

A map of the province of Ontario, Canada, filled with a light pink color and outlined in black. The text "Market Median Summary Compensation Tables" is written in a dark red, serif font across the upper middle of the map. Below it, the word "ONTARIO" is written in a larger, bold, dark red, serif font. A small teal dot is located on the eastern coast of the map, representing the location of Toronto.

Market Median Summary Compensation Tables
ONTARIO

Summary Compensation Table (Market Median) Ontario - All Organizations

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	36	43	44,761	45,076	36,050	57,680	5	10	16.05	16.12	*	*
Bartender	*	*	*	*	*	*	61	706	10.13	10.13	10.45	12.52
Cook	2	4	*	*	*	*	86	2031	13.05	13.13	10.75	15.11
Director of Sales and Marketing	54	156	70,000	73,725	60,000	80,000	4	4	18.46	18.79	*	*
Executive Chef	52	117	59,993	64,313	58,850	75,000	4	4	18.54	19.12	*	*
Executive Housekeeper	38	46	43,106	44,976	40,000	53,500	10	14	14.63	14.63	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	90	5314	9.50	9.50	10.25	11.00
Food and Beverage Service Supervisor	34	189	38,056	38,350	32,000	50,000	29	342	13.96	13.96	11.00	13.98
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	68	2065	10.49	10.49	10.25	11.63
Front Desk Agent	1	1	*	*	*	*	72	652	12.81	12.81	12.00	14.20
General Manager	85	96	70,000	72,955	55,620	85,000	6	6	14.63	14.63	*	*
Guest Service Attendant	*	*	*	*	*	*	30	329	11.56	11.56	10.56	12.00
Head of Visitor Services	4	4	39,990	40,864	*	*	1	2	*	*	*	*
Head Professional (Golf)	2	2	*	*	*	*	2	2	*	*	*	*
Heritage Interpreter	1	3	*	*	*	*	3	69	*	*	*	*
Host / Hostess	*	*	*	*	*	*	55	652	11.00	11.00	10.25	15.50
Housekeeping Room Attendant	4	112	33,278	33,278	*	*	80	1796	12.34	12.35	11.41	13.01
Landscaping and Grounds Maintenance Labourer	2	3	*	*	*	*	27	132	12.75	12.75	11.00	15.00
Operator / Attendant	*	*	*	*	*	*	15	1285	11.00	11.00	10.50	12.00
Outdoor Adventure Guide	*	*	*	*	*	*	2	36	*	*	*	*
Program Leader / Instructor	6	9	34,266	34,266	*	*	9	182	12.00	12.00	11.00	19.00
Restaurant and Food Service Manager	80	343	48,150	51,632	47,929	66,233	1	1	*	*	*	*
Retail Sales Clerk	2	2	*	*	*	*	23	539	10.91	11.00	10.25	13.89
Sales Representative	52	261	46,250	47,555	40,000	53,500	3	51	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	6	37	15.14	15.14	13.50	17.27
Sous Chef	34	155	44,715	45,700	41,600	51,737	8	15	15.50	15.69	*	*
Superintendent Maintenance / Groundskeeper	24	30	53,500	53,500	48,929	57,500	11	14	20.00	20.00	12.75	16.93
Tour Guide	1	1	*	*	*	*	6	189	11.88	11.91	*	*
Tour Operator	5	14	35,000	35,000	*	*	*	*	*	*	*	*
Travel Agency Manager	64	112	50,000	50,248	48,500	80,900	3	3	*	*	*	*
Travel Counsellor	76	638	42,723	43,591	30,450	50,000	33	612	21.91	21.91	15.93	26.54

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.
* Insufficient data to report*

**Summary Compensation Table (Market Median)
Ontario - Food & Beverage Services**

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Bartender	*	*	*	*	*	*	19	311	8.90	8.90	*	*
Cook	1	2	*	*	*	*	33	1322	12.36	12.36	10.25	16.00
Director of Sales and Marketing	4	10	72,706	85,206	*	*	*	*	*	*	*	*
Executive Chef	23	88	46,000	47,000	55,000	70,000	1	1	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	35	3333	8.90	8.90	*	*
Food and Beverage Service Supervisor	15	133	36,000	37,950	30,000	50,000	10	112	15.17	15.17	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	35	1020	10.47	10.47	10.25	11.63
General Manager	11	11	60,000	60,000	*	*	*	*	*	*	*	*
Host / Hostess	*	*	*	*	*	*	26	463	10.25	10.25	10.25	16.00
Housekeeping Room Attendant	*	*	*	*	*	*	1	2	*	*	*	*
Restaurant and Food Service Manager	40	246	42,500	45,605	71,500	82,500	*	*	*	*	*	*
Sales Representative	1	1	*	*	*	*	*	*	*	*	*	*
Sous Chef	9	72	40,765	43,000	41,000	50,500	2	2	*	*	*	*

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.
* Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Accommodation

