



Market Median Summary Compensation Tables

CANADA

Summary Compensation Table (Market Median) Canada - 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	165	238	42,000	42,750	35,048	45,000	58	74	15.38	16.04	14.00	16.83
Bartender	3	21	*	*	*	*	286	2118	10.19	10.25	10.00	12.19
Cook	4	11	27,500	27,500	*	*	428	7259	13.00	13.00	11.06	15.11
Director of Sales and Marketing	218	356	62,500	67,250	60,000	73,093	25	27	19.85	20.00	16.00	20.34
Executive Chef	218	349	52,311	55,250	48,966	62,000	69	94	18.00	18.00	14.50	18.88
Executive Housekeeper	176	242	39,910	40,719	36,050	45,000	84	108	14.23	14.23	12.65	15.00
Food and Beverage / Banquet Server	2	3	*	*	*	*	415	14859	9.65	9.65	9.50	11.23
Food and Beverage Service Supervisor	122	569	36,000	36,500	31,291	42,000	192	903	13.00	13.00	12.00	14.83
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	288	7371	10.37	10.42	9.98	11.77
Front Desk Agent	8	41	38,881	38,881	*	*	410	3916	12.00	12.00	11.00	13.43
General Manager	456	592	64,222	67,350	55,620	72,962	76	82	19.38	19.90	19.75	25.50
Guest Service Attendant	2	11	*	*	*	*	133	1211	11.52	11.57	10.39	12.18
Head of Visitor Services	23	28	40,197	40,197	36,886	58,041	28	59	15.00	15.00	14.00	18.74
Head Professional (Golf)	8	9	55,000	55,000	47,500	57,500	7	7	23.57	23.57	*	*
Heritage Interpreter	16	39	40,873	40,873	38,448	45,630	67	716	14.67	14.67	14.87	19.45
Host / Hostess	1	3	*	*	*	*	218	2343	10.66	10.70	10.09	12.20
Housekeeping Room Attendant	7	117	26,400	26,400	*	*	442	8290	11.50	11.50	10.36	12.67
Landscaping and Grounds Maintenance Labourer	6	8	33,750	35,000	*	*	161	802	12.09	12.20	11.00	15.00
Operator / Attendant	*	*	*	*	*	*	54	2465	11.00	11.00	10.25	12.15
Outdoor Adventure Guide	2	32	*	*	*	*	29	557	13.00	13.00	13.68	18.29
Program Leader / Instructor	13	23	34,679	35,665	*	*	30	1052	13.00	13.00	11.25	19.00
Restaurant and Food Service Manager	279	1078	45,000	47,750	40,000	55,000	52	92	15.00	15.00	15.00	20.00
Retail Sales Clerk	11	36	35,000	35,000	27,000	32,500	142	1517	11.00	11.00	10.25	13.00
Sales Representative	212	718	44,000	45,370	36,500	49,440	43	177	14.27	14.27	12.75	16.70
Snow Grooming Machine Operator	*	*	*	*	*	*	23	299	14.87	14.87	13.00	18.74
Sous Chef	135	406	42,000	43,280	36,500	46,000	90	179	14.44	14.44	12.00	15.35
Superintendent Maintenance / Groundskeeper	92	116	50,039	52,296	45,000	55,000	74	107	15.94	16.00	14.00	18.00
Tour Guide	1	1	*	*	*	*	63	884	12.00	12.00	11.00	14.00
Tour Operator	11	43	30,000	33,000	30,000	42,000	4	50	16.00	16.54	*	*
Travel Agency Manager	210	296	50,000	50,496	48,500	80,900	18	22	21.48	21.72	15.00	20.00
Travel Counsellor	212	1471	41,400	42,723	29,000	48,300	169	1287	16.71	17.17	14.10	20.89

