

PARTICIPANTS

2006 Canada Compensation Data Bank

As of December 31, 2006 — Sorted by Industry

Agriculture

GROWMARK, Inc.*+

Associations/Public Sector/

Not-for-Profit

Alberta Blue Cross*
Business Development Bank of Canada *
Calgary Board of Education*+
Calgary Health Region *+
Canada Mortgage and Housing Corporation *
Canada Post Corporation*+
Canadian Blood Services*+
Canadian Nuclear Safety Commission*+
Canadian Securities Institute*+
Capital Health*
City of Calgary *+
City of Edmonton*
City of Vancouver +
Commission de la santé et de la sécurité de travail*
Conference Board of Canada*+
Export Development Canada*+
Government of Alberta*
H.W. Siebens Charitable Foundation*+
Hospital for Sick Children, The+
Tarion Warranty Corporation*+
Tourism British Columbia*+
Treasury Board Secretariat +
University Health Network+
Workers' Compensation Board of Alberta *
Workplace Safety & Insurance Board *

Banking

Bank of Montreal *+
Canadian Imperial Bank of Commerce *+
Canadian Western Bank*
Capital City Saving*
ING Bank of Canada*

Banking (cont.)

Laurentian Bank of Canada *+
National Bank of Canada *+
RBC Financial Group *+
Scotiabank *
TD Bank Financial Group *+

Business Services

AC Nielsen Company of Canada*+
ADP Canada Services Ltd.*+
ADT Canada Inc.*
ARAMARK Canada Ltd.*
ATCO I-Tek +
Brookfield LePage Johnson Controls+
Cardinal Health+
Career Development Institutes*+
Equitable Trust*+
Ernst & Young*+
Federal Express Canada Ltd.*+
H&R Block*+
IMS Health +
Livingston International Income Fund*
Loyalty Group, The*+
McKesson Canada Inc.*+
MDS Inc.*+

- MDS Diagnostic Services*
- MDS Nordion*
- MDS Sciex*

Minacs Group, The*+
Ontrac Equipment Services Inc.*+
Oxford Properties Group Inc.*+
Psion Teklogix Ltd.*+
Pulse Data Inc.+
Purolator Courier Ltd.*+
Sirva Inc.+
SNC-Lavalin Group Inc.*+

* Executive and Senior Management | 413 Participants

+ Middle Management, Professional, Technical and Administrative | 375 Participants

Business Services (cont.)

Teranet Inc.+
Weatherford Canada Partnership*+

Chemicals

Agrium Inc.*+
Canada Colours and Chemicals Limited*
Dynea Canada Ltd.*+
Ecolab Canada Ltd.+
INVISTA Company +
Methanex Corporation*
National Silicates Partnership*+
NOVA Chemicals Corporation*+
Oxy Vinyls Canada Inc.*+
Petromont Inc.*+
Praxair Canada Inc.*+
Xerox Research Centre of Canada+

**Computer Hardware, Software
& Services**

Accenture+
Adobe Systems Canada Inc.*+
Alcatel Canada Inc., Transport Automation*+
Alliance Data Systems Corporation +
ATI Technologies Inc.+
CAE Inc.+
Cedara Software Corporation*+
Celestica Inc.*+
CGI Group Inc.*
Cisco Systems Inc.*+
Curtiss-Wright Controls Embedded Computing *+
Dell Canada Inc.*+
EDS of Canada Ltd.*+
General Dynamics Canada *+
Gennum Corporation *+
IBM Canada Ltd.*+
Intel Corporation +
Lockheed Martin Canada Inc.*+

**Computer Hardware, Software
& Services (cont.)**

MacDonald Dettwiler & Associates Limited*+
National Optics Institute*+
OZ Communications Canada Inc.*+
Panduit Canada *+
Pitney Bowes of Canada Ltd.*
Positron Inc.+
Progistix-Solutions Inc.+
Raytheon Canada Ltd.*+
Research in Motion Ltd.*+
Smart Systems for Health Agency*
Solectron *+
Spectrum Signal Processing +
Sun Microsystems of Canada *
Tundra Semiconductor Corporation*+
Ubisoft Canada*+
Waters Corporation+
Xilinx Corporation+
xwave solutions+
Zarlink Semiconductor+