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	33	40	42,836	43,470	35,000	50,000	5	10	16.05	16.12	*	*
Bartender	*	*	*	*	*	*	26	119	12.36	12.36	12.33	12.98
Cook	*	*	*	*	*	*	35	453	14.56	14.56	11.00	15.11
Director of Sales and Marketing	23	25	65,000	67,500	58,750	77,500	1	1	*	*	*	*
Executive Chef	20	20	67,938	72,000	58,850	74,900	2	2	*	*	*	*
Executive Housekeeper	35	43	42,952	42,952	41,500	55,590	10	14	14.63	14.63	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	38	1032	10.25	10.25	10.25	10.65
Food and Beverage Service Supervisor	12	27	37,613	37,613	32,500	39,500	9	21	12.75	12.75	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	15	64	10.50	10.75	*	*
Front Desk Agent	1	1	*	*	*	*	67	558	12.75	12.75	11.88	14.00
General Manager	40	48	66,250	70,500	55,620	80,000	5	5	14.25	14.25	*	*
Guest Service Attendant	*	*	*	*	*	*	24	204	11.56	11.56	10.54	11.76
Host / Hostess	*	*	*	*	*	*	23	78	12.69	12.69	12.41	15.57
Housekeeping Room Attendant	4	112	33,278	33,278	*	*	73	1433	12.37	12.38	11.41	13.01
Landscaping and Grounds Maintenance Labourer	1	1	*	*	*	*	14	25	12.88	12.88	12.00	13.50
Operator / Attendant	*	*	*	*	*	*	3	21	*	*	*	*
Program Leader / Instructor	1	1	*	*	*	*	1	10	*	*	*	*
Restaurant and Food Service Manager	22	53	52,381	53,564	43,000	58,951	1	1	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	1	3	*	*	*	*
Sales Representative	24	94	47,805	47,805	39,300	51,500	*	*	*	*	*	*
Sous Chef	16	42	46,215	46,250	43,179	53,320	5	7	17.00	17.38	*	*
Superintendent Maintenance / Groundskeeper	10	12	49,650	50,150	43,000	46,500	8	11	17.50	18.13	*	*

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

Summary Compensation Table (Market Median) Ontario - Recreation & Entertainment

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	3	3	*	*	*	*	*	*	*	*	*	*
Bartender	*	*	*	*	*	*	15	211	10.00	10.00	9.70	12.03
Cook	1	2	*	*	*	*	17	249	13.00	13.00	12.00	13.50
Director of Sales and Marketing	17	17	70,000	70,512	60,000	85,000	1	1	*	*	*	*
Executive Chef	8	8	82,250	96,020	58,500	84,200	1	1	*	*	*	*
Executive Housekeeper	3	3	*	*	*	*	*	*	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	16	610	9.58	9.58	10.50	14.00
Food and Beverage Service Supervisor	6	22	38,056	38,056	*	*	9	204	12.50	12.50	11.00	15.00
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	17	870	10.50	10.50	10.38	11.63
Front Desk Agent	*	*	*	*	*	*	5	94	13.78	13.78	12.42	16.00
General Manager	24	25	78,050	79,675	60,000	84,000	1	1	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	6	125	11.77	11.77	11.13	14.29
Head of Visitor Services	3	3	*	*	*	*	1	2	*	*	*	*
Head Professional (Golf)	2	2	*	*	*	*	2	2	*	*	*	*
Heritage Interpreter	1	3	*	*	*	*	3	69	*	*	*	*
Host / Hostess	*	*	*	*	*	*	6	111	11.06	11.06	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	6	361	13.10	13.10	11.09	13.18
Landscaping and Grounds Maintenance Labourer	1	2	*	*	*	*	13	107	12.00	12.00	10.75	15.50
Operator / Attendant	*	*	*	*	*	*	12	1264	11.00	11.00	10.38	12.00
Outdoor Adventure Guide	*	*	*	*	*	*	2	36	*	*	*	*
Program Leader / Instructor	5	8	33,781	33,781	*	*	8	172	13.50	13.50	11.00	19.00
Restaurant and Food Service Manager	17	42	50,736	51,564	35,650	53,500	*	*	*	*	*	*
Retail Sales Clerk	2	2	*	*	*	*	22	536	10.95	11.00	10.25	13.89
Sales Representative	16	50	43,653	44,853	35,350	55,500	2	50	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	6	37	15.14	15.14	13.50	17.27
Sous Chef	8	38	45,760	46,460	40,750	49,869	1	6	*	*	*	*
Superintendent Maintenance / Groundskeeper	14	18	60,000	60,000	49,429	70,893	3	3	*	*	*	*
Tour Guide	1	1	*	*	*	*	5	89	11.25	11.31	*	*

*Note: Market Percentiles are weighted by organization
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* Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Travel Services