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 - Canada

V-CA-1 2010 Canadian Tourism Sector Compensation Study

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Summary Compensation Table (Market Median) Canada - 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	1	1	*	*	*	*	75	752	9.00	9.00	9.37	12.00
Cook	2	5	*	*	*	*	152	4113	12.00	12.00	10.25	15.00
Director of Sales and Marketing	11	24	60,000	75,000	*	*	1	2	*	*	*	*
Executive Chef	64	164	45,000	47,500	40,000	55,000	25	32	15.00	15.00	14.00	16.00
Food and Beverage / Banquet Server	*	*	*	*	*	*	137	7474	9.00	9.00	9.00	11.00
Food and Beverage Service Supervisor	36	294	32,500	36,250	30,000	50,000	73	410	12.00	12.00	10.38	14.00
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	108	3930	10.25	10.25	9.60	11.50
Front Desk Agent	*	*	*	*	*	*	1	2	*	*	*	*
General Manager	33	84	55,000	60,000	40,000	60,000	3	3	*	*	*	*
Host / Hostess	*	*	*	*	*	*	89	1576	9.75	9.75	9.00	11.04
Housekeeping Room Attendant	*	*	*	*	*	*	4	9	10.45	10.49	*	*
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	3	5	*	*	*	*
Restaurant and Food Service Manager	121	727	41,384	44,280	38,000	53,500	33	72	15.00	15.00	15.00	20.00
Retail Sales Clerk	1	1	*	*	*	*	5	24	10.50	10.50	*	*
Sales Representative	3	6	*	*	*	*	1	2	*	*	*	*
Sous Chef	24	99	40,000	41,883	36,500	45,500	35	55	13.00	13.00	12.00	13.00
Superintendent Maintenance / Groundskeeper	*	*	*	*	*	*	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) Canada - 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	158	220	41,100	42,000	35,000	44,000	54	70	15.00	15.56	13.75	16.83
Bartender	*	*	*	*	*	*	155	724	10.83	10.83	10.00	12.05
Cook	1	4	*	*	*	*	197	2153	13.64	13.64	11.60	15.38
Director of Sales and Marketing	115	129	65,000	68,870	57,500	68,873	9	10	20.00	20.34	16.14	20.22
Executive Chef	117	128	60,000	62,000	52,187	61,000	28	30	19.32	20.43	22.00	23.50
Executive Housekeeper	164	220	39,797	40,213	35,000	42,115	78	100	14.08	14.08	12.30	15.00
Food and Beverage / Banquet Server	*	*	*	*	*	*	205	4780	10.18	10.18	9.57	11.00
Food and Beverage Service Supervisor	63	178	36,057	36,500	31,751	40,000	80	188	13.04	13.19	12.00	14.50
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	101	875	11.08	11.10	10.00	11.90
Front Desk Agent	7	40	38,500	38,500	*	*	372	3172	12.00	12.00	11.00	13.27
General Manager	242	307	65,000	67,813	55,620	70,000	34	36	17.55	19.47	18.50	24.75
Guest Service Attendant	2	11	*	*	*	*	116	888	11.59	11.59	10.28	12.25
Head of Visitor Services	1	1	*	*	*	*	1	1	*	*	*	*
Head Professional (Golf)	2	2	*	*	*	*	1	1	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	1	5	*	*	*	*
Host / Hostess	1	3	*	*	*	*	102	380	11.90	11.92	10.75	12.69
Housekeeping Room Attendant	4	112	33,278	33,278	*	*	396	7147	11.44	11.46	10.31	12.45
Landscaping and Grounds Maintenance Labourer	4	5	31,703	32,953	*	*	100	270	12.15	12.25	11.26	15.00
Operator / Attendant	*	*	*	*	*	*	11	62	10.66	10.66	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	2	18	*	*	*	*
Program Leader / Instructor	2	2	*	*	*	*	2	17	*	*	*	*
Restaurant and Food Service Manager	109	227	46,359	48,875	38,973	50,586	13	14	16.83	18.27	16.50	21.25
Retail Sales Clerk	5	12	35,000	35,000	*	*	27	106	10.50	10.65	9.83	12.13
Sales Representative	119	390	45,000	46,200	39,000	49,440	11	21	15.00	15.00	13.00	16.50
Sous Chef	89	211	42,775	43,000	36,000	46,356	35	49	15.96	15.96	14.00	17.00
Superintendent Maintenance / Groundskeeper	55	72	45,000	47,000	42,000	48,000	44	62	15.17	15.43	13.00	17.00
Travel Counsellor	*	*	*	*	*	*	1	11	*	*	*	*

