

## COMPENSATION DATA BANK™ (CDB)

## PARTICIPANTS

## 2007 Canada CDB General Industry Databases

As of March 1, 2008 — Sorted by Industry

**Agribusiness/Agriculture**

Cargill Limited\*+

**Associations, Foundations, Charities,  
Government, Education & NGOs**

Alberta Securities Commission\*+  
 Calgary Board of Education\*+  
 Canada Mortgage and Housing Corporation\*  
 Canada Post Corporation\*+  
 Canadian Nuclear Safety Commission\*+  
 Canadian Securities Institute\*+  
 City of Calgary\*+  
 City of Edmonton\*+  
 City of Medicine Hat+  
 City of Vancouver+  
 Conference Board of Canada\*+  
 Export Development Canada\*+  
 Mount Royal College+  
 National Energy Board\*+  
 Ontario Securities Commission+  
 Royal Canadian Mint+  
 Southern Alberta Institute of Technology+  
 Treasury Board Secretariat+  
 Workers' Compensation Board of Alberta\*

**Automobile, Truck & Parts Manufacturers**

Honda of Canada Manufacturing, A Division of  
 Honda Canada Inc.\*+  
 International Automotive Components+  
 Magna International\*  
 Mazda Canada Inc.\*+  
 Nissan Canada Inc.\*  
 Toyota Motor Manufacturing Canada Inc.\*+

**Business & Consumer Support Services**

Accenture\*+  
 ADP Canada Services Ltd.\*+  
 ATCO I-Tek+  
 Brookfield LePage Johnson Controls\*+  
 Embanet Group of Companies\*+  
 Ernst & Young\*+  
 ExxonMobil Business Support Centre Canada+  
 G&K Services\*+  
 H&R Block\*+  
 Loyalty Group, The+  
 Lyreco\*+  
 Metavante Corp.+  
 Minacs Group, The\*+  
 NPD Canada+  
 Ogilvy Renault+  
 Open Text Corporation\*  
 Oxford Properties Group Inc.\*  
 Progistix Solutions Inc.\*

**Chemicals & Gases**

Agrium Inc.\*+  
 Canada Colours and Chemicals Limited\*+  
 Chemtrade Logistics\*  
 Dow Chemical Canada, Inc.\*+  
 Dynea\*+  
 Ecolab Ltd.+  
 L.V. Lomas Limited\*+  
 LANXESS Inc.\*+  
 Methanex Corporation\*  
 National Silicates Partnership\*+  
 NOVA Chemicals Corporation\*+  
 Petromont Inc.\*+  
 Praxair Canada Inc.\*+

\* CDB General Industry Executive Database

+ CDB General Industry Middle Management, Professional and Support (MMPS) Database

### Chemicals & Gases (cont.)

Rohm and Haas Canada Inc.+  
Saskferco Products Inc.\*+  
Xerox Research Centre of Canada\*+

### Construction & Associated Products

American Standard Inc.\*+  
ATCO Structures Inc.+  
Bechtel Canada Inc.\*+  
Brock White Canada Company+  
Corix\*  
Lafarge Canada Inc.\*+  
Lehigh Northwest Cement\*+  
Shaw Group, The\*+  
SNC-Lavalin Group Inc.\*+  
St. Lawrence Cement Inc.\*+

### Consumer Products

Avery Dennison Canada Inc.+  
Avon Canada Inc.\*+  
Hallmark Canada\*+  
Imperial Tobacco Canada Limited\*+  
Johnson & Johnson Inc.\*+  
Kimberly-Clark Inc.+  
L'Oréal Canada Inc.\*+  
Philips Electronics Limited\*+  
Playtex Limited\*+  
Procter & Gamble Inc.\*+  
Rothmans Inc.\*+  
S.C. Johnson and Son Limited\*+  
Simmons Canada Inc.\*+  
Steelcase Canada Limited\*+