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Bartender	*	*	*	*	*	*	1	65	*	*	*	*
Cook	*	*	*	*	*	*	1	7	*	*	*	*
Director of Sales and Marketing	10	104	92,500	103,750	55,477	84,961	2	2	*	*	*	*
Executive Chef	1	1	*	*	*	*	*	*	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	1	339	*	*	*	*
Food and Beverage Service Supervisor	1	7	*	*	*	*	1	5	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	1	111	*	*	*	*
General Manager	10	12	84,792	84,792	65,998	90,932	*	*	*	*	*	*
Head of Visitor Services	1	1	*	*	*	*	*	*	*	*	*	*
Restaurant and Food Service Manager	1	2	*	*	*	*	*	*	*	*	*	*
Sales Representative	11	116	56,000	56,000	48,510	80,850	1	1	*	*	*	*
Sous Chef	1	3	*	*	*	*	*	*	*	*	*	*
Tour Guide	*	*	*	*	*	*	1	100	*	*	*	*
Tour Operator	5	14	35,000	35,000	*	*	*	*	*	*	*	*
Travel Agency Manager	64	112	50,000	50,248	48,500	80,900	3	3	*	*	*	*
Travel Counsellor	76	638	42,723	43,591	30,450	50,000	33	612	21.91	21.91	15.93	26.54

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.*

** Insufficient data to report*

Summary Compensation Table (Market Median) Ontario - Greater Toronto Area

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	9	12	39,500	39,500	36,050	57,680	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	26	304	9.58	9.58	12.60	12.98
Cook	*	*	*	*	*	*	39	924	13.63	13.63	10.25	17.00
Director of Sales and Marketing	26	126	71,225	71,481	72,977	99,961	*	*	*	*	*	*
Executive Chef	24	46	52,875	65,383	60,000	75,000	1	1	*	*	*	*
Executive Housekeeper	11	15	37,601	37,601	40,000	57,680	1	3	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	40	3076	9.36	9.36	10.33	10.65
Food and Beverage Service Supervisor	18	112	41,333	41,333	33,500	52,006	9	95	15.33	15.33	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	22	346	11.00	11.00	*	*
Front Desk Agent	1	1	*	*	*	*	16	165	14.42	14.42	13.70	14.75
General Manager	33	39	73,500	74,000	72,998	105,998	2	2	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	5	86	12.84	12.84	*	*
Head of Visitor Services	1	1	*	*	*	*	1	2	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	1	3	*	*	*	*
Host / Hostess	*	*	*	*	*	*	28	357	12.37	12.37	10.25	16.95
Housekeeping Room Attendant	2	110	*	*	*	*	18	575	14.26	14.26	13.01	13.83
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	4	5	14.61	14.61	*	*
Program Leader / Instructor	4	7	33,391	33,519	*	*	2	7	*	*	*	*
Restaurant and Food Service Manager	34	176	52,381	54,950	53,750	79,800	*	*	*	*	*	*
Retail Sales Clerk	1	1	*	*	*	*	8	132	11.00	11.00	*	*
Sales Representative	29	185	47,610	47,610	48,510	58,000	1	1	*	*	*	*
Sous Chef	14	57	48,686	48,811	42,000	55,000	1	3	*	*	*	*
Superintendent Maintenance / Groundskeeper	10	10	55,825	55,825	*	*	*	*	*	*	*	*
Tour Guide	1	1	*	*	*	*	2	104	*	*	*	*
Tour Operator	3	12	*	*	*	*	*	*	*	*	*	*
Travel Agency Manager	31	78	54,454	55,000	53,350	88,990	*	*	*	*	*	*
Travel Counsellor	31	295	40,618	42,030	31,900	53,130	11	521	21.00	21.00	16.77	27.87

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.
* Insufficient data to report*

Summary Compensation Table (Market Median) Ontario - Southwestern

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	6	6	40,000	41,200	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	8	134	9.63	9.67	*	*
Cook	*	*	*	*	*	*	13	332	12.00	12.00	10.50	13.20
Director of Sales and Marketing	6	7	51,573	53,882	*	*	*	*	*	*	*	*
Executive Chef	6	28	46,750	47,700	*	*	*	*	*	*	*	*
Executive Housekeeper	4	5	40,994	40,994	*	*	1	1	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	12	491	8.90	8.90	9.58	10.38
Food and Beverage Service Supervisor	4	14	37,113	37,363	*	*	4	48	11.50	12.07	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	9	297	10.47	10.47	*	*
Front Desk Agent	*	*	*	*	*	*	14	78	11.04	11.13	10.75	12.09
General Manager	14	15	62,950	66,750	47,500	70,000	1	1	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	5	15	11.10	11.10	*	*
Head of Visitor Services	1	1	*	*	*	*	*	*	*	*	*	*
Heritage Interpreter	1	3	*	*	*	*	*	*	*	*	*	*
Host / Hostess	*	*	*	*	*	*	7	85	10.61	10.61	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	14	141	10.77	10.77	10.50	11.50
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	1	6	*	*	*	*
Operator / Attendant	*	*	*	*	*	*	3	58	*	*	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	1	20	*	*	*	*
Restaurant and Food Service Manager	11	56	42,000	46,000	*	*	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	1	4	*	*	*	*
Sales Representative	2	2	*	*	*	*	*	*	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	8	*	*	*	*
Sous Chef	7	29	40,765	40,957	*	*	1	1	*	*	*	*
Superintendent Maintenance / Groundskeeper	1	1	*	*	*	*	3	3	*	*	*	*
Tour Guide	*	*	*	*	*	*	1	1	*	*	*	*
Tour Operator	1	1	*	*	*	*	*	*	*	*	*	*
Travel Agency Manager	10	10	50,161	50,161	*	*	*	*	*	*	*	*
Travel Counsellor	16	210	43,813	43,813	29,000	48,300	7	11	24.73	24.73	15.93	26.54