Consumer Products

ACH Food Companies Inc.*+
Agropur, Coopérative agro-alimentaire *+
Avon Canada Inc.*+
Bacardi Canada Inc.*+
Cadbury Schweppes North America*+
Campbell Company of Canada *
Coca-Cola Bottling Company *+
Danone Inc.*+
Diageo Canada Inc.+
E&J Gallo Winery+
Effem Inc.*+
Hallmark Canada *+
Hershey Canada Inc.*+
High Liner Foods Inc.*
Imperial Tobacco Canada Limited*
Kraft Canada Inc. *+
Lantic Sugar Ltd.*

Consumer Products (cont.)

Maple Leaf Foods Ltd.*+

- Canada Bread Company Ltd.*+
- Maple Leaf Animal Nutrition *+
- Maple Leaf Consumers Foods *+
- Maple Leaf Foods International*+
- Maple Leaf Fresh Foods *+
- Rothsay*+
- Schneider Foods*+

Molson Coors Canada Inc. *+
Menu Foods Income Fund*
Nestlé Canada Inc.*
Oak Leaf Confections Ltd.+
Parmalat Canada Limited *+
Pfizer Consumer Group *+
Playtex Limited *+
Procter & Gamble Inc.*+
Rothmans, Benson & Hedges Inc.*+
S.C. Johnson and Son Limited *+
Smucker Foods of Canada Co.*+
Ultima Foods Inc.*
Vincor International*+

Electronics & Scientific Equipment

ABB Canada Inc.*+
Advanced Research Technologies Inc.*
General Electric Canada Inc.*+
Ikon Office Solutions *+
MacDonald Dettwiler & Associates Limited*+
Philips Electronics Limited *+
Sanyo Canada Inc. *+
Schneider Electric Canada Inc. *+

Energy / Energy Services

Alberta Electric System Operator*+
Alliance Pipeline Limited Partnership*+
AltaLink Management Ltd. *+
Artemis Exploration Inc.*+
ATCO Electric *+
ATCO Ltd. & Canadian Utilities Limited *
ATCO Power*+
Atomic Energy of Canada Limited*+
BC Transmission *+

Energy / Energy Services (cont.)

BG Canada Exploration & Production Inc.*+
Bow Valley Energy Ltd. *+
British Columbia Hydro & Power Authority *+
Bruce Power *+
Calpine Power Income Fund*+
Daylight Energy Trust*+
Duke Energy Gas Transmission Canada *+
Emera Inc. *+
Enbridge Gas Distribution Inc. *+
Enbridge Inc.*+
Enmax Corporation *+
EPCOR *+
FortisAlberta *+
Gaz Métropolitain, Inc.*
Hydro One*+
Hydro-Québec *+
Independent Electricity System Operator *+
Inter Pipeline Fund *+
KBR Energy & Chemicals+
Kinder Morgan – Gas *+
Kinder Morgan - Pipelines *+
Maxim Power Corporation*+
New Brunswick Power Corporation*
Newfoundland & Labrador Hydro Electric Corporation*+
Ontario Power Generation Inc. *+
Pembina Pipeline Corporation*+
Rangeland Pipeline Partnership *+
SaskEnergy*+
SaskPower *+
Terasen Inc. *+
Terra Energy Corporation*+
TransAlta Corporation *+
TransCanada Pipelines Ltd. *+
Whitecourt Power +

Financial Services

AGF Management Limited*
Alberta Teachers' Retirement Fund Board*
American Express Canada Inc.*+
AMI Partners Inc.*
AON Reed Stenhouse Inc.+

Financial Services (cont.)