### Financial Services

AGF Management Limited\*  
American Express Canada Inc.\*+  
AMI Partners Inc.\*  
Aurion Capital Management\*  
Bank of Montreal\*+  
BIMCOR Inc.\*

### Financial Services (cont.)

British Columbia Investment Management Corporation\*  
Caisse de dépôt et placement du Québec\*+  
Canada Lands Company CLC Limited, Real Estate Division\*+  
Canadian Imperial Bank of Commerce\*+  
Caterpillar Financial Services Canada\*+  
CN Investment Division\*+  
Concentra Financial\*+  
Co-operators Investment Counseling Limited\*  
CPP Investment Board\*  
Credit Union Central of Saskatchewan\*+  
Deutsche Bank AG, Canada Branch\*  
Dynamic Mutual Funds\*  
Fédération des caisses Desjardins du Québec\*+  
Fiera Capital Inc.\*  
Franklin Templeton Investments Corp.+  
GMAC+  
Greystone Managed Investments Inc.\*  
Howson Tattersall Investment Counsel\*+  
HSBC Bank Canada\*+  
HSBC Investments (Canada) Ltd.\*  
Laurentian Bank of Canada\*+  
Leeward Hedge Funds\*  
Mastercard International\*+  
Mavrix Fund Management Inc.\*  
National Bank of Canada\*+  
Ontario Municipal Employees Retirement System (OMERS)\*+  
Ontario Teachers' Pension Plan Board\*+  
OPSEU Pension Trust\*+  
PSP Investments\*+  
RBC Financial Group\*+  
Scotiabank\*  
Sun Life Financial Services of Canada\*+  
TD Asset Management\*  
TD Bank Financial Group\*+  
TSX Group\*+

\* CDB General Industry Executive Database

+ CDB General Industry Middle Management, Professional and Support (MMPS) Database

## Food & Beverage Producers

Agropur, Coopérative agro-alimentaire\*+  
 Bacardi Canada Inc.\*+  
 Cadbury Schweppes North America\*+  
 Campbell's Company of Canada\*+  
 Danone Inc.\*+  
 Diageo Canada Inc.\*+  
 E & J Gallo Winery+  
 Effem Inc.\*  
 Hershey Canada Inc.\*+  
 High Liner Foods Inc.\*  
 Kraft Canada Inc.\*+  
 Lantic Sugar Ltd.\*  
 Maple Leaf Foods Inc.\*+  
 McCain Foods Limited\*+  
 Molson Canada Inc.\*+  
 Oak Leaf Confections Ltd.+  
 Parmalat Canada Limited\*+  
 Pepsi-QTG\*  
 Pernod Ricard Canada\*+  
 Saputo Inc.\*  
 Smucker Foods of Canada Co.\*+  
 SunOpta Inc.\*+  
 Ultima Foods Inc.+

## Health Care Products & Services

Baxter Corporation\*+  
 Calgary Health Region\*+  
 Canadian Blood Services\*+  
 Cardinal Health Inc.+  
 Dynacare Kaspar Medical Laboratories\*+  
 Hospital for Sick Children, The\*+  
 McKesson Canada Inc.\*+  
 MDS Diagnostic Services\*+  
 University Health Network+