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.
* Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Niagara

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	5	5	46,496	46,496	*	*	1	4	*	*	*	*
Bartender	*	*	*	*	*	*	5	98	8.90	8.90	*	*
Cook	*	*	*	*	*	*	9	180	13.09	13.17	10.33	15.11
Director of Sales and Marketing	3	3	*	*	*	*	*	*	*	*	*	*
Executive Chef	9	9	66,500	75,000	52,500	69,000	*	*	*	*	*	*
Executive Housekeeper	6	6	49,347	49,347	*	*	*	*	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	10	444	8.90	8.90	8.90	9.27
Food and Beverage Service Supervisor	5	24	42,418	42,418	*	*	3	8	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	6	285	10.25	10.25	9.60	10.25
Front Desk Agent	*	*	*	*	*	*	6	43	13.11	13.16	12.10	13.61
General Manager	1	1	*	*	*	*	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	5	18	11.42	11.47	10.28	11.42
Head of Visitor Services	1	1	*	*	*	*	*	*	*	*	*	*
Host / Hostess	*	*	*	*	*	*	9	95	12.22	12.30	10.82	12.69
Housekeeping Room Attendant	*	*	*	*	*	*	6	175	12.38	12.43	11.41	12.68
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	2	5	*	*	*	*
Restaurant and Food Service Manager	10	23	58,843	58,843	52,500	77,100	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	2	14	*	*	*	*
Sales Representative	3	17	*	*	*	*	*	*	*	*	*	*
Sous Chef	5	26	44,429	44,500	*	*	*	*	*	*	*	*
Tour Guide	*	*	*	*	*	*	1	14	*	*	*	*
Travel Agency Manager	1	1	*	*	*	*	*	*	*	*	*	*
Travel Counsellor	2	12	*	*	*	*	1	1	*	*	*	*

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.
* Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Central

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	6	7	36,050	36,050	36,050	57,680	*	*	*	*	*	*
Bartender	*	*	*	*	*	*	11	74	10.00	10.00	12.60	12.98
Cook	*	*	*	*	*	*	16	313	13.45	13.45	10.25	17.63
Director of Sales and Marketing	7	7	75,000	76,000	60,000	72,500	*	*	*	*	*	*
Executive Chef	9	17	53,750	61,750	50,000	65,000	*	*	*	*	*	*
Executive Housekeeper	7	8	36,050	36,050	36,050	57,680	2	2	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	16	796	8.90	8.90	*	*
Food and Beverage Service Supervisor	5	21	42,418	42,418	*	*	6	134	12.75	13.23	11.13	14.13
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	8	674	10.25	10.25	10.25	11.17
Front Desk Agent	*	*	*	*	*	*	11	142	13.71	13.71	12.42	15.13
General Manager	16	18	59,500	59,500	55,620	88,580	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	5	137	11.54	11.54	10.50	12.81
Head Professional (Golf)	2	2	*	*	*	*	*	*	*	*	*	*
Host / Hostess	*	*	*	*	*	*	8	62	11.61	11.61	10.25	14.50
Housekeeping Room Attendant	1	1	*	*	*	*	12	387	11.31	11.31	10.58	12.56
Landscaping and Grounds Maintenance Labourer	1	1	*	*	*	*	5	74	12.00	12.00	10.50	15.00
Operator / Attendant	*	*	*	*	*	*	6	1186	11.29	11.29	10.58	12.56
Outdoor Adventure Guide	*	*	*	*	*	*	1	16	*	*	*	*
Program Leader / Instructor	1	1	*	*	*	*	3	73	*	*	*	*
Restaurant and Food Service Manager	13	39	50,750	55,000	45,250	65,000	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	6	346	10.38	10.38	10.25	12.79
Sales Representative	9	21	39,258	39,258	35,000	49,440	1	45	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	3	25	*	*	*	*
Sous Chef	8	24	40,883	43,383	40,000	46,000	1	6	*	*	*	*
Superintendent Maintenance / Groundskeeper	6	8	54,000	57,500	*	*	*	*	*	*	*	*
Travel Agency Manager	9	9	46,928	46,928	33,000	50,500	*	*	*	*	*	*
Travel Counsellor	9	28	40,000	40,000	*	*	4	37	12.73	12.80	*	*

