

KEY DATES
2007 Canada Compensation Data Bank

Database	Data Effective Date	Data Submission Materials	Data Submission Deadline	Results Available
General Industry				
Executive & Senior Management (ESM)	March 1	March	April 20	Mid-August
Middle Management, Professional, Technical & Administrative (MMPTA)	March 1	March	April 20	Early September
Salary Management Survey (SMS)	N/A	March	April 20	Early September
Energy Industry				
Energy Survey (ES)	May 1	Mid-January	May 11	End July
Energy Marketing Survey (EMS)	May 1	Mid-March	June 15	Mid-August
Power Services Survey (PSS)	May 1	End February	June 1	Mid-August
Energy-based Salary Management Survey	N/A	Early November	End November	End November
Financial Services				
Investment Management Compensation Survey (IMCS)	April 1	February	April 30	Late June
Technology Industry				
Global CDB High Tech Database	April 1	Early March	End May	Mid-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.