*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) Canada - 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	7	18	50,000	50,000	40,000	65,000	3	3	*	*	*	*
Bartender	2	20	*	*	*	*	54	480	10.13	10.13	10.50	12.49
Cook	1	2	*	*	*	*	78	986	12.71	12.71	11.44	15.00
Director of Sales and Marketing	46	52	64,232	68,250	70,679	100,051	10	10	17.50	17.50	16.00	20.00
Executive Chef	35	55	55,000	55,500	55,300	72,500	16	32	20.50	20.50	18.62	31.55
Executive Housekeeper	12	22	45,360	46,110	37,304	50,245	6	8	14.75	14.75	*	*
Food and Beverage / Banquet Server	2	3	*	*	*	*	71	2000	9.50	9.67	10.11	12.49
Food and Beverage Service Supervisor	22	90	37,019	37,019	38,100	49,450	37	286	14.00	14.00	13.00	16.35
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	77	2330	10.25	10.25	10.00	12.00
Front Desk Agent	1	1	*	*	*	*	37	742	12.50	12.56	12.00	14.81
General Manager	126	144	63,000	65,000	57,964	75,000	35	39	19.76	20.00	20.00	30.00
Guest Service Attendant	*	*	*	*	*	*	17	323	10.50	10.50	10.50	12.00
Head of Visitor Services	16	21	37,417	37,417	36,300	58,041	23	53	15.75	15.75	14.88	19.37
Head Professional (Golf)	6	7	55,000	55,000	47,500	57,500	6	6	21.03	21.03	*	*
Heritage Interpreter	15	38	41,633	41,633	38,448	45,630	63	682	15.00	15.00	14.87	19.45
Host / Hostess	*	*	*	*	*	*	26	220	10.70	10.70	10.28	12.33
Housekeeping Room Attendant	3	5	*	*	*	*	42	1134	12.00	12.00	10.72	13.47
Landscaping and Grounds Maintenance Labourer	2	3	*	*	*	*	57	525	12.09	12.09	11.00	15.59
Operator / Attendant	*	*	*	*	*	*	43	2403	11.00	11.00	10.15	12.15
Outdoor Adventure Guide	2	32	*	*	*	*	26	527	12.87	12.87	13.68	18.75
Program Leader / Instructor	11	21	34,679	35,665	*	*	28	1035	13.28	13.28	11.13	19.50
Restaurant and Food Service Manager	47	118	52,000	52,775	45,950	60,618	6	6	16.50	16.50	*	*
Retail Sales Clerk	5	23	34,740	36,130	29,500	37,500	107	1366	11.00	11.00	10.50	13.50
Sales Representative	47	119	42,000	43,000	35,000	46,011	24	109	13.99	14.03	12.50	17.40
Snow Grooming Machine Operator	*	*	*	*	*	*	23	299	14.87	14.87	13.00	18.74
Sous Chef	20	92	44,500	45,700	39,997	44,808	20	75	15.00	15.00	14.55	18.00
Superintendent Maintenance / Groundskeeper	37	44	60,000	60,000	54,643	67,500	29	44	19.00	19.00	18.19	21.01
Tour Guide	1	1	*	*	*	*	44	416	11.38	11.64	11.00	14.00
Travel Agency Manager	1	1	*	*	*	*	*	*	*	*	*	*
Travel Counsellor	*	*	*	*	*	*	1	24	*	*	*	*

*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) Canada - 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
Accommodation Service Manager	*	*	*	*	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	2	162	*	*	*	*
Cook	*	*	*	*	*	*	1	7	*	*	*	*
Director of Sales and Marketing	46	151	60,000	61,000	47,000	61,000	5	5	19.66	19.66	*	*
Executive Chef	2	2	*	*	*	*	*	*	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	2	605	*	*	*	*
Food and Beverage Service Supervisor	1	7	*	*	*	*	2	19	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	2	236	*	*	*	*
General Manager	55	57	75,000	75,000	70,000	82,000	4	4	31.68	31.68	*	*
Head of Visitor Services	6	6	41,099	41,099	*	*	4	5	12.00	12.00	*	*
Heritage Interpreter	1	1	*	*	*	*	3	29	*	*	*	*
Host / Hostess	*	*	*	*	*	*	1	167	*	*	*	*
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	1	2	*	*	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	1	12	*	*	*	*
Restaurant and Food Service Manager	2	6	*	*	*	*	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	3	21	*	*	*	*
Sales Representative	43	203	45,000	45,000	35,000	50,000	7	45	18.15	18.15	*	*
Sous Chef	2	4	*	*	*	*	*	*	*	*	*	*
Tour Guide	*	*	*	*	*	*	19	468	15.00	15.00	12.00	17.00
Tour Operator	11	43	30,000	33,000	30,000	42,000	4	50	16.00	16.54	*	*
Travel Agency Manager	209	295	50,000	50,496	48,500	80,900	18	22	21.48	21.72	15.00	20.00
Travel Counsellor	212	1471	41,400	42,723	29,000	48,300	167	1252	16.71	17.17	14.10	20.91

*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)