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Ottawa

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	6	6	51,831	53,250	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	6	22	12.80	12.80	*	*
Cook	*	*	*	*	*	*	7	104	17.17	17.17	*	*
Director of Sales and Marketing	8	8	80,000	80,981	58,000	80,000	*	*	*	*	*	*
Executive Chef	7	8	66,875	66,875	56,000	74,900	*	*	*	*	*	*
Executive Housekeeper	7	7	52,430	52,430	50,163	59,250	1	1	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	7	231	11.68	11.68	*	*
Food and Beverage Service Supervisor	8	14	32,067	35,402	30,000	37,133	3	42	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	13	356	10.48	10.48	10.25	11.75
Front Desk Agent	*	*	*	*	*	*	8	93	16.39	16.39	14.20	17.21
General Manager	9	9	77,040	77,040	*	*	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	5	42	11.77	11.77	11.20	12.18
Host / Hostess	*	*	*	*	*	*	6	27	16.29	16.29	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	8	288	16.58	16.58	13.77	16.62
Operator / Attendant	*	*	*	*	*	*	1	12	*	*	*	*
Program Leader / Instructor	1	1	*	*	*	*	*	*	*	*	*	*
Restaurant and Food Service Manager	17	35	43,000	46,000	52,430	74,900	*	*	*	*	*	*
Sales Representative	8	23	50,145	50,290	45,000	55,000	*	*	*	*	*	*
Sous Chef	4	7	46,698	47,830	42,325	52,820	1	1	*	*	*	*
Superintendent Maintenance / Groundskeeper	2	4	*	*	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	2	31	*	*	*	*
Travel Agency Manager	7	7	50,000	50,000	*	*	1	1	*	*	*	*
Travel Counsellor	12	56	45,000	45,000	*	*	4	15	23.41	23.87	*	*

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.
* Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Eastern

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	3	3	*	*	*	*	*	*	*	*	*	*
Bartender	*	*	*	*	*	*	5	31	8.90	8.90	*	*
Cook	*	*	*	*	*	*	8	43	11.57	11.57	10.38	12.60
Director of Sales and Marketing	4	5	47,500	53,900	*	*	2	2	*	*	*	*
Executive Chef	4	4	50,500	52,000	*	*	1	1	*	*	*	*
Executive Housekeeper	4	4	36,114	37,914	*	*	2	2	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	10	85	9.24	9.42	10.25	12.08
Food and Beverage Service Supervisor	*	*	*	*	*	*	4	5	10.83	11.57	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	6	36	10.27	10.30	*	*
Front Desk Agent	*	*	*	*	*	*	9	48	12.00	12.00	11.00	15.00
General Manager	9	9	52,000	54,000	41,000	52,000	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	1	1	*	*	*	*
Head Professional (Golf)	*	*	*	*	*	*	1	1	*	*	*	*
Host / Hostess	*	*	*	*	*	*	2	5	*	*	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	12	86	11.53	11.53	11.30	13.80
Landscaping and Grounds Maintenance Labourer	1	2	*	*	*	*	7	16	10.50	10.80	*	*
Operator / Attendant	*	*	*	*	*	*	2	6	*	*	*	*
Restaurant and Food Service Manager	6	6	40,599	40,599	*	*	1	1	*	*	*	*
Retail Sales Clerk	1	1	*	*	*	*	2	2	*	*	*	*
Sales Representative	1	6	*	*	*	*	*	*	*	*	*	*
Sous Chef	3	4	*	*	*	*	2	2	*	*	*	*
Superintendent Maintenance / Groundskeeper	3	3	*	*	*	*	3	6	*	*	*	*
Tour Guide	*	*	*	*	*	*	1	39	*	*	*	*
Tour Operator	1	1	*	*	*	*	*	*	*	*	*	*
Travel Agency Manager	4	5	39,290	39,290	*	*	*	*	*	*	*	*
Travel Counsellor	5	21	45,600	45,600	*	*	2	8	*	*	*	*