## Industrial Manufacturing & Commercial Services

Air Canada Technical Services (ACTS)\*+  
 Algoma Central Corporation\*+  
 Alcan Inc.\*  
 Alcan Global Pharmaceutical Packaging\*  
 Anchor Danly Company, The\*+  
 BC Bearing Engineers Ltd.+  
 BC Rail Ltd.\*+  
 Bell Helicopter-Textron\*+  
 Brewers' Distributor Ltd.\*+  
 Bombardier Aerospace+  
 Bombardier Inc.\*+  
 Bombardier Transportation\*  
 Cadillac Fairview Corporation Limited\*  
 CAE Inc.\*+  
 Camoplast Inc.\*  
 Canadian National Railway Company\*  
 Canadian Pacific Railway\*+  
 Catalyst Paper Corporation\*  
 Celestica Inc.\*+  
 Crown Metal Packaging Canada LP\*+  
 Dofasco Inc.\*+  
 Federal Express Canada Ltd.\*+  
 Finning International Inc.\*+  
 Fraser Papers Inc.\*  
 General Electric Canada Inc.\*+  
 Gerdau AmeriSteel\*+  
 Haworth Inc. (Canada)+  
 Husky Injection Molding Systems Ltd.\*+  
 IDEX Corporation\*+  
 Ledcor Group of Companies\*+  
 Messier-Dowty Inc.  
 NAV Canada\*+  
 Newfoundland Transshipment Ltd.\*  
 Norbord Industries Inc.\*  
 O-I Canada Corp.\*+  
 Owens Corning Canada+  
 Panduit Canada\*+  
 Pratt & Whitney Canada Inc.\*  
 Purolator Courier Ltd.\*+  
 Raytheon Canada Limited\*+  
 Rexel Canada Inc.\*+

\* CDB General Industry Executive Database

+ CDB General Industry Middle Management, Professional and Support (MMPS) Database

## Industrial Manufacturing & Commercial Services (cont.)

Solectron+  
Wajax Limited\*  
Waters Corporation+  
Woodbridge Group, The\*

## Insurance

Allstate Insurance Company of Canada\*  
American International Group (Canada)\*+  
Aon Reed Stenhouse Inc.+  
Aviva Canada Inc.\*+  
AXA Canada Inc.\*+  
Canadian Dental Service Plans Inc.\*+  
Chubb Insurance Company of Canada\*+  
Co-operators General Insurance Company\*+  
Co-Operators Life Insurance\*+  
CUMIS Group Limited, The+  
Desjardins Financial Security\*+  
Desjardins Group General Insurance\*+  
Dominion of Canada General Insurance\*+  
Economical Insurance Group, The\*  
ENCON Group Inc.+  
Equitable Life of Canada\*  
Equitable Trust\*  
Gore Mutual Insurance Company\*+  
Great West Life Assurance Company, The\*+  
Independent Order of Foresters\*+  
ING Canada\*+  
Insurance Corporation of British Columbia\*+  
Liberty International Underwriters Canada\*+  
Lombard Canada Ltd.\*+  
Manulife Financial Corporation\*+  
Old Republic Insurance Company of Canada\*  
Reliable Life Insurance Company+  
Royal & SunAlliance Canada\*+  
SGI Canada\*+  
Standard Life Assurance Company Ltd.\*+  
Tarion\*+  
Shumka Group, The\*+  
Wawanesa Mutual Insurance Company\*+  
Zurich Canada\*+

## Leisure, Entertainment & Travel

ACE Aviation Holdings Inc.\*  
Air Canada\*+  
Boston Pizza\*  
Calgary Zoo+  
Cara Operations Limited\*+  
Carlson Companies Canada\*+  
Casino Niagara+  
Cirque du Soleil\*+  
Great Canadian Gaming Corporation\*+  
Loto-Québec\*+  
Signature Vacations Inc.\*+  
SunWest Aviation+  
Travelport+  
Via Rail Canada Inc.\*+  
Wendy's Restaurants of Canada\*+  
WestJet\*+

## Media, Broadcasting, Film, Music & Publishing

Canadian Broadcasting Corporation\*+  
Corus Entertainment Inc.\*+  
CTVglobemedia\*  
Gazette, The+  
Gesca Ltd.\*  
Harlequin Enterprises Ltd.\*+  
Québecor Media Inc.\*+  
Reuters\*+  
TV5 Quebec Canada \*+

## Natural Resources

Abitibi-Consolidated Inc.\*+  
Alcoa Inc.\*+  
Barrick Gold Corporation\*+  
Cameco Corporation+  
Canfor Corporation\*  
CVRD Inco\*+  
Domtar Inc.\*+  
IAMGOLD Corporation+  
International Forest Products Ltd.\*  
Kinross Gold Corporation\*+

\* CDB General Industry Executive Database

+ CDB General Industry Middle Management, Professional and Support (MMPS) Database

### Natural Resources (cont.)

NovaGold Resources Inc.\*+  
 Quebec Cartier Mining\*  
 Rio Tinto Inc.\*  
 Teck Cominco Ltd.\*+  
 Tembec Inc.\*  
 Timberwest Forest Corporation\*  
 West Fraser Timber Co. Ltd.

