (\$ Amount) – All | 12 | *12 | 50 | 62.2 | 69.7 | 82.4 | 84.1 | 97.5 | 105.8 | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 4 | *4 | 10 | -- | -- | 5.3 | 7.1 | -- | -- | Hired since 2014 | | | |

*More than 35% of the rates within the sample are supplied by one organization.

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.426 Travel Coordinator

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 7 | *7 | 41 | 62.0 | 72.0 | 72.5 | 79.8 | 69.6 | 80.1 | 83.2 | 93.7 | 72.5 | 83.8 | 86.7 | 98.3 |
| Fully Integrated | 2 | *2 | 27 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Exploration & Production | 5 | *5 | 14 | 61.0 | 71.0 | 70.5 | 79.5 | 66.0 | 77.8 | 77.4 | 92.1 | 67.5 | 80.6 | 81.8 | 100.7 |
| Services and Drilling | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Services and Equipment | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Drilling | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Public Sector (Regulatory Agencies, Government) | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 1 | *1 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 11 | *11 | 48 | 61.8 | 70.0 | 71.5 | 79.4 | 68.3 | 77.8 | 80.7 | 93.5 | 69.7 | 80.6 | 83.7 | 96.7 |
| Calgary | 9 | *9 | 42 | 62.0 | 70.0 | 71.3 | 79.1 | 68.2 | 77.8 | 80.3 | 92.4 | 69.7 | 80.6 | 83.4 | 95.7 |
| Edmonton | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Fort McMurray | 2 | *2 | 5 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other Alberta | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Manitoba/Saskatchewan | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Eastern Canada | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Atlantic Canada | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Ontario | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Québec | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.426 Travel Coordinator

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 11 | *11 | 46 | 1.4 | 61.7 | 71.6 | 71.8 | 79.6 | 68.4 | 80.0 | 81.7 | 93.6 | 71.3 | 83.7 | 84.8 | 97.5 |
| Under \$100 Million | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$100 < \$500 Million | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$500 < \$1 Billion | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$1 < \$3 Billion | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$3 < \$5 Billion | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 4 | *4 | 38 | -- | -- | 73.2 | 73.0 | -- | -- | 83.0 | 84.2 | -- | -- | 85.3 | 87.6 | -- |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 7 | *7 | 41 | 271,413 | 61.9 | 72.0 | 72.2 | 79.8 | 69.6 | 80.1 | 82.9 | 93.7 | 72.5 | 83.8 | 86.4 | 98.3 |
| Under 10,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Under 5,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 5,000 < 10,000 | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 25,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 25,000 < 100,000 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 100,000 and Over | 4 | *4 | 38 | -- | -- | 73.2 | 73.0 | -- | -- | 83.0 | 84.2 | -- | -- | 85.3 | 87.6 | -- |
| 100,000 < 300,000 | 2 | *2 | 7 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 300,000 and Over | 2 | *2 | 31 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 75 < 350 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 350 < 1,500 | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 1,500 and Over | 7 | *7 | 42 | 3,505 | 61.9 | 73.2 | 72.6 | 80.4 | 69.6 | 83.0 | 83.2 | 94.2 | 71.8 | 85.3 | 86.2 | 100.0 |

*More than 35% of the rates within the sample are supplied by one organization.

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

220.108.430 Administrative Assistant Ib**Specialization:** All Incumbents

Requires a general knowledge of departmental procedures, practices and office routine. Possesses good office and computer skills including word processing, spreadsheets, graphics software, and filing. May provide assistance to a more senior Administrative Assistant in a large department.

| | | | | | | | | | | | | | |
|---|--------------------------|---------------------|--------------------|----------------------|----------------------|---------------|-------------|----------------------|----------------------|--|-----------------------|--------------------|--------------------------|
| Incumbents in the same position: | 444 | | | | | | | | | Year over Year % Increase (Mean): | 2.9% | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | | | | |
| Base Salary – Inc Weighted (All) | 95 | 121 | 921 | 40.3 | 45.0 | 50.5 | 51.1 | 58.4 | 60.6 | STI | 79 | 446 | 48 |
| Base Salary – Org Weighted (All) | 95 | 121 | N/A | 42.2 | 46.0 | 50.8 | 50.8 | 55.2 | 60.3 | Other Guaranteed Cash | 31 | 176 | 19 |
| STI Granted (\$ Amount) Recvg | 70 | 89 | 393 | 1.8 | 2.5 | 3.9 | 4.6 | 6.2 | 8.5 | Other Non-Guaranteed Cash | 26 | 147 | 16 |
| STI Granted (% of Base) Recvg | 70 | 89 | 393 | 3.7 | 4.8 | 7.8 | 8.5 | 11.8 | 14.2 | LTI | 39 | 183 | 20 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 11 | *13 | 34 | 0.3 | 0.6 | 1.6 | 1.3 | 1.7 | 2.1 | Overtime | 48 | 651 | 71 |
| Total Cash Comp – Inc Weighted (All) | 95 | 121 | 921 | 40.8 | 45.6 | 53.0 | 53.1 | 60.6 | 65.1 | | | | |
| Total Cash Comp – Org Weighted (All) | 95 | 121 | N/A | 43.0 | 47.9 | 54.6 | 54.4 | 59.4 | 65.5 | | | | |
| Target Annual Cash Compensation | | | | | | | | | | Salary Range | Dist. Orgs | Num Obs | Median |
| STI Threshold (% of Base) Eligible | 14 | 20 | 64 | 1.0 | 1.3 | 1.3 | 2.8 | 4.0 | 6.5 | Minimum | 43 | 451 | 42.8 |
| STI Target (% of Base) Eligible | 62 | 84 | 361 | 5.0 | 5.0 | 8.0 | 8.1 | 10.0 | 10.0 | Midpoint | 44 | 464 | 51.0 |
| STI Maximum (% of Base) Eligible | 40 | 59 | 270 | 8.0 | 10.0 | 14.0 | 15.5 | 20.0 | 30.0 | Maximum | 43 | 451 | 60.3 |
| Target Total Cash Compensation | 82 | 106 | 836 | 40.9 | 45.8 | 53.4 | 53.2 | 60.6 | 64.8 | Compa-ratio | 44 | 464 | 98.7 |
| Estimated Total Direct Compensation | | | | | | | | | | Demographics | Dist. Orgs | Num Obs | Median |
| Total Perquisite Value (\$ Amount) | 35 | 48 | 240 | 0.3 | 0.3 | 0.4 | 0.7 | 0.5 | 1.5 | Graduation Year | 25 | 99 | 2004 |
| Total LTI (\$ Amount) – Recvg | 32 | 36 | 137 | 1.7 | 2.6 | 3.3 | 4.5 | 6.6 | 7.5 | Year of Birth | 91 | 890 | 1976 |
| Target Total Direct Comp (\$ Amount) – Recvg | 26 | 30 | 92 | 50.8 | 54.3 | 59.9 | 59.9 | 63.3 | 68.4 | | | | |
| Target Total Direct Comp (\$ Amount) – All | 82 | 106 | 836 | 41.1 | 46.0 | 54.0 | 53.9 | 60.6 | 66.3 | | | | |
| Total Direct Comp (\$ Amount) – Recvg | 32 | 36 | 137 | 50.6 | 53.8 | 58.7 | 59.5 | 63.8 | 67.9 | | | | |
| Total Direct Comp (\$ Amount) – All | 95 | 121 | 921 | 41.1 | 46.0 | 54.0 | 54.0 | 60.6 | 67.0 | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | Dist. Orgs | Num Obs | % of Obs |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 27 | 28 | 153 | 1.2 | 1.7 | 3.4 | 6.2 | 8.7 | 16.4 | Hired since 2014 | 91 | 874 | 21 |