Canada - Alberta

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	15	27	42,205	43,750	41,915	61,712	5	5	18.50	18.50	*	*
Bartender	*	*	*	*	*	*	21	172	10.60	10.60	10.00	12.98
Cook	*	*	*	*	*	*	30	911	14.71	14.71	12.00	16.88
Director of Sales and Marketing	17	29	80,000	80,000	73,880	99,885	*	*	*	*	*	*
Executive Chef	16	16	68,991	71,000	50,000	67,475	2	2	*	*	*	*
Executive Housekeeper	20	39	41,567	41,567	41,915	54,590	5	5	14.50	14.50	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	32	1609	10.18	10.23	9.56	11.94
Food and Beverage Service Supervisor	9	67	38,242	38,242	33,376	39,622	14	49	13.00	13.00	13.00	15.15
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	18	947	10.60	10.60	10.75	12.75
Front Desk Agent	1	16	*	*	*	*	29	264	13.33	13.33	13.13	14.38
General Manager	30	55	90,000	90,000	90,000	112,500	1	1	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	16	157	12.41	12.53	11.52	13.10
Head of Visitor Services	*	*	*	*	*	*	2	6	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	1	10	*	*	*	*
Host / Hostess	1	3	*	*	*	*	16	308	11.47	11.49	10.02	12.00
Housekeeping Room Attendant	*	*	*	*	*	*	32	677	12.60	12.69	12.17	14.00
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	10	48	14.13	14.50	13.00	16.03
Operator / Attendant	*	*	*	*	*	*	6	322	10.94	10.94	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	2	12	*	*	*	*
Restaurant and Food Service Manager	26	167	50,869	52,040	43,244	58,669	2	2	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	11	113	11.50	11.88	10.95	12.13
Sales Representative	22	69	44,116	45,000	40,843	55,000	3	9	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	14	*	*	*	*
Sous Chef	16	41	44,339	44,339	38,250	46,178	2	3	*	*	*	*
Superintendent Maintenance / Groundskeeper	11	14	48,541	52,250	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	3	30	*	*	*	*
Tour Operator	1	4	*	*	*	*	1	1	*	*	*	*
Travel Agency Manager	40	44	58,986	59,674	54,500	81,500	*	*	*	*	*	*
Travel Counsellor	27	127	44,000	44,000	29,000	48,300	31	224	16.61	16.73	14.10	20.26

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) Canada - British Columbia

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	34	62	42,000	42,750	34,500	45,000	4	4	15.80	15.94	*	*
Bartender	1	1	*	*	*	*	48	352	12.00	12.00	10.00	13.00
Cook	*	*	*	*	*	*	78	1782	13.44	13.44	11.50	15.83
Director of Sales and Marketing	44	54	65,000	72,250	75,000	95,000	1	1	*	*	*	*
Executive Chef	46	57	58,471	60,400	48,000	65,000	5	11	23.82	24.00	*	*
Executive Housekeeper	35	67	42,000	43,000	40,000	48,000	19	29	16.00	16.50	13.90	17.00
Food and Beverage / Banquet Server	*	*	*	*	*	*	75	2993	9.58	9.82	9.00	11.06
Food and Beverage Service Supervisor	14	68	36,000	36,250	32,000	36,000	32	152	14.00	14.00	13.00	16.00
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	55	864	10.25	10.25	9.00	10.60
Front Desk Agent	2	6	*	*	*	*	72	728	13.16	13.28	12.00	14.33
General Manager	85	153	65,000	67,500	60,000	77,000	9	11	20.00	20.19	21.50	25.50
Guest Service Attendant	1	10	*	*	*	*	26	358	12.49	12.49	10.71	13.70
Head of Visitor Services	3	3	*	*	*	*	1	1	*	*	*	*
Head Professional (Golf)	3	3	*	*	*	*	1	1	*	*	*	*
Heritage Interpreter	1	1	*	*	*	*	4	19	16.50	16.69	*	*
Host / Hostess	*	*	*	*	*	*	44	927	10.20	10.20	9.50	11.00
Housekeeping Room Attendant	*	*	*	*	*	*	75	1888	12.50	12.50	11.50	14.09
Landscaping and Grounds Maintenance Labourer	1	2	*	*	*	*	38	145	14.00	14.00	12.30	16.00
Operator / Attendant	*	*	*	*	*	*	8	386	10.13	10.13	9.53	12.08
Outdoor Adventure Guide	*	*	*	*	*	*	8	203	15.42	15.91	14.52	16.88
Program Leader / Instructor	3	6	*	*	*	*	8	454	14.53	14.53	11.63	20.78
Restaurant and Food Service Manager	55	318	44,059	45,300	38,250	49,000	6	11	16.00	16.00	*	*
Retail Sales Clerk	1	1	*	*	*	*	28	339	10.63	10.63	9.00	11.68
Sales Representative	42	121	43,950	46,857	36,000	50,000	8	52	14.14	14.14	12.68	18.20
Snow Grooming Machine Operator	*	*	*	*	*	*	6	122	18.50	18.50	14.50	24.28
Sous Chef	28	86	42,500	43,640	35,500	42,500	17	57	17.00	17.00	16.08	19.96
Superintendent Maintenance / Groundskeeper	25	33	60,000	60,000	55,000	65,000	12	16	17.84	18.15	15.00	19.00
Tour Guide	*	*	*	*	*	*	6	182	13.57	13.57	*	*
Tour Operator	1	1	*	*	*	*	1	4	*	*	*	*
Travel Agency Manager	42	52	45,167	45,800	48,500	72,950	7	9	22.00	22.00	*	*
Travel Counsellor	45	250	40,772	43,500	29,000	48,300	38	211	16.80	16.80	14.00	17.00