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Northern

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	3	4	*	*	*	*	1	3	*	*	*	*
Bartender	*	*	*	*	*	*	7	43	10.25	10.25	*	*
Cook	2	4	*	*	*	*	11	135	13.50	13.50	10.48	13.11
Director of Sales and Marketing	*	*	*	*	*	*	2	2	*	*	*	*
Executive Chef	4	5	46,800	49,300	*	*	2	2	*	*	*	*
Executive Housekeeper	1	1	*	*	*	*	3	5	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	10	191	10.25	10.25	*	*
Food and Beverage Service Supervisor	2	4	*	*	*	*	4	10	13.78	14.07	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	10	71	10.38	10.57	10.63	13.25
Front Desk Agent	*	*	*	*	*	*	10	83	12.37	12.37	*	*
General Manager	5	5	75,000	75,000	*	*	3	3	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	4	30	12.13	12.13	*	*
Head of Visitor Services	1	1	*	*	*	*	*	*	*	*	*	*
Head Professional (Golf)	*	*	*	*	*	*	1	1	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	2	66	*	*	*	*
Host / Hostess	*	*	*	*	*	*	7	21	10.25	10.25	*	*
Housekeeping Room Attendant	1	1	*	*	*	*	12	144	12.10	12.10	10.13	12.50
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	8	26	13.30	13.30	12.25	18.00
Operator / Attendant	*	*	*	*	*	*	3	23	*	*	*	*
Program Leader / Instructor	*	*	*	*	*	*	4	102	11.25	11.25	*	*
Restaurant and Food Service Manager	6	8	44,000	50,500	*	*	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	4	41	10.63	10.63	*	*
Sales Representative	2	7	*	*	*	*	1	5	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	2	4	*	*	*	*
Sous Chef	3	8	*	*	*	*	2	2	*	*	*	*
Superintendent Maintenance / Groundskeeper	2	4	*	*	*	*	4	4	19.50	19.50	*	*
Travel Agency Manager	2	2	*	*	*	*	2	2	*	*	*	*
Travel Counsellor	2	16	*	*	*	*	4	19	20.99	21.32	*	*

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Non-union Employees

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	36	43	44,761	45,076	36,050	57,680	5	10	16.05	16.12	*	*
Bartender	*	*	*	*	*	*	50	518	9.15	9.15	8.90	12.00
Cook	2	4	*	*	*	*	73	1827	12.85	13.00	10.50	15.11
Director of Sales and Marketing	54	156	70,000	73,725	60,000	80,000	4	4	18.46	18.79	*	*
Executive Chef	52	117	59,993	64,313	58,850	75,000	4	4	18.54	19.12	*	*
Executive Housekeeper	38	46	43,106	44,976	40,000	53,500	10	14	14.63	14.63	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	79	4466	9.09	9.15	9.60	11.00
Food and Beverage Service Supervisor	34	189	38,056	38,350	32,000	50,000	29	342	13.96	13.96	11.00	13.98
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	64	1921	10.47	10.47	10.25	11.50
Front Desk Agent	1	1	*	*	*	*	61	564	12.75	12.75	12.00	14.10
General Manager	85	96	70,000	72,955	55,620	85,000	6	6	14.63	14.63	*	*
Guest Service Attendant	*	*	*	*	*	*	25	290	11.54	11.54	10.50	12.00
Head of Visitor Services	4	4	39,990	40,864	*	*	1	2	*	*	*	*
Head Professional (Golf)	2	2	*	*	*	*	2	2	*	*	*	*
Heritage Interpreter	1	3	*	*	*	*	2	68	*	*	*	*
Host / Hostess	*	*	*	*	*	*	47	583	10.99	10.99	10.25	14.25
Housekeeping Room Attendant	4	112	33,278	33,278	*	*	63	1087	12.00	12.07	11.15	12.79
Landscaping and Grounds Maintenance Labourer	2	3	*	*	*	*	25	127	12.00	12.00	11.00	15.00
Operator / Attendant	*	*	*	*	*	*	13	1280	11.00	11.00	10.38	12.00
Outdoor Adventure Guide	*	*	*	*	*	*	2	36	*	*	*	*
Program Leader / Instructor	6	9	34,266	34,266	*	*	7	177	11.50	11.50	*	*
Restaurant and Food Service Manager	80	343	48,150	51,632	47,929	66,233	1	1	*	*	*	*
Retail Sales Clerk	2	2	*	*	*	*	23	538	10.91	11.00	10.25	13.45
Sales Representative	52	261	46,250	47,555	40,000	53,500	3	51	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	5	34	14.00	14.00	*	*
Sous Chef	34	155	44,715	45,700	41,600	51,737	8	15	15.50	15.69	*	*
Superintendent Maintenance / Groundskeeper	24	30	53,500	53,500	48,929	57,500	10	13	19.50	19.50	*	*
Tour Guide	*	*	*	*	*	*	6	189	11.88	11.91	*	*
Tour Operator	5	14	35,000	35,000	*	*	*	*	*	*	*	*
Travel Agency Manager	64	112	50,000	50,248	48,500	80,900	3	3	*	*	*	*
Travel Counsellor	76	638	42,723	43,591	30,450	50,000	33	612	21.91	21.91	15.93	26.54