*More than 35% of the rates within the sample are supplied by one organization.

2015 CA MTCS for the Energy Sector

Scope Analysis

220.108.430 Administrative Assistant Ib

20,100-400 Administrative Assistant II

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 43 | 48 | 206 | 49.8 | 53.0 | 53.2 | 56.4 | 52.6 | 56.7 | 57.8 | 62.0 | 54.5 | 59.4 | 60.3 | 65.3 |
| Fully Integrated | 6 | *6 | 38 | 50.0 | 53.0 | 53.9 | 57.0 | 51.9 | 54.2 | 57.2 | 61.4 | 52.6 | 54.5 | 57.5 | 61.4 |
| Exploration & Production | 40 | 42 | 168 | 49.7 | 53.0 | 53.0 | 56.3 | 53.0 | 57.0 | 58.0 | 62.0 | 56.5 | 60.5 | 61.0 | 65.7 |
| Services and Drilling | 17 | 19 | 195 | 41.6 | 45.0 | 45.5 | 50.1 | 42.3 | 45.8 | 46.7 | 51.7 | 42.6 | 46.1 | 47.6 | 52.0 |
| Services and Equipment | 16 | 18 | 163 | 41.6 | 45.0 | 45.6 | 50.1 | 42.0 | 45.8 | 46.6 | 51.7 | 42.6 | 46.2 | 47.7 | 52.0 |
| Drilling | 1 | *1 | 32 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 10 | *15 | 211 | 58.9 | 60.6 | 60.2 | 62.1 | 59.5 | 60.6 | 61.2 | 62.2 | 59.5 | 60.6 | 61.3 | 62.2 |
| Public Sector (Regulatory Agencies, Government) | 3 | *3 | 44 | -- | -- | 50.5 | -- | -- | -- | 51.2 | -- | -- | -- | 51.2 | -- |
| Pipeline/Midstream | 15 | 19 | 46 | 46.6 | 49.9 | 49.7 | 53.1 | 50.6 | 54.1 | 53.8 | 58.3 | 52.1 | 55.9 | 55.3 | 60.2 |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 4 | *5 | 21 | 52.9 | 54.9 | 54.5 | 57.3 | 59.4 | 61.6 | 60.9 | 64.9 | 59.4 | 61.6 | 61.0 | 65.1 |
| Engineering, Procurement & Construction | 7 | *7 | 183 | 40.4 | 44.5 | 44.6 | 48.0 | 40.4 | 44.5 | 44.8 | 48.0 | 40.4 | 44.6 | 44.8 | 48.0 |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 4 | *4 | 14 | -- | 49.1 | 49.0 | -- | -- | 51.0 | 51.2 | -- | -- | 51.5 | 51.7 | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 14 | 15 | 51 | 36.0 | 43.8 | 41.4 | 47.6 | 36.0 | 43.8 | 42.1 | 48.9 | 36.0 | 43.9 | 42.7 | 50.0 |
| All Alberta | 81 | 99 | 537 | 46.4 | 50.5 | 51.7 | 55.9 | 47.7 | 53.3 | 54.6 | 60.1 | 48.4 | 54.9 | 55.9 | 62.3 |
| Calgary | 64 | 72 | 226 | 46.2 | 50.0 | 50.7 | 55.0 | 47.6 | 53.1 | 53.8 | 59.4 | 49.2 | 54.6 | 55.5 | 60.9 |
| Edmonton | 18 | 23 | 87 | 45.6 | 50.3 | 50.0 | 53.8 | 46.3 | 50.6 | 51.4 | 56.1 | 46.3 | 50.8 | 51.5 | 56.3 |
| Fort McMurray | 7 | *8 | 44 | 52.2 | 56.8 | 56.7 | 60.7 | 57.9 | 61.1 | 63.0 | 69.5 | 58.2 | 63.2 | 63.6 | 69.7 |
| Other Alberta | 35 | 37 | 180 | 45.3 | 50.4 | 52.7 | 58.1 | 46.9 | 53.4 | 55.2 | 62.9 | 47.3 | 55.0 | 56.6 | 65.7 |
| Manitoba/Saskatchewan | 13 | 14 | 54 | 42.5 | 46.7 | 46.3 | 50.1 | 42.5 | 48.5 | 47.5 | 53.0 | 42.7 | 48.8 | 47.9 | 53.3 |
| Eastern Canada | 16 | *18 | 233 | 44.8 | 59.1 | 53.9 | 60.6 | 44.8 | 60.6 | 54.5 | 60.6 | 44.8 | 60.6 | 54.5 | 60.6 |
| Atlantic Canada | 7 | *8 | 66 | 38.4 | 50.8 | 49.3 | 58.9 | 38.6 | 52.0 | 49.4 | 58.9 | 38.6 | 52.2 | 49.4 | 58.9 |
| Ontario | 11 | *11 | 159 | 50.8 | 60.6 | 55.8 | 60.6 | 51.7 | 60.6 | 56.3 | 60.6 | 51.7 | 60.6 | 56.4 | 60.6 |
| Québec | 2 | *2 | 8 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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.