*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)

Canada - Manitoba

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	4	5	42,235	44,750	*	*	1	1	*	*	*	*
Bartender	1	1	*	*	*	*	9	147	10.82	10.82	10.25	11.57
Cook	1	3	*	*	*	*	11	124	12.92	12.92	11.00	14.39
Director of Sales and Marketing	8	8	61,225	61,225	*	*	*	*	*	*	*	*
Executive Chef	11	13	45,000	47,500	*	*	*	*	*	*	*	*
Executive Housekeeper	9	9	46,058	46,058	*	*	2	2	*	*	*	*
Food and Beverage / Banquet Server	2	3	*	*	*	*	12	586	9.85	9.85	9.50	11.00
Food and Beverage Service Supervisor	5	10	30,750	31,300	27,163	36,000	9	31	12.00	12.06	10.50	14.55
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	9	299	9.91	10.61	9.74	11.48
Front Desk Agent	*	*	*	*	*	*	12	101	11.60	11.65	11.00	13.20
General Manager	18	20	60,533	61,533	50,000	70,170	2	2	*	*	*	*
Guest Service Attendant	1	1	*	*	*	*	4	23	10.27	10.27	*	*
Head of Visitor Services	2	2	*	*	*	*	*	*	*	*	*	*
Heritage Interpreter	2	6	*	*	*	*	1	5	*	*	*	*
Host / Hostess	*	*	*	*	*	*	9	46	10.50	10.50	10.00	11.00
Housekeeping Room Attendant	2	4	*	*	*	*	11	213	11.12	11.12	10.00	12.76
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	5	6	10.00	10.00	*	*
Outdoor Adventure Guide	2	32	*	*	*	*	1	12	*	*	*	*
Program Leader / Instructor	2	5	*	*	*	*	1	3	*	*	*	*
Restaurant and Food Service Manager	11	28	42,500	44,498	36,412	50,000	1	1	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	5	51	11.18	11.18	9.62	13.00
Sales Representative	9	20	44,000	44,000	*	*	*	*	*	*	*	*
Sous Chef	7	10	40,934	42,500	*	*	1	1	*	*	*	*
Superintendent Maintenance / Groundskeeper	2	2	*	*	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	3	28	*	*	*	*
Travel Agency Manager	10	14	50,668	53,907	*	*	*	*	*	*	*	*
Travel Counsellor	12	96	36,000	36,000	28,057	39,470	8	20	17.37	17.37	14.43	21.52

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)

Canada - New Brunswick

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	7	8	35,000	35,000	33,250	35,000	2	2	*	*	*	*
Bartender	*	*	*	*	*	*	10	25	9.00	9.00	*	*
Cook	*	*	*	*	*	*	13	131	10.50	10.50	10.00	13.00
Director of Sales and Marketing	6	7	43,604	44,104	*	*	*	*	*	*	*	*
Executive Chef	3	3	*	*	*	*	2	3	*	*	*	*
Executive Housekeeper	6	6	33,000	35,150	31,000	34,500	4	4	10.75	10.89	10.25	12.38
Food and Beverage / Banquet Server	*	*	*	*	*	*	14	215	9.20	9.21	9.28	9.50
Food and Beverage Service Supervisor	*	*	*	*	*	*	8	25	10.13	10.13	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	8	134	9.44	9.44	9.00	10.46
Front Desk Agent	*	*	*	*	*	*	23	137	10.20	10.26	9.88	11.73
General Manager	15	16	52,000	57,000	*	*	2	2	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	3	14	*	*	*	*
Head of Visitor Services	1	1	*	*	*	*	3	3	*	*	*	*
Heritage Interpreter	3	6	*	*	*	*	3	19	*	*	*	*
Host / Hostess	*	*	*	*	*	*	4	11	9.00	9.00	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	23	248	9.75	9.75	9.00	10.96
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	11	33	10.50	10.50	9.00	12.00
Operator / Attendant	*	*	*	*	*	*	3	29	*	*	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	1	12	*	*	*	*
Program Leader / Instructor	*	*	*	*	*	*	1	1	*	*	*	*
Restaurant and Food Service Manager	6	6	35,850	36,850	*	*	5	15	13.00	13.00	*	*
Retail Sales Clerk	*	*	*	*	*	*	6	31	9.76	9.76	*	*
Sales Representative	3	6	*	*	*	*	*	*	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	5	*	*	*	*
Sous Chef	4	6	35,130	35,858	*	*	*	*	*	*	*	*
Superintendent Maintenance / Groundskeeper	3	3	*	*	*	*	4	10	12.88	12.93	*	*
Tour Guide	*	*	*	*	*	*	5	62	10.50	10.50	*	*
Tour Operator	1	8	*	*	*	*	*	*	*	*	*	*
Travel Agency Manager	1	1	*	*	*	*	*	*	*	*	*	*
Travel Counsellor	1	3	*	*	*	*	*	*	*	*	*	*