### Oil & Gas

AltaGas Ltd.\*+  
 ARC Resources Ltd.\*+  
 Artemis Exploration Inc.\*+  
 Berkana Energy Corp.\*+  
 Bow Valley Energy Ltd.\*+  
 BP Canada Energy Company\*+  
 Canadian Natural Resources Limited\*+  
 Canadian Oil Sands Limited\*+  
 Cargill Power and Gas Markets\*+  
 Chevron Canada Limited\*+  
 Chevron Canada Resources \*+  
 Compton Petroleum Corporation\*+  
 ConocoPhillips Canada Corp.\*+  
 Devon Canada Corporation\*+  
 Dominion Exploration Canada Ltd.\*+  
 EnCana Corporation\*+  
 ExxonMobil Canada\*+  
 Gaz Métropolitain\*  
 Gentry Resources Ltd.\*+  
 GEOCAN Energy Inc.\*+  
 Grey Wolf Exploration Inc.\*+  
 Hunt Oil Company of Canada Inc.\*+  
 Husky Energy Inc.\*+  
 Imperial Oil Limited\*+  
 INEOS Canada Partnership\*+  
 Inter Pipeline Fund\*+  
 Irving Oil Limited\*+  
 Kinder Morgan Canada\*+  
 Longbow Energy Corp.\*+  
 NAL Resources Management Limited\*+  
 Newalta+  
 Nexen Inc.\*+

### Oil & Gas (cont.)

Niko Resources Ltd.\*+  
 Pengrowth Management Limited\*+  
 Petro-Canada\*+  
 Regent Resources Ltd.\*+  
 Sabre Energy Ltd.\*+  
 Shell Canada Limited\*+  
 Shell Trading GP Canada Company Ltd.\*+  
 Shiningbank Energy Management Inc.\*+  
 ShawCor Ltd.\*  
 Suez Energy+  
 Suncor Energy Inc.\*+  
 Syncrude Canada Ltd.\*+  
 Talisman Energy Inc.\*+  
 Tesco Corporation\*+  
 Total E&P Canada Inc.\*+  
 TransGlobe Energy Corporation\*+  
 Ultramar Limited\*+  
 Vermilion Energy Trust\*+  
 Vero Energy Inc.\*+  
 Weatherford Canada Partnership\*+

### Pharmaceutical & Biotechnology

AstraZeneca Canada Inc.\*+  
 Bayer Inc.\*+  
 Beckman Coulter Canada Inc.+  
 Biovail Corporation+  
 Dynacare Kasper Medical Laboratories\*+  
 Eli Lilly Canada Inc.\*+  
 GlaxoSmithKline Inc.\*  
 Graceway Pharmaceuticals+  
 Hoffmann La Roche Limited\*+  
 IMS Health+  
 MDS Inc.\*+  
 Patheon Inc.\*  
 Pfizer Canada Inc.\*+  
 QLT Inc.\*+  
 Sanofi Pasteur Limited\*+  
 Source Medical\*+  
 Trillium Health Care Products Inc.\*+  
 YM Biosciences Inc.\*+

\* CDB General Industry Executive Database

+ CDB General Industry Middle Management, Professional and Support (MMPS) Database