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

220.108.430 Administrative Assistant Ib

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 88 | 111 | 865 | 1.0 | 45.0 | 50.5 | 51.3 | 58.9 | 45.7 | 53.2 | 53.3 | 60.6 | 46.0 | 54.5 | 54.2 | 60.6 |
| Under \$100 Million | 12 | *12 | 68 | 0.1 | 40.8 | 48.0 | 44.4 | 49.6 | 40.8 | 48.0 | 46.1 | 51.5 | 40.8 | 48.1 | 47.3 | 51.6 |
| \$100 < \$500 Million | 24 | 24 | 76 | 0.2 | 45.4 | 49.1 | 50.4 | 55.4 | 45.6 | 50.9 | 52.3 | 60.1 | 45.6 | 51.6 | 52.9 | 60.1 |
| \$500 < \$1 Billion | 9 | *9 | 74 | 0.6 | 50.9 | 57.3 | 56.0 | 64.7 | 51.9 | 58.6 | 57.5 | 64.7 | 51.9 | 58.6 | 57.7 | 66.2 |
| \$1 < \$3 Billion | 24 | *33 | 340 | 2.1 | 42.0 | 46.6 | 47.8 | 51.6 | 42.5 | 46.9 | 48.8 | 54.2 | 42.9 | 47.2 | 49.6 | 55.3 |
| \$3 < \$5 Billion | 6 | *6 | 120 | 3.6 | 60.6 | 60.6 | 58.0 | 60.6 | 60.6 | 60.6 | 58.8 | 60.6 | 60.6 | 60.6 | 59.4 | 60.6 |
| \$5 Billion and Over | 14 | 27 | 187 | 14.5 | 50.0 | 53.4 | 54.1 | 57.6 | 53.0 | 58.6 | 59.2 | 64.3 | 55.9 | 60.5 | 60.8 | 66.0 |
| | | | | | | | | | | | | | | | | |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 44 | 49 | 198 | 72,093 | 49.3 | 52.6 | 52.4 | 55.6 | 52.0 | 56.2 | 56.6 | 60.7 | 53.7 | 58.9 | 59.1 | 63.6 |
| Under 10,000 | 7 | *7 | 12 | -- | 43.2 | 48.5 | 49.4 | 55.2 | 43.2 | 49.7 | 53.6 | 62.1 | 44.5 | 50.2 | 56.1 | 70.0 |
| Under 5,000 | 5 | *5 | 10 | -- | 42.7 | 44.8 | 47.6 | 54.2 | 42.7 | 46.1 | 50.8 | 62.0 | 44.0 | 46.6 | 53.5 | 64.8 |
| 5,000 < 10,000 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 25 | 26 | 45 | 40,420 | 49.9 | 52.0 | 51.8 | 55.3 | 51.9 | 56.0 | 55.5 | 59.1 | 53.4 | 58.9 | 58.6 | 64.4 |
| 10,000 < 25,000 | 10 | 10 | 12 | 13,948 | 48.0 | 49.0 | 50.1 | 52.8 | 49.5 | 53.8 | 54.2 | 59.6 | 50.1 | 56.1 | 55.8 | 61.2 |
| 25,000 < 100,000 | 15 | 16 | 33 | 73,288 | 50.2 | 52.7 | 52.5 | 55.8 | 53.1 | 56.1 | 55.9 | 59.1 | 54.6 | 60.6 | 59.6 | 64.7 |
| 100,000 and Over | 13 | 16 | 141 | 284,000 | 49.5 | 53.0 | 52.8 | 55.8 | 52.4 | 56.5 | 57.2 | 61.3 | 54.5 | 59.0 | 59.5 | 63.5 |
| 100,000 < 300,000 | 8 | *8 | 58 | 188,702 | 49.4 | 52.0 | 51.6 | 54.0 | 52.8 | 56.1 | 55.9 | 58.9 | 53.6 | 57.9 | 58.1 | 61.5 |
| 300,000 and Over | 5 | *8 | 83 | 478,500 | 49.7 | 53.7 | 53.6 | 57.5 | 51.9 | 56.7 | 58.1 | 63.2 | 56.4 | 61.0 | 60.5 | 65.5 |
| | | | | | | | | | | | | | | | | |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 12 | 13 | 14 | 42 | 41.2 | 48.4 | 48.5 | 54.2 | 41.2 | 54.2 | 54.1 | 62.8 | 42.5 | 57.2 | 56.7 | 67.4 |
| 75 < 350 | 22 | 25 | 64 | 155 | 46.1 | 49.5 | 48.6 | 51.0 | 47.2 | 51.2 | 51.1 | 56.2 | 48.9 | 53.9 | 53.7 | 58.4 |
| 350 < 1,500 | 25 | 25 | 155 | 716 | 47.8 | 52.0 | 53.3 | 60.1 | 49.6 | 55.0 | 55.4 | 60.1 | 50.4 | 56.0 | 56.7 | 62.1 |
| 1,500 and Over | 33 | 52 | 661 | 3,505 | 44.3 | 50.7 | 50.9 | 59.2 | 44.9 | 53.0 | 52.8 | 60.6 | 45.0 | 53.7 | 53.4 | 60.6 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

220.108.431 Administrative Assistant Ia**Specialization:** All Incumbents

Work is of a simple routine nature requiring basic office and computer skills (word processing, e-mail, data entry). Duties include the typing of routine correspondence (memos, letters, forms, reports), opening and sorting mail, answering phones, sending faxes, photocopying. May provide assistance to a more senior Administrative Assistant.