ATB Financial*
Aurion Capital Management*
Bank of America Canada +
BIMCOR Inc.*+
British Columbia Investment Management Corp.*
Caisse de dépôt et placement du Québec *+
Canada Lands Company *+
Canadian Tire Financial Services Ltd.+
CN Investment Division +
CPP Investment Board *
Credit Union Central of Ontario*
Credit Union Central of Saskatchewan *+
Desjardins Asset Management*
Deutsche Bank AG, Canada Branch *+
Dynamic Mutual Funds *
Edulinx Canada Corporation *+
Edward Jones & Company +
Fédération des caisses Desjardins du Québec *
Fiera Capital Inc.*
First Calgary Savings*
Franklin Templeton Investments Corp.*+
GMAC *+
Greystone Managed Investments Inc.*
ITG (Internet Technology Group)*
Leeward Hedge Funds*
MBNA Bank Canada*+
Ontario Municipal Employees Retirement System*+
Ontario Teachers' Pension Plan Board *+
OPSEU Pension Trust*+
PSP Investments+
Sceptre Investment Counsel Ltd.*
Seamark Asset Management Ltd.*
Société Générale de Financement*
Solidarity Fund QFL, The *
Trans Union, LLC*
TSX Group +

Forest Products

Canfor Corporation*
Catalyst Paper Corporation *
Domtar Inc.*
Fraser Papers Inc.*

Holding Companies

Power Corporation of Canada *

Industrial Manufacturing

Alcoa Inc.+
Alcan Global Pharmaceutical Packaging *
Alcan Inc.*
Anchor Danly Company, The *+
ATCO Structures Inc.+
Bell Helicopter-Textron *+
Bericap North America*+
Boeing Canada Technology*+
Bombardier Aerospace+
Bombardier Inc.*+
Bombardier Transportation Americas+
Crown Metal Packaging LP *+
Finning International Inc.*+
G & K Services*+
Groupe Laperrière & Verreault Inc.*
Haworth Inc. (Canada)+
Honda of Canada Manufacturing*+
Howmet Aluminum Casting Inc.+
Husky Injection Molding Systems Ltd. *+
Kodak Graphic Communications Canada Company *+
Lafarge Canada Inc.*+
Lehigh Northwest Cement *+
Magna International *
Nemak of Canada Corporation*+
O-I Canada Corp.+
Owens Corning Canada +
Pratt & Whitney Canada Inc.*+
SGL Canada Inc.*+
Shaw Group, The*+
Sico Inc.*+
Simmons Canada Inc., SCI Income Trust *+
St. Lawrence Cement Inc.*+
Steelcase Canada Limited *+
Toromont Industries Ltd.*+
Toyota Motor Manufacturing Canada Inc.*+
Woodbridge Group, The *

Insurance – All

American International Group (Canada) *+
AXA Canada Inc.*+
Canadian Dental Service Plans Inc.*+
Liberty International Underwriters Canada *+
Shumka Group, The*
Sun Life Financial Services of Canada *

Insurance – Life/Health

Desjardins Financial Security *+
Empire Life*+
Fortis Inc.*
Great West Life Assurance Company, The *+
Independent Order of Foresters*+
Manulife Financial Corporation*+
RBC Insurance Co.*+
SGI Canada*+
Standard Life Assurance Company Ltd.*+

Insurance - Property/Casualty

Allstate Insurance Company of Canada*
Aviva Canada Inc.*+
Chubb Insurance Company of Canada *+
Co-operators General Insurance Company *+
Desjardins Group General Insurance *+
Dominion of Canada General Insurance*+
Ecclesiastical Insurance*+
Economical Insurance Group, The*
Gore Mutual Insurance Company*+
ING Canada *+
Insurance Corporation of British Columbia *+
Lombard Canada Ltd.*+
Meloche Monnex Inc.*+
Royal & SunAlliance Canada *+
Sovereign General Insurance Company, The +
State Farm Insurance*
Wawanesa Mutual Insurance Company *+

Media/Information/Entertainment

ACS Media Income Fund*
Canadian Broadcasting Corporation *+
Casino Niagara+
Cirque du Soleil *+

Media/Information/Entertainment (cont.)

Gazette, The+
Great Canadian Gaming Corporation*+
Harlequin Enterprises Ltd.+
Loto-Québec *+
Québecor Media Inc.*+
Québecor World Inc.*
Reuters +
Transcontinental Inc.*+

Metals & Mining

Barrick Gold Corporation *+
Falconbridge Limited *
Inco Limited *+
Inmet Mining Corporation *+
Kinross Gold Corporation*+
Rio Tinto Inc.*+
Teck Cominco Ltd.*+

Oil & Gas

Accrete Energy Inc.*
Alberta Energy & Utilities Board *+
AltaGas Ltd. *+
Anadarko Canada Corporation *+
ARC Resources Ltd.*+
BOC Canada Limited*+
BP Canada Energy Company *+
Burlington Resources Canada Ltd.*+
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.*+
Defiant Resources Corporation *+
Devon Canada Corporation *+
Dominion Exploration Canada Ltd.*+
EnCana Corporation *+
Enerplus Resources Fund *+
ExxonMobil Canada *+
Gentry Resources Ltd. *+
Grey Wolf Exploration Inc. *+

Oil & Gas (cont.)