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) Canada - Newfoundland & Labrador

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	7	9	37,000	41,288	*	*	3	5	*	*	*	*
Bartender	*	*	*	*	*	*	9	70	10.75	10.80	*	*
Cook	*	*	*	*	*	*	12	138	13.35	13.35	10.33	13.33
Director of Sales and Marketing	4	5	51,142	56,638	*	*	1	2	*	*	*	*
Executive Chef	4	8	43,145	47,245	*	*	*	*	*	*	*	*
Executive Housekeeper	6	10	36,299	38,290	*	*	2	4	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	8	175	10.85	10.87	10.00	11.78
Food and Beverage Service Supervisor	1	4	*	*	*	*	7	31	13.33	13.74	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	9	252	10.62	11.00	*	*
Front Desk Agent	*	*	*	*	*	*	13	121	12.06	12.06	10.50	12.83
General Manager	13	18	60,000	60,673	45,000	61,895	2	2	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	5	49	13.48	13.48	*	*
Head of Visitor Services	1	1	*	*	*	*	*	*	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	1	3	*	*	*	*
Host / Hostess	*	*	*	*	*	*	5	14	13.33	13.33	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	12	287	11.68	11.73	10.21	11.98
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	3	3	*	*	*	*
Operator / Attendant	*	*	*	*	*	*	3	16	*	*	*	*
Restaurant and Food Service Manager	6	11	40,352	43,602	*	*	3	12	*	*	*	*
Retail Sales Clerk	1	5	*	*	*	*	1	40	*	*	*	*
Sales Representative	3	4	*	*	*	*	*	*	*	*	*	*
Sous Chef	2	2	*	*	*	*	*	*	*	*	*	*
Tour Guide	*	*	*	*	*	*	3	35	*	*	*	*
Travel Agency Manager	2	3	*	*	*	*	*	*	*	*	*	*
Travel Counsellor	1	2	*	*	*	*	2	3	*	*	*	*

*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)

Canada - Nova Scotia

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	12	16	39,000	40,000	32,000	39,000	7	11	14.00	14.00	13.00	15.00
Bartender	*	*	*	*	*	*	23	131	10.00	10.00	9.65	10.30
Cook	*	*	*	*	*	*	30	275	12.28	12.28	10.13	13.66
Director of Sales and Marketing	15	18	48,000	50,000	56,500	70,000	2	2	*	*	*	*
Executive Chef	18	28	53,000	57,500	40,000	55,000	3	4	*	*	*	*
Executive Housekeeper	15	15	37,500	37,500	35,000	40,000	6	8	11.53	11.59	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	33	538	9.65	9.65	9.88	11.00
Food and Beverage Service Supervisor	10	24	29,084	31,816	26,000	37,500	13	48	11.00	11.07	11.00	12.40
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	16	363	10.00	10.02	9.69	11.00
Front Desk Agent	*	*	*	*	*	*	37	238	10.75	10.75	10.00	12.03
General Manager	38	49	66,500	66,500	40,000	70,000	8	8	15.75	15.75	*	*
Guest Service Attendant	*	*	*	*	*	*	14	75	10.93	10.93	10.00	12.10
Head of Visitor Services	1	2	*	*	*	*	4	4	14.41	14.41	*	*
Heritage Interpreter	*	*	*	*	*	*	6	27	10.75	10.75	*	*
Host / Hostess	*	*	*	*	*	*	13	43	9.73	9.73	9.65	10.72
Housekeeping Room Attendant	*	*	*	*	*	*	45	544	10.00	10.00	9.98	11.33
Landscaping and Grounds Maintenance Labourer	1	1	*	*	*	*	10	21	10.00	10.10	*	*
Operator / Attendant	*	*	*	*	*	*	2	6	*	*	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	3	7	*	*	*	*
Program Leader / Instructor	*	*	*	*	*	*	1	1	*	*	*	*
Restaurant and Food Service Manager	17	50	46,547	50,000	40,000	60,000	2	2	*	*	*	*
Retail Sales Clerk	1	12	*	*	*	*	11	34	11.00	11.00	10.65	13.14
Sales Representative	14	41	45,250	47,100	40,000	55,000	7	10	12.50	14.15	11.00	14.50
Sous Chef	8	16	40,383	42,739	32,500	40,500	6	10	13.25	13.25	11.55	15.00
Superintendent Maintenance / Groundskeeper	5	5	47,750	52,525	*	*	13	20	13.50	14.46	12.00	17.00
Tour Guide	*	*	*	*	*	*	4	30	11.75	11.75	*	*
Tour Operator	1	10	*	*	*	*	*	*	*	*	*	*
Travel Agency Manager	5	7	37,000	37,000	*	*	*	*	*	*	*	*
Travel Counsellor	5	26	35,000	36,000	*	*	3	33	*	*	*	*