Incumbents in the same position:

80

(Compensation Data
Displayed in \$000s)

Actual Annual Cash Compensation

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 57 | 59 | 223 | 34.9 | 38.8 | 42.0 | 43.1 | 46.6 | 55.6 |
| Base Salary – Org Weighted (All) | 57 | 59 | N/A | 37.0 | 40.0 | 43.6 | 44.3 | 47.6 | 54.0 |
| STI Granted (\$ Amount) Recvg | 33 | 34 | 88 | 1.6 | 2.1 | 3.0 | 3.6 | 4.5 | 5.5 |
| STI Granted (% of Base) Recvg | 33 | 34 | 88 | 3.7 | 4.5 | 7.1 | 7.8 | 9.8 | 12.0 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- |
| Total Cash Comp – Inc Weighted (All) | 57 | 59 | 223 | 34.9 | 39.0 | 43.3 | 44.5 | 48.9 | 56.0 |
| Total Cash Comp – Org Weighted (All) | 57 | 59 | N/A | 37.4 | 40.0 | 45.6 | 46.4 | 50.6 | 55.5 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|-----|------|------|------|------|------|------|
| STI Threshold (% of Base) Eligible | 6 | *6 | 15 | 2.0 | 2.0 | 10.0 | 6.7 | 10.0 | 10.0 |
| STI Target (% of Base) Eligible | 37 | 39 | 77 | 5.0 | 6.5 | 8.0 | 8.6 | 10.0 | 12.5 |
| STI Maximum (% of Base) Eligible | 20 | 22 | 41 | 8.0 | 10.0 | 13.5 | 13.7 | 15.0 | 20.0 |
| Target Total Cash Compensation | 54 | 56 | 196 | 34.9 | 39.0 | 43.7 | 44.8 | 49.6 | 56.0 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|-----|------|------|------|------|------|------|
| Total Perquisite Value (\$ Amount) | 23 | 23 | 62 | 0.3 | 0.5 | 1.0 | 0.9 | 1.4 | 1.5 |
| Total LTI (\$ Amount) – Recvg | 16 | 16 | 38 | 1.0 | 2.0 | 4.3 | 5.2 | 6.9 | 8.8 |
| Target Total Direct Comp (\$ Amount) – Recvg | 13 | 13 | 25 | 47.9 | 50.3 | 53.3 | 54.4 | 58.2 | 64.0 |
| Target Total Direct Comp (\$ Amount) – All | 54 | 56 | 196 | 34.9 | 39.0 | 44.2 | 45.8 | 52.0 | 59.3 |
| Total Direct Comp (\$ Amount) – Recvg | 16 | 16 | 38 | 43.5 | 45.8 | 50.7 | 52.2 | 57.6 | 63.1 |
| Total Direct Comp (\$ Amount) – All | 57 | 59 | 223 | 34.9 | 39.0 | 44.2 | 45.7 | 50.7 | 58.5 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|-----|----|-----|-----|-----|-----|-----|-----|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 16 | *16 | 31 | 1.2 | 1.6 | 1.9 | 3.3 | 4.2 | 8.4 |
|---|----|-----|----|-----|-----|-----|-----|-----|-----|

*More than 35% of the rates within the sample are supplied by one organization.

Year over Year % Increase (Mean):

3.3%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 43 | 104 | 47 |
| Other Guaranteed Cash | 20 | 35 | 16 |
| Other Non-Guaranteed Cash | 14 | 37 | 17 |
| LTI | 24 | 58 | 26 |
| Overtime | 24 | 130 | 58 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 22 | 71 | 36.9 |
| Midpoint | 22 | 71 | 45.0 |
| Maximum | 22 | 71 | 50.5 |
| Compa-ratio | 22 | 71 | 98.3 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | *14 | 42 | 2011 |
| Year of Birth | 54 | 211 | 1985 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 54 | 207 | 37 |

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.431 Administrative Assistant Ia

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 24 | 24 | 48 | 41.0 | 43.0 | 44.0 | 47.3 | 43.2 | 46.7 | 47.2 | 51.0 | 45.7 | 50.6 | 51.7 | 56.4 |
| Fully Integrated | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Exploration & Production | 23 | 23 | 47 | 41.0 | 42.8 | 43.9 | 46.6 | 43.1 | 46.5 | 47.1 | 51.1 | 45.6 | 50.6 | 51.7 | 56.5 |
| Services and Drilling | 16 | 16 | 62 | 38.7 | 41.6 | 41.7 | 45.6 | 39.0 | 43.0 | 42.9 | 46.0 | 39.0 | 43.1 | 43.1 | 46.8 |
| Services and Equipment | 15 | 15 | 61 | 38.6 | 41.6 | 41.8 | 45.6 | 39.0 | 43.0 | 42.9 | 46.3 | 39.0 | 43.1 | 43.1 | 46.8 |
| Drilling | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 6 | *6 | 27 | 55.6 | 55.6 | 55.1 | 56.0 | 56.0 | 57.0 | 57.3 | 60.1 | 56.0 | 57.0 | 57.9 | 61.4 |
| Public Sector (Regulatory Agencies, Government) | 3 | *3 | 6 | -- | -- | 44.4 | -- | -- | -- | 44.4 | -- | -- | -- | 44.4 | -- |
| Pipeline/Midstream | 5 | 6 | 8 | 40.4 | 45.0 | 45.5 | 51.1 | 42.4 | 47.2 | 48.2 | 55.0 | 44.4 | 48.8 | 48.9 | 55.0 |
| Upgrading | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 2 | *2 | 70 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 7 | *7 | 15 | 37.2 | 40.6 | 40.7 | 42.8 | 37.2 | 40.6 | 41.5 | 44.9 | 37.2 | 40.6 | 42.9 | 48.9 |
| All Alberta | 50 | 51 | 142 | 40.0 | 42.2 | 43.8 | 46.9 | 40.2 | 43.9 | 45.7 | 50.0 | 41.0 | 45.0 | 47.3 | 51.8 |
| Calgary | 35 | 35 | 69 | 40.9 | 45.2 | 46.3 | 51.6 | 43.1 | 47.5 | 49.0 | 55.3 | 43.9 | 50.3 | 51.1 | 59.3 |
| Edmonton | 8 | *9 | 28 | 37.1 | 40.2 | 41.0 | 44.7 | 37.1 | 40.2 | 41.3 | 44.7 | 37.1 | 40.3 | 41.4 | 44.8 |
| Fort McMurray | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other Alberta | 13 | 13 | 44 | 39.0 | 41.1 | 41.6 | 43.9 | 40.2 | 42.8 | 43.4 | 45.2 | 40.3 | 43.9 | 45.2 | 48.6 |
| Manitoba/Saskatchewan | 4 | *4 | 10 | -- | 37.7 | 38.2 | -- | -- | 37.7 | 38.6 | -- | -- | 37.7 | 38.8 | -- |
| Eastern Canada | 6 | *6 | 34 | 33.0 | 39.5 | 42.0 | 53.1 | 33.0 | 39.5 | 42.2 | 53.1 | 33.0 | 39.5 | 42.2 | 53.1 |
| Atlantic Canada | 2 | *2 | 10 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Ontario | 5 | *5 | 21 | 38.3 | 43.3 | 46.3 | 56.0 | 38.3 | 43.3 | 46.7 | 56.0 | 38.3 | 43.3 | 46.7 | 56.0 |
| Québec | 1 | *1 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