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

Summary Tables - Ontario

V-ON-13 2010 Canadian Tourism Sector Compensation Study

www.cthrc.ca

**Summary Compensation Table (Market Median)
Ontario - Union Employees**

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Bartender	*	*	*	*	*	*	11	188	14.25	14.25	12.12	13.92
Cook	*	*	*	*	*	*	13	204	18.74	18.74	15.92	20.22
Food and Beverage / Banquet Server	*	*	*	*	*	*	12	848	10.67	10.67	10.25	11.00
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	4	144	15.89	15.89	*	*
Front Desk Agent	*	*	*	*	*	*	12	88	13.82	13.82	12.56	15.08
Guest Service Attendant	*	*	*	*	*	*	5	39	11.68	11.68	*	*
Heritage Interpreter	*	*	*	*	*	*	1	1	*	*	*	*
Host / Hostess	*	*	*	*	*	*	8	69	16.43	16.43	13.99	16.76
Housekeeping Room Attendant	*	*	*	*	*	*	18	709	15.92	15.92	13.59	16.92
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	3	5	*	*	*	*
Operator / Attendant	*	*	*	*	*	*	2	5	*	*	*	*
Program Leader / Instructor	*	*	*	*	*	*	3	5	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	1	1	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	3	*	*	*	*
Superintendent Maintenance / Groundskeeper	*	*	*	*	*	*	1	1	*	*	*	*
Tour Guide	1	1	*	*	*	*	*	*	*	*	*	*

*Note: Market Percentiles are weighted by organization
No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.
* Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Full-time Employees

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Accommodation Service Manager	36	43	44,761	45,076	36,050	57,680	5	10	16.05	16.12	*	*
Bartender	*	*	*	*	*	*	41	268	10.25	10.25	12.01	12.98
Cook	2	4	*	*	*	*	72	886	13.46	13.46	10.75	16.00
Director of Sales and Marketing	54	156	70,000	73,725	60,000	80,000	3	3	*	*	*	*
Executive Chef	52	117	59,993	64,313	58,850	75,000	2	2	*	*	*	*
Executive Housekeeper	38	46	43,106	44,976	40,000	53,500	8	12	14.63	14.63	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	68	1454	9.50	9.50	10.25	10.62
Food and Beverage Service Supervisor	34	189	38,056	38,350	32,000	50,000	20	141	13.98	13.98	11.00	13.98
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	43	480	10.70	10.70	10.25	11.90
Front Desk Agent	1	1	*	*	*	*	65	405	12.75	12.77	12.10	14.00
General Manager	85	96	70,000	72,955	55,620	85,000	4	4	15.50	16.22	*	*
Guest Service Attendant	*	*	*	*	*	*	24	146	11.66	11.66	10.81	11.85
Head of Visitor Services	4	4	39,990	40,864	*	*	1	2	*	*	*	*
Head Professional (Golf)	2	2	*	*	*	*	*	*	*	*	*	*
Heritage Interpreter	1	3	*	*	*	*	*	*	*	*	*	*
Host / Hostess	*	*	*	*	*	*	36	280	12.69	12.69	10.25	16.64
Housekeeping Room Attendant	4	112	33,278	33,278	*	*	62	1101	12.50	12.50	11.41	13.25
Landscaping and Grounds Maintenance Labourer	2	3	*	*	*	*	12	28	13.76	13.76	11.06	14.84
Operator / Attendant	*	*	*	*	*	*	3	29	*	*	*	*
Program Leader / Instructor	6	9	34,266	34,266	*	*	1	35	*	*	*	*
Restaurant and Food Service Manager	80	343	48,150	51,632	47,929	66,233	1	1	*	*	*	*
Retail Sales Clerk	2	2	*	*	*	*	2	5	*	*	*	*
Sales Representative	52	261	46,250	47,555	40,000	53,500	1	45	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	2	19	*	*	*	*
Sous Chef	34	155	44,715	45,700	41,600	51,737	4	6	13.50	13.50	*	*
Superintendent Maintenance / Groundskeeper	24	30	53,500	53,500	48,929	57,500	8	11	19.50	19.50	*	*
Tour Guide	1	1	*	*	*	*	3	20	*	*	*	*
Tour Operator	5	14	35,000	35,000	*	*	*	*	*	*	*	*
Travel Agency Manager	64	112	50,000	50,248	48,500	80,900	3	3	*	*	*	*
Travel Counsellor	76	638	42,723	43,591	30,450	50,000	9	527	17.25	17.91	13.00	18.00