## Retail

7-Eleven Canada Inc.+  
 Bata Limited International\*+  
 Best Buy Canada Ltd.\*+  
 Boutique Jacob, Inc.+  
 Canada Safeway Limited\*+  
 Canadian Tire Corporation Limited\*+  
 Couche-Tard Inc.+  
 Forzani Group Ltd.\*+  
 Gap Canada Inc.\*+  
 Hudson's Bay Company\*+  
 Reitmans (Canada) Ltd.+  
 RSC Equipment Rental+  
 Sears Canada Inc.\*+  
 Shoppers Drug Mart\*+  
 Sleep Country Canada\*+  
 Sobeys Inc.\*  
 Superior Propane Inc.\*+  
 UAP Inc.\*  
 United Farmers of Alberta Co-operative  
 Limited\*+  
 Vidéotron Ltée\*+

## Technology

ABB Canada Inc.+  
 Adobe Systems Canada Inc.\*+  
 Advanced Micro Devices (AMD)\*+  
 Alcatel-Lucent Canada Inc.\*+  
 Avaya Canada Corporation\*+  
 BMC Software Inc.+  
 CA Inc.+  
 Call Genie Inc.+  
 Cedara Software Corp.\*+  
 CGI Group Inc.\*+  
 Cisco Systems, Inc.\*+  
 Cryptologic Inc.\*  
 Datacard+  
 Dell Canada Inc.\*+  
 DRS Technologies+  
 EDS of Canada Ltd.\*+  
 Emergis Inc.\*+

## Technology (cont.)

Gartner+  
 General Dynamics Canada\*+  
 Gennum Corporation+  
 Harris Canada Inc.+  
 Hewlett-Packard (Canada) Ltd.+  
 IBM Canada Ltd.\*+  
 IKON Office Solutions\*+  
 Intel Corporation\*+  
 MacDonald Dettwiler & Associates Ltd.\*  
 Microsoft Canada\*+  
 NCR Canada Ltd.+  
 Nortel Networks+  
 Novatel Inc.\*+  
 Olympus Canada Inc.\*  
 Pitney Bowes of Canada Ltd.\*  
 Radialpoint Inc.\*+  
 Redknee Solutions+  
 Schneider Electric Canada Inc.\*  
 Sierra Wireless\*+  
 Smart System for Health Agency\*+  
 SoftChoice+  
 Sun Microsystems of Canada Inc.\*  
 Xilinx Corporation+

## Telecommunications

AT&T Canada Enterprises+  
 BCE Inc.\*  
 Bell Aliant Regional Communications\*+  
 Bell Canada\*+  
 Cogeco Inc.\*+  
 Ericsson Canada Inc. - Research and  
 Development\*+  
 MTS Allstream\*+  
 Psion Teklogix Ltd.\*+  
 Research in Motion Ltd.\*+  
 Rogers Communications Inc.\*+  
 Shaw Communications Inc.\*+  
 Sony Ericsson Mobile Communications+  
 TeraGo Networks Inc.\*  
 Verizon Business\*+

\* CDB General Industry Executive Database

+ CDB General Industry Middle Management, Professional and Support (MMPS) Database

## Utilities

Alberta Energy & Utilities Board\*+  
Alliance Pipeline Ltd.\*+  
AltaLink Management Ltd.\*+  
ATCO Ltd. & Canadian Utilities Limited\*+  
ATCO Gas+  
ATCO Electric\*+  
ATCO Power\*+  
Atomic Energy of Canada Limited\*+  
British Columbia Hydro and Power Authority\*+  
Bruce Power\*+  
Emera Inc.\*  
Enbridge Gas Distribution Inc.\*+  
Enbridge Inc.\*+  
Enmax Corporation\*+  
EPCOR\*+  
FortisAlberta\*+  
Fortis BC+  
Hydro-Québec\*+  
Independent Electricity System Operator+  
Manitoba Hydro-Electric\*+  
Nova Scotia Power+  
Ontario Power Authority+  
Saint John Energy\*+  
SaskEnergy\*+  
Spectra Energy Transmission\*+  
Terasen Gas\*+  
Toronto Hydro Electric Systems Ltd.+  
TransAlta Corporation\*+  
TransCanada Pipelines Limited\*+

\* CDB General Industry Executive Database

+ CDB General Industry Middle Management, Professional and Support (MMPS) Database