220.108.431 Administrative Assistant Ia

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 54 | 56 | 211 | 0.5 | 38.5 | 41.6 | 43.0 | 46.4 | 39.0 | 43.2 | 44.4 | 48.8 | 39.0 | 43.9 | 45.6 | 50.9 |
| Under \$100 Million | 9 | *9 | 15 | 0.1 | 40.0 | 41.5 | 42.5 | 46.0 | 40.0 | 43.0 | 43.7 | 46.2 | 41.0 | 43.2 | 44.5 | 46.7 |
| \$100 < \$500 Million | 16 | 16 | 31 | 0.3 | 36.5 | 42.0 | 42.3 | 46.6 | 38.5 | 43.8 | 43.9 | 50.1 | 38.5 | 43.9 | 45.3 | 50.5 |
| \$500 < \$1 Billion | 7 | *7 | 28 | 0.6 | 40.9 | 45.2 | 47.6 | 55.6 | 43.5 | 50.5 | 50.9 | 60.1 | 44.0 | 57.4 | 53.3 | 61.3 |
| \$1 < \$3 Billion | 14 | *14 | 107 | 2.2 | 37.2 | 40.2 | 40.7 | 43.7 | 37.2 | 41.2 | 41.3 | 44.9 | 37.2 | 41.2 | 41.9 | 46.6 |
| \$3 < \$5 Billion | 4 | *4 | 12 | -- | -- | 56.0 | 51.5 | -- | -- | 56.0 | 53.3 | -- | -- | 56.0 | 56.3 | -- |
| \$5 Billion and Over | 4 | *6 | 18 | 22.0 | 41.3 | 42.1 | 45.4 | 48.5 | 43.7 | 45.0 | 48.1 | 51.9 | 44.9 | 47.7 | 49.8 | 54.0 |
| | | | | | | | | | | | | | | | | |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 25 | 25 | 50 | 44,407 | 41.0 | 42.5 | 43.7 | 46.7 | 42.9 | 45.5 | 46.8 | 51.2 | 44.9 | 50.6 | 51.1 | 56.2 |
| Under 10,000 | 6 | 6 | 8 | -- | 38.5 | 43.5 | 42.7 | 46.6 | 39.2 | 43.5 | 44.6 | 51.2 | 41.0 | 45.0 | 46.1 | 51.8 |
| Under 5,000 | 4 | *4 | 5 | -- | -- | 42.0 | 41.6 | -- | -- | 42.0 | 42.5 | -- | -- | 42.6 | 42.8 | -- |
| 5,000 < 10,000 | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 14 | 14 | 26 | 36,068 | 41.0 | 44.4 | 44.5 | 47.5 | 43.1 | 47.5 | 47.9 | 52.0 | 49.3 | 52.7 | 53.2 | 58.7 |
| 10,000 < 25,000 | 6 | 6 | 7 | -- | 42.0 | 44.9 | 45.4 | 50.9 | 43.1 | 44.9 | 48.6 | 55.0 | 43.1 | 46.4 | 53.8 | 68.6 |
| 25,000 < 100,000 | 8 | *8 | 19 | 72,873 | 41.0 | 44.0 | 44.2 | 47.5 | 43.0 | 47.9 | 47.6 | 51.1 | 50.5 | 53.6 | 53.0 | 58.2 |
| 100,000 and Over | 5 | *5 | 16 | 236,600 | 41.0 | 41.7 | 42.8 | 44.1 | 43.4 | 45.0 | 46.1 | 49.7 | 45.0 | 47.7 | 50.1 | 53.1 |
| 100,000 < 300,000 | 4 | *4 | 5 | -- | -- | 44.3 | 44.5 | -- | -- | 50.6 | 49.8 | -- | -- | 53.8 | 57.0 | -- |
| 300,000 and Over | 1 | *1 | 11 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| | | | | | | | | | | | | | | | | |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 7 | 7 | 7 | -- | 40.0 | 43.1 | 44.2 | 46.2 | 40.0 | 43.1 | 44.6 | 47.2 | 42.6 | 45.0 | 46.1 | 50.3 |
| 75 < 350 | 16 | 16 | 36 | 184 | 41.7 | 45.2 | 44.7 | 46.9 | 43.7 | 46.4 | 47.4 | 51.3 | 44.5 | 50.5 | 50.3 | 54.3 |
| 350 < 1,500 | 16 | 16 | 45 | 870 | 39.0 | 43.9 | 45.3 | 55.6 | 39.5 | 45.2 | 47.6 | 58.2 | 39.5 | 48.8 | 49.8 | 61.0 |
| 1,500 and Over | 17 | *19 | 134 | 3,610 | 38.0 | 40.9 | 41.9 | 45.7 | 38.0 | 42.1 | 42.7 | 46.8 | 38.0 | 42.3 | 43.0 | 47.6 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

2015

CA MTCS for the Energy Sector

220.108.432 Assistant I

Specialization: All Incumbents

Under direct supervision, performs routine clerical support for functional groups such as copying, distributing mail, processing outgoing mail, performing simple calculations, and maintaining records and files following standard procedures with all work certified or checked.