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Part-time Employees

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Bartender	*	*	*	*	*	*	43	322	9.09	9.09	10.45	12.74
Cook	*	*	*	*	*	*	64	971	12.93	13.07	10.29	16.00
Director of Sales and Marketing	*	*	*	*	*	*	1	1	*	*	*	*
Executive Housekeeper	*	*	*	*	*	*	1	1	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	75	3144	9.27	9.27	10.25	11.00
Food and Beverage Service Supervisor	*	*	*	*	*	*	7	84	13.00	13.96	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	54	832	10.39	10.39	10.25	11.75
Front Desk Agent	*	*	*	*	*	*	54	191	12.60	12.62	12.72	14.31
General Manager	*	*	*	*	*	*	2	2	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	15	55	11.59	11.59	10.56	11.76
Heritage Interpreter	*	*	*	*	*	*	2	53	*	*	*	*
Host / Hostess	*	*	*	*	*	*	36	345	10.26	10.26	11.42	14.50
Housekeeping Room Attendant	*	*	*	*	*	*	65	475	12.31	12.31	11.41	12.68
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	7	19	12.00	12.00	*	*
Operator / Attendant	*	*	*	*	*	*	6	47	10.56	10.56	*	*
Program Leader / Instructor	*	*	*	*	*	*	5	43	12.00	12.00	*	*
Retail Sales Clerk	*	*	*	*	*	*	15	172	11.00	11.00	10.38	13.16
Sales Representative	*	*	*	*	*	*	2	6	*	*	*	*
Sous Chef	*	*	*	*	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	3	39	*	*	*	*
Travel Counsellor	*	*	*	*	*	*	30	79	24.73	24.73	15.93	26.54

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

Summary Compensation Table (Market Median)

Ontario - Seasonal Employees

Survey Job Title	SALARIED POSITIONS (Reported in Annual Dollars)						HOURLY POSITIONS (Reported in Hourly Dollars)					
	No. of Orgs.	No. of Incs.	Annual Base Salary	Annual Total Cash	Annual Salary Minimum	Annual Salary Maximum	No. of Orgs.	No. of Incs.	Hourly Base Salary	Hourly Total Cash	Hourly Range Minimum	Hourly Range Maximum
Bartender	*	*	*	*	*	*	10	116	10.25	10.25	*	*
Cook	*	*	*	*	*	*	16	174	12.25	12.36	10.33	14.50
Executive Chef	*	*	*	*	*	*	2	2	*	*	*	*
Executive Housekeeper	*	*	*	*	*	*	1	1	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	25	716	9.27	9.38	9.58	11.50
Food and Beverage Service Supervisor	*	*	*	*	*	*	5	117	19.57	19.57	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	15	753	10.50	10.88	9.93	10.50
Front Desk Agent	*	*	*	*	*	*	15	56	12.77	12.88	12.00	15.00
Guest Service Attendant	*	*	*	*	*	*	9	128	11.59	11.59	11.46	14.25
Head Professional (Golf)	*	*	*	*	*	*	2	2	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	2	16	*	*	*	*
Host / Hostess	*	*	*	*	*	*	11	27	11.61	11.72	11.42	12.69
Housekeeping Room Attendant	*	*	*	*	*	*	25	220	12.00	12.00	10.75	12.62
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	13	85	11.75	11.75	10.75	14.00
Operator / Attendant	*	*	*	*	*	*	11	1209	11.00	11.00	10.25	12.00
Outdoor Adventure Guide	*	*	*	*	*	*	2	36	*	*	*	*
Program Leader / Instructor	*	*	*	*	*	*	6	104	12.00	12.00	16.74	19.63
Retail Sales Clerk	*	*	*	*	*	*	12	362	10.75	10.75	10.25	13.89
Snow Grooming Machine Operator	*	*	*	*	*	*	5	18	16.27	16.27	*	*
Sous Chef	*	*	*	*	*	*	3	8	*	*	*	*
Superintendent Maintenance / Groundskeeper	*	*	*	*	*	*	3	3	*	*	*	*
Tour Guide	*	*	*	*	*	*	3	130	*	*	*	*
Travel Counsellor	*	*	*	*	*	*	1	6	*	*	*	*

Note: Market Percentiles are weighted by organization

No. of Orgs./Incs. represents those that reported Annual or Hourly Base Salary.

** Insufficient data to report*

About the CTHRC

The Canadian Tourism Human Resource Council (CTHRC) works on behalf of the 174,000 businesses that make up Canada's vibrant tourism sector. Established in 1993, the CTHRC promotes professionalism throughout the sector and addresses key labour market issues. Collectively, Council members and the CTHRC bring together Canadian tourism businesses, labour unions, associations, educators and governments to co-ordinate human resource development activities and contribute to a sustainable, globally competitive tourism sector. The CTHRC also conducts tourism labour market research on topics such as compensation, return on training investment, integration of foreign trained workers, sector demographics, annual labour market survey, and much, more.

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About Hay Group

Hay Group is a global management consulting firm that works with leaders to transform strategy into reality. We develop talent, organize people to be more effective and motivate them to perform at their best. Our focus is on making change happen and helping people and organizations realize their potential.

We have over 2600 employees working in 86 offices in 47 countries. Our clients are from the private, public and not-for-profit sectors, across every major industry, and represent diverse business challenges. For over 60 years, we have been renowned for the quality of our research and the intellectual rigour of our work. We transform research into actionable insights. We give our clients breakthrough perspectives on their organization, and we do it in the most efficient way to achieve the desired results.

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