

**KEY DATES**  
**2007 Canada Compensation Data Bank**

<b>Database</b>	<b>Data Effective Date</b>	<b>Data Submission Materials</b>	<b>Data Submission Deadline</b>	<b>Results Available</b>
<b>General Industry</b>				
Executive Database	March 1	March	April 20	Mid-August
Middle Management, Professional and Support Database	March 1	March	April 20	Early September
Salary Management Survey	N/A	March	April 18	Mid-September
<b>Energy Industry</b>				
Energy Survey	May 1	March	May 1	Late July
Energy Marketing Survey	May 1	March	June 1	Late August
Power Services Survey	May 1	March	June 1	Mid-September
Energy Based Salary Management Survey	N/A	Early November	November 16	Late November
<b>Financial Services</b>				
Investment Management Compensation Survey	April 1	February	April 27	Late June
<b>Technology Industry</b>				
CDB High Tech Database	April 1	March	May 21	Late August

The CDB accepts data throughout the year. In order to provide you with the timely results listed above, we strongly encourage you to adhere to the above due dates. If you do need an extension, or for more information about our products and services, please contact us at 1-877-550-4402.