| | | | | | | | | | | | | | |
|---|---------------|----------|---------|-----------|-----------|--------|------|-----------|-----------|--|-------------------|----------------|-----------------|
| Incumbents in the same position: 97 | | | | | | | | | | Year over Year % Increase (Mean): 3.0% | | | |
| (Compensation Data Displayed in \$000s) | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile | Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
| Actual Annual Cash Compensation | | | | | | | | | | STI | 38 | 125 | 79 |
| Base Salary – Inc Weighted (All) | 45 | 53 | 159 | 37.9 | 42.0 | 45.8 | 45.7 | 50.0 | 55.6 | Other Guaranteed Cash | 11 | 23 | 14 |
| Base Salary – Org Weighted (All) | 45 | 53 | N/A | 38.6 | 42.6 | 45.7 | 45.3 | 48.0 | 53.5 | Other Non-Guaranteed Cash | 10 | 25 | 16 |
| STI Granted (\$ Amount) Recvg | 34 | 40 | 107 | 1.6 | 2.4 | 3.4 | 3.6 | 4.3 | 6.8 | LTI | 20 | 49 | 31 |
| STI Granted (% of Base) Recvg | 34 | 40 | 107 | 3.6 | 5.6 | 6.9 | 7.7 | 8.8 | 13.3 | Overtime | 27 | 91 | 57 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 1 | *1 | 1 | -- | -- | -- | -- | -- | -- | | | | |
| Total Cash Comp – Inc Weighted (All) | 45 | 53 | 159 | 38.3 | 44.0 | 48.2 | 48.1 | 53.1 | 59.1 | Salary Range | Dist. Orgs | Num Obs | Median |
| Total Cash Comp – Org Weighted (All) | 45 | 53 | N/A | 40.7 | 44.4 | 48.7 | 48.1 | 51.1 | 55.6 | Minimum | 21 | 98 | 38.6 |
| Target Annual Cash Compensation | | | | | | | | | | Midpoint | 22 | 101 | 47.0 |
| STI Threshold (% of Base) Eligible | 5 | *5 | 7 | -- | 3.4 | 3.4 | 3.4 | 4.0 | -- | Maximum | 21 | 98 | 55.5 |
| STI Target (% of Base) Eligible | 30 | 36 | 95 | 5.0 | 6.7 | 8.0 | 7.9 | 10.0 | 10.0 | Compa-ratio | 22 | 101 | 97.7 |
| STI Maximum (% of Base) Eligible | 22 | 28 | 71 | 10.0 | 10.0 | 14.0 | 14.5 | 16.0 | 21.6 | | | | |
| Target Total Cash Compensation | 38 | 45 | 129 | 38.4 | 44.6 | 49.1 | 48.9 | 54.9 | 58.4 | Demographics | Dist. Orgs | Num Obs | Median |
| Estimated Total Direct Compensation | | | | | | | | | | Graduation Year | 9 | 18 | 2005 |
| Total Perquisite Value (\$ Amount) | 15 | 17 | 40 | 0.3 | 0.5 | 0.5 | 0.7 | 1.2 | 1.4 | Year of Birth | 45 | 159 | 1974 |
| Total LTI (\$ Amount) – Recvg | 15 | 17 | 41 | 0.8 | 1.9 | 2.8 | 4.5 | 5.1 | 9.5 | | | | |
| Target Total Direct Comp (\$ Amount) – Recvg | 12 | 14 | 27 | 46.0 | 49.8 | 54.3 | 53.5 | 57.6 | 60.5 | | Dist. Orgs | Num Obs | % of Obs |
| Target Total Direct Comp (\$ Amount) – All | 38 | 45 | 129 | 39.0 | 45.7 | 50.3 | 49.9 | 56.2 | 58.4 | Hired since 2014 | 44 | 157 | 21 |
| Total Direct Comp (\$ Amount) – Recvg | 15 | 17 | 41 | 38.7 | 46.8 | 52.8 | 52.0 | 56.5 | 61.3 | | | | |
| Total Direct Comp (\$ Amount) – All | 45 | 53 | 159 | 38.4 | 44.1 | 49.5 | 49.4 | 55.6 | 59.1 | | | | |
| Total Other Guaranteed Cash | | | | | | | | | | | | | |
| Total Other Guaranteed Cash (\$ Amount) Recvg | 10 | 10 | 17 | 1.1 | 1.2 | 1.2 | 3.7 | 4.4 | 15.1 | | | | |

*More than 35% of the rates within the sample are supplied by one organization.

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.432 Assistant I

| Scope Category | Distinct Orgs | Num Orgs | Num Obs | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|--|---------------|----------|---------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Primary Industry Segment** | | | | | | | | | | | | | | | |
| Fully Integrated and Exploration & Production | 21 | 23 | 60 | 42.8 | 46.0 | 44.6 | 48.1 | 44.1 | 48.7 | 47.3 | 51.9 | 45.6 | 51.4 | 50.3 | 55.0 |
| Fully Integrated | 3 | *3 | 6 | -- | -- | 46.0 | -- | -- | -- | 49.0 | -- | -- | -- | 49.7 | -- |
| Exploration & Production | 19 | 20 | 54 | 42.7 | 46.0 | 44.4 | 48.1 | 43.8 | 48.6 | 47.2 | 51.6 | 45.3 | 51.4 | 50.4 | 55.1 |
| Services and Drilling | 7 | *8 | 27 | 33.0 | 41.0 | 39.3 | 43.3 | 33.0 | 43.0 | 40.6 | 46.0 | 33.0 | 43.0 | 40.6 | 46.0 |
| Services and Equipment | 7 | *8 | 27 | 33.0 | 41.0 | 39.3 | 43.3 | 33.0 | 43.0 | 40.6 | 46.0 | 33.0 | 43.0 | 40.6 | 46.0 |
| Drilling | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Energy Marketing | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Utilities | 8 | *9 | 44 | 46.2 | 53.0 | 51.5 | 55.6 | 47.1 | 55.6 | 53.9 | 59.1 | 47.4 | 55.6 | 54.0 | 59.1 |
| Public Sector (Regulatory Agencies, Government) | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Pipeline/Midstream | 6 | *6 | 9 | 41.5 | 44.1 | 44.3 | 47.7 | 44.8 | 46.1 | 48.1 | 51.9 | 45.6 | 50.6 | 49.3 | 53.0 |
| Upgrading | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Downstream (Refining, Petrochemical Manufacturing) | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Engineering, Procurement & Construction | 1 | *1 | 9 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Alternative Energy | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other | 3 | *3 | 4 | -- | -- | 48.5 | -- | -- | -- | 50.8 | -- | -- | -- | 50.8 | -- |
| Incumbent Location*** | | | | | | | | | | | | | | | |
| British Columbia | 2 | *2 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| All Alberta | 39 | 41 | 111 | 40.9 | 44.1 | 44.2 | 47.7 | 42.5 | 46.5 | 46.5 | 51.4 | 42.8 | 47.7 | 48.2 | 54.2 |
| Calgary | 32 | 33 | 73 | 41.1 | 45.0 | 44.0 | 47.6 | 43.0 | 47.5 | 46.5 | 51.0 | 43.8 | 49.4 | 48.9 | 54.7 |
| Edmonton | 7 | 7 | 12 | 41.2 | 43.1 | 45.9 | 55.6 | 41.2 | 45.5 | 46.9 | 55.6 | 41.2 | 45.6 | 46.9 | 55.6 |
| Fort McMurray | 1 | *1 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Other Alberta | 11 | *11 | 24 | 40.0 | 41.8 | 43.5 | 45.9 | 40.0 | 44.2 | 45.8 | 50.5 | 40.0 | 44.6 | 46.1 | 51.1 |
| Manitoba/Saskatchewan | 4 | *4 | 10 | -- | 46.2 | 46.8 | -- | -- | 46.2 | 47.8 | -- | -- | 46.2 | 47.8 | -- |
| Eastern Canada | 6 | *9 | 34 | 46.2 | 52.6 | 51.0 | 55.6 | 48.8 | 55.6 | 54.3 | 59.1 | 50.1 | 55.6 | 54.3 | 59.1 |
| Atlantic Canada | 4 | 4 | 4 | -- | 43.2 | 42.2 | -- | -- | 47.3 | 45.1 | -- | -- | 47.3 | 45.7 | -- |
| Ontario | 4 | *5 | 30 | 49.1 | 55.6 | 52.2 | 55.6 | 52.8 | 57.2 | 55.5 | 59.1 | 52.8 | 57.2 | 55.5 | 59.1 |
| Québec | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