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)

Canada - Ontario

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 Tables - Canada

V-CA-12 2010 Canadian Tourism Sector Compensation Study

www.cthrc.ca

Summary Compensation Table (Market Median) Canada - Prince Edward Island

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	4	4	32,000	34,450	29,000	35,000	5	5	15.38	16.56	13.46	16.83
Bartender	*	*	*	*	*	*	23	59	9.00	9.00	*	*
Cook	*	*	*	*	*	*	27	181	10.50	10.50	10.50	14.00
Director of Sales and Marketing	2	2	*	*	*	*	*	*	*	*	*	*
Executive Chef	6	6	40,834	42,084	36,232	48,876	18	22	15.00	15.00	14.00	16.00
Executive Housekeeper	4	4	30,000	31,875	*	*	5	6	14.42	15.14	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	26	425	9.00	9.00	9.19	10.67
Food and Beverage Service Supervisor	3	7	*	*	*	*	24	99	10.00	10.00	8.70	12.00
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	12	845	9.00	9.00	8.85	10.75
Front Desk Agent	*	*	*	*	*	*	13	75	9.50	9.50	9.50	11.60
General Manager	17	18	51,558	55,000	65,000	70,000	5	5	22.12	22.12	*	*
Guest Service Attendant	*	*	*	*	*	*	3	15	*	*	*	*
Head of Visitor Services	1	4	*	*	*	*	*	*	*	*	*	*
Head Professional (Golf)	*	*	*	*	*	*	1	1	*	*	*	*
Heritage Interpreter	2	2	*	*	*	*	6	20	19.01	19.01	16.87	21.41
Host / Hostess	*	*	*	*	*	*	13	32	9.00	9.00	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	15	148	9.00	9.00	9.50	11.00
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	11	38	10.00	10.00	10.70	14.03
Restaurant and Food Service Manager	8	29	40,692	41,384	34,000	51,500	16	20	15.00	15.00	15.00	20.00
Retail Sales Clerk	*	*	*	*	*	*	7	14	10.00	10.05	*	*
Sales Representative	2	18	*	*	*	*	1	1	*	*	*	*
Sous Chef	3	4	*	*	*	*	18	24	12.50	12.50	12.00	13.00
Superintendent Maintenance / Groundskeeper	1	1	*	*	*	*	6	6	15.21	15.21	*	*
Tour Guide	*	*	*	*	*	*	10	43	9.75	9.75	9.00	10.50
Travel Agency Manager	1	1	*	*	*	*	*	*	*	*	*	*
Travel Counsellor	1	3	*	*	*	*	*	*	*	*	*	*

*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)