Highpine Oil & Gas Ltd. *+
Hunt Oil Company of Canada Inc.*+
Husky Energy Inc.*+
Imperial Oil Limited *+
Innova Exploration Ltd.*+
Irving Oil Limited *+
NAL Resources Management Limited *+
Nexen Inc.*+
Niko Resources Ltd.*+
Ontario Energy Board*+
Pembina Pipeline Corporation*+
PENGROWTH Management Limited *+
Petro-Canada *+
PrimeWest Energy Trust *+
Regent Resources Ltd.*+
Rolling Thunder Exploration Ltd.*+
Rosetta Exploration Inc.*+
Shell Canada Limited *+
Shiningbank Energy Management Inc.*+
Suncor Energy Inc.*+
Syncrude Canada Ltd.*+
Talisman Energy Inc.*+
Taylor NGL Limited Partnership*+
Tesco Corporation*+
Total E & P Canada Inc.*+
TransGlobe Energy Corporation *+
Tundra Oil & Gas Limited*+
TUSK Energy Corporation*+
Vermilion Energy Trust *+

Pharmaceuticals

AEterna Zentaris Inc.*
Apotex Inc.+
Baxter Corporation *+
Bayer Inc.*+
Beckman Coulter Canada Inc.*+
Eli Lilly Canada Inc.*+
GlaxoSmithKline Inc.*+
Janssen-Ortho Inc.*+
Mayne Pharma*+
Medicago Inc.*
Patheon Inc.*

Pharmaceuticals (cont.)

Pfizer Canada Inc.*+
QLT Inc.*+
Sandoz*+
Sanofi Pasteur Limited *+
Shire BioChem Inc.*+
Wyeth Canada Inc.*+

Retail

Bata Limited International *+
Best Buy Canada Ltd.*+
Boston Pizza *+
Boutique Jacob, Inc.+
Brewers' Distributor Ltd.*+
Canada Safeway Limited*+
Canadian Tire Corporation Limited*+
Cara Operations Limited*
Hanson Building Materials America*
Home Depot Canada+
Hudson's Bay Company*+
Rexel Canada Inc. *+
Sears Canada Inc.*+
Staples, The Business Depot*+
Superior Propane Inc.*+
Tiffany & Co.+
UAP Inc. *+
United Farmers of Alberta Co-operative Limited *+
Vidéotron Ltée *+
Wajax Limited *
Wendy's Restaurants of Canada*+

Telecommunications

Alcatel Canada Inc.*+
AT&T Canada Enterprises*+
Avaya Canada Corporation+
BCE Inc.*
Bell Aliant Regional Communications*
Bell Canada+
Cogeco Inc. *+
Connexim *+
Emergis Inc. *+
Ericsson Canada Inc. – Research & Development *+
MTS Allstream*+

Telecommunications (cont.)

Nokia IP Telephony +
Nortel Networks*+
Northwestel *+
Rogers Communications Inc. *+

- Rogers Cable Inc.
- Rogers Media Inc.
- Rogers Wireless Inc.

Sierra Wireless*+
TELUS Communications Corporation*

Transportation

Air Canada *+
Algoma Central Corporation *+
British Columbia Ferry Services Inc.*
British Columbia Rail Company*
Calgary Airport Authority*
Canada Steamship Lines*
Canadian National Railway Company *
Canadian Pacific Railway *+
Edmonton Airports*
Greater Toronto Airport Authority*
Halifax International Airport Authority*
NAV Canada *+
Ottawa International Airport Authority*
Port of Montréal*
Transat A.T. Inc.*
Vancouver International Airport Authority *
VIA Rail Canada Inc.*+
WestJet Airlines Ltd.*+
Winnipeg Airports Authority*