*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

***Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

CA MTCS for the Energy Sector

Scope Analysis

220.108.432 Assistant I

| Scope Category** | Distinct Orgs | Num Orgs | Num Obs | Median Scope | Base Salary | | | | Total Cash Compensation | | | | Total Direct Compensation | | | |
|------------------------------|---------------|----------|---------|--------------|-------------|--------|------|-----------|-------------------------|--------|------|-----------|---------------------------|--------|------|-----------|
| | | | | | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile | 25th %ile | Median | Mean | 75th %ile |
| Net Sales Revenue | | | | | | | | | | | | | | | | |
| All | 43 | 51 | 155 | 1.3 | 41.6 | 45.6 | 45.5 | 50.0 | 44.0 | 47.7 | 48.0 | 53.0 | 44.1 | 49.1 | 49.2 | 55.6 |
| Under \$100 Million | 2 | *3 | 14 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$100 < \$500 Million | 9 | *9 | 24 | 0.2 | 40.0 | 42.9 | 43.3 | 47.3 | 40.2 | 44.2 | 44.4 | 49.6 | 40.5 | 44.8 | 46.3 | 50.7 |
| \$500 < \$1 Billion | 8 | 8 | 23 | 0.7 | 33.0 | 44.1 | 44.7 | 55.6 | 33.0 | 44.5 | 46.4 | 55.6 | 33.0 | 46.2 | 46.6 | 55.6 |
| \$1 < \$3 Billion | 12 | 13 | 26 | 1.9 | 41.1 | 46.2 | 44.7 | 47.8 | 43.0 | 46.2 | 46.9 | 51.8 | 44.1 | 46.2 | 48.6 | 55.1 |
| \$3 < \$5 Billion | 2 | *2 | 6 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| \$5 Billion and Over | 10 | *16 | 62 | 17.5 | 43.9 | 48.5 | 48.0 | 55.6 | 47.0 | 52.2 | 51.2 | 58.5 | 48.8 | 53.0 | 52.2 | 59.1 |
| Barrel of Oil Equivalent/Day | | | | | | | | | | | | | | | | |
| All | 22 | 25 | 66 | 88,000 | 42.9 | 46.0 | 45.0 | 49.0 | 44.6 | 48.9 | 47.9 | 52.3 | 45.3 | 51.7 | 50.6 | 55.1 |
| Under 10,000 | 3 | *3 | 6 | -- | -- | -- | 43.6 | -- | -- | -- | 45.7 | -- | -- | -- | 45.9 | -- |
| Under 5,000 | 1 | *1 | 4 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 5,000 < 10,000 | 2 | *2 | 2 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 10,000 < 100,000 | 10 | 10 | 21 | 43,413 | 43.5 | 46.1 | 44.9 | 48.8 | 43.5 | 47.5 | 46.8 | 51.2 | 44.4 | 48.5 | 49.9 | 54.4 |
| 10,000 < 25,000 | 2 | *2 | 7 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 25,000 < 100,000 | 8 | 8 | 14 | 58,113 | 41.7 | 45.8 | 44.3 | 48.8 | 41.7 | 48.1 | 46.9 | 53.1 | 43.1 | 50.5 | 50.8 | 56.3 |
| 100,000 and Over | 10 | 12 | 39 | 284,413 | 42.7 | 45.9 | 45.3 | 48.1 | 45.4 | 49.5 | 48.9 | 52.4 | 47.2 | 52.2 | 51.7 | 56.2 |
| 100,000 < 300,000 | 6 | 6 | 13 | 126,595 | 44.2 | 46.4 | 45.9 | 47.9 | 49.6 | 51.8 | 51.0 | 52.9 | 53.8 | 55.3 | 55.7 | 59.8 |
| 300,000 and Over | 4 | *6 | 26 | 434,950 | 41.4 | 45.9 | 45.0 | 49.1 | 42.1 | 48.9 | 47.8 | 51.3 | 43.6 | 49.9 | 49.7 | 54.2 |
| Total Employment | | | | | | | | | | | | | | | | |
| Less than 75 | 2 | *2 | 3 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 75 < 350 | 7 | *7 | 13 | 197 | 43.3 | 45.5 | 43.9 | 47.0 | 44.3 | 46.5 | 45.4 | 49.3 | 45.7 | 47.8 | 49.0 | 51.1 |
| 350 < 1,500 | 17 | 17 | 41 | 969 | 37.8 | 41.2 | 42.5 | 47.0 | 38.1 | 44.0 | 45.0 | 51.6 | 39.1 | 44.4 | 47.0 | 55.6 |
| 1,500 and Over | 18 | 24 | 98 | 3,035 | 43.2 | 46.2 | 47.0 | 52.4 | 45.0 | 49.1 | 49.6 | 55.6 | 45.4 | 50.2 | 50.3 | 55.6 |

*More than 35% of the rates within the sample are supplied by one organization

**Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

220.112.240 Office Services Supervisor**Specialization:** All Incumbents

This position supervises and coordinates activities of administrative staff in a head office or branch office environment. Depending upon the size of the organization, may prepare work schedules, administrative reports and review work performed by staff. May be responsible for the administration of office space and leasehold improvements, lease agreements and vehicle fleet Estimates, purchases and/or supervises purchase of office supplies and furnishings as required. In large organizations, this position normally reports to the second level of Administration. In smaller organizations, incumbents often have the title of "Office Manager" and may report to the Controller or directly to the Top Executive.

Incumbents in the same position:

82

(Compensation Data
Displayed in \$000s)**Actual Annual Cash Compensation**

| | Distinct Orgs | Num Orgs | Num Obs | 10th %ile | 25th %ile | Median | Mean | 75th %ile | 90th %ile |
|---|------------------|-------------|------------|--------------|--------------|--------|-------|--------------|--------------|
| Base Salary – Inc Weighted (All) | 59 | 67 | 123 | 70.4 | 84.7 | 96.0 | 99.0 | 111.9 | 128.9 |
| Base Salary – Org Weighted (All) | 59 | 67 | N/A | 70.8 | 83.4 | 95.0 | 96.4 | 106.9 | 127.4 |
| STI Granted (\$ Amount) Recvg | 49 | 53 | 86 | 5.2 | 10.1 | 15.5 | 18.2 | 22.5 | 33.3 |
| STI Granted (% of Base) Recvg | 49 | 53 | 86 | 5.9 | 10.5 | 16.5 | 17.3 | 21.4 | 30.9 |
| Other Non-Guaranteed Cash Payments (\$ Amt) Recvg | 9 | 9 | 13 | 0.1 | 0.3 | 1.6 | 2.5 | 4.5 | 8.4 |
| Total Cash Comp – Inc Weighted (All) | 59 | 67 | 123 | 77.1 | 92.5 | 105.0 | 112.0 | 122.1 | 145.7 |
| Total Cash Comp – Org Weighted (All) | 59 | 67 | N/A | 75.7 | 93.0 | 108.3 | 110.0 | 122.3 | 145.2 |

Target Annual Cash Compensation

| | | | | | | | | | |
|------------------------------------|----|----|-----|------|------|-------|-------|-------|-------|
| STI Threshold (% of Base) Eligible | 9 | 11 | 20 | 4.1 | 7.6 | 10.0 | 9.2 | 10.0 | 13.0 |
| STI Target (% of Base) Eligible | 43 | 49 | 80 | 10.0 | 12.0 | 15.0 | 16.0 | 20.0 | 20.0 |
| STI Maximum (% of Base) Eligible | 32 | 38 | 62 | 15.0 | 20.0 | 30.0 | 28.6 | 40.0 | 40.0 |
| Target Total Cash Compensation | 48 | 55 | 107 | 78.1 | 93.5 | 104.9 | 112.3 | 125.0 | 156.5 |

Estimated Total Direct Compensation

| | | | | | | | | | |
|--|----|----|-----|------|-------|-------|-------|-------|-------|
| Total Perquisite Value (\$ Amount) | 35 | 38 | 47 | 0.3 | 0.5 | 1.5 | 3.0 | 5.9 | 7.2 |
| Total LTI (\$ Amount) – Recvg | 35 | 38 | 59 | 3.9 | 7.7 | 14.9 | 21.0 | 24.0 | 45.0 |
| Target Total Direct Comp (\$ Amount) – Recvg | 30 | 32 | 49 | 95.9 | 117.0 | 134.9 | 149.3 | 166.2 | 213.7 |
| Target Total Direct Comp (\$ Amount) – All | 48 | 55 | 107 | 78.8 | 95.0 | 112.1 | 122.8 | 138.1 | 173.2 |
| Total Direct Comp (\$ Amount) – Recvg | 35 | 38 | 59 | 90.7 | 111.7 | 133.6 | 147.5 | 159.8 | 223.8 |
| Total Direct Comp (\$ Amount) – All | 59 | 67 | 123 | 80.5 | 93.8 | 111.7 | 123.2 | 140.2 | 173.7 |

Total Other Guaranteed Cash

| | | | | | | | | | |
|---|----|----|----|-----|-----|-----|-----|------|------|
| Total Other Guaranteed Cash (\$ Amount) Recvg | 10 | 10 | 18 | 2.1 | 2.6 | 4.2 | 8.0 | 11.3 | 25.9 |
|---|----|----|----|-----|-----|-----|-----|------|------|

Year over Year % Increase (Mean):

2.9%

| Incentives and Eligibility | Dist. Orgs | Num Obs | % of Obs Elig |
|----------------------------|---------------|------------|------------------|
| STI | 54 | 96 | 78 |
| Other Guaranteed Cash | 14 | 30 | 24 |
| Other Non-Guaranteed Cash | 16 | 32 | 26 |
| LTI | 39 | 64 | 52 |
| Overtime | 4 | 4 | 3 |

| Salary Range | Dist. Orgs | Num Obs | Median |
|--------------|------------|---------|--------|
| Minimum | 25 | 61 | 83.7 |
| Midpoint | 27 | 64 | 101.6 |
| Maximum | 25 | 61 | 121.4 |
| Compa-ratio | 27 | 64 | 97.0 |

| Demographics | Dist. Orgs | Num Obs | Median |
|-----------------|------------|---------|--------|
| Graduation Year | 9 | 13 | 1997 |
| Year of Birth | 57 | 121 | 1965 |

| | Dist. Orgs | Num Obs | % of Obs |
|------------------|------------|---------|----------|
| Hired since 2014 | 56 | 119 | 9 |

*More than 35% of the rates within the sample are supplied by one organization