Canada - Québec

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	53	42,060	44,750	34,943	44,600	21	26	15.00	15.50	16.64	20.13
Bartender	1	19	*	*	*	*	63	339	9.93	9.93	9.88	13.43
Cook	1	4	*	*	*	*	106	1106	13.00	13.00	11.33	15.17
Director of Sales and Marketing	58	66	58,400	60,000	48,390	64,250	15	16	20.34	20.34	19.60	20.34
Executive Chef	52	71	49,208	50,667	40,000	51,999	30	43	18.70	18.88	17.25	21.98
Executive Housekeeper	31	33	39,300	39,520	32,000	40,000	24	27	13.52	13.52	12.50	16.33
Food and Beverage / Banquet Server	*	*	*	*	*	*	91	2107	9.45	9.45	9.01	11.99
Food and Beverage Service Supervisor	37	148	36,675	37,000	32,300	41,929	36	66	13.59	13.59	15.00	17.10
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	68	1277	10.02	10.07	10.00	13.00
Front Desk Agent	4	18	31,714	31,714	*	*	109	1387	12.00	12.03	11.09	13.50
General Manager	115	117	60,320	62,400	50,000	70,000	33	33	20.00	20.00	19.38	24.75
Guest Service Attendant	*	*	*	*	*	*	27	157	11.07	11.07	9.75	12.43
Head of Visitor Services	6	6	37,500	37,500	*	*	15	41	14.10	14.73	13.16	16.25
Head Professional (Golf)	3	4	*	*	*	*	3	3	*	*	*	*
Heritage Interpreter	4	11	25,250	25,250	*	*	31	460	10.25	10.25	12.90	13.75
Host / Hostess	*	*	*	*	*	*	44	170	11.00	11.00	10.30	14.74
Housekeeping Room Attendant	1	1	*	*	*	*	121	2012	11.50	11.50	10.14	12.67
Landscaping and Grounds Maintenance Labourer	1	1	*	*	*	*	37	340	12.63	12.63	11.00	15.00
Operator / Attendant	*	*	*	*	*	*	12	404	11.33	11.33	10.15	12.00
Outdoor Adventure Guide	*	*	*	*	*	*	10	270	12.62	12.62	13.68	17.83
Program Leader / Instructor	2	3	*	*	*	*	7	386	13.00	13.00	*	*
Restaurant and Food Service Manager	50	80	45,000	45,750	40,800	52,500	11	22	15.00	15.00	15.00	18.00
Retail Sales Clerk	5	12	35,000	35,000	*	*	39	296	12.07	12.07	11.21	14.30
Sales Representative	54	156	40,000	41,246	34,000	45,000	21	54	15.00	15.00	13.00	15.00
Snow Grooming Machine Operator	*	*	*	*	*	*	8	120	14.48	14.60	11.00	18.49
Sous Chef	29	75	41,600	42,000	36,500	41,850	34	58	15.00	15.00	13.70	17.00
Superintendent Maintenance / Groundskeeper	13	20	49,941	52,001	44,500	64,286	18	30	15.17	15.17	14.50	16.00
Tour Guide	*	*	*	*	*	*	16	237	11.50	11.50	*	*
Tour Operator	2	6	*	*	*	*	2	45	*	*	*	*
Travel Agency Manager	38	40	47,530	47,970	48,500	80,900	7	9	22.00	22.00	*	*
Travel Counsellor	36	191	41,015	41,015	29,000	48,300	47	155	14.00	14.60	14.00	20.00

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 Tables - Canada

V-CA-14 2010 Canadian Tourism Sector Compensation Study

www.cthrc.ca

Summary Compensation Table (Market Median) Canada - Saskatchewan

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	8	9	43,000	45,404	39,000	44,888	3	3	*	*	*	*
Bartender	*	*	*	*	*	*	11	92	11.30	11.30	9.81	11.90
Cook	*	*	*	*	*	*	21	489	12.83	12.83	11.74	15.12
Director of Sales and Marketing	9	10	56,204	58,000	48,341	60,273	2	2	*	*	*	*
Executive Chef	9	29	51,077	52,000	43,000	54,000	1	1	*	*	*	*
Executive Housekeeper	11	12	38,938	39,000	32,000	36,250	3	4	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	22	774	10.32	10.34	9.69	11.49
Food and Beverage Service Supervisor	7	50	32,000	35,000	30,000	43,680	13	35	13.20	13.20	11.00	14.46
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	19	170	10.50	10.50	10.00	12.00
Front Desk Agent	*	*	*	*	*	*	19	166	11.42	11.42	10.25	13.00
General Manager	28	37	60,000	61,240	46,376	61,793	5	6	16.00	18.35	*	*
Guest Service Attendant	*	*	*	*	*	*	5	34	10.74	10.74	*	*
Head of Visitor Services	2	2	*	*	*	*	1	1	*	*	*	*
Heritage Interpreter	3	10	*	*	*	*	3	22	*	*	*	*
Host / Hostess	*	*	*	*	*	*	9	115	10.33	10.33	9.75	11.01
Housekeeping Room Attendant	*	*	*	*	*	*	17	384	10.75	10.75	10.10	11.84
Landscaping and Grounds Maintenance Labourer	1	1	*	*	*	*	7	32	15.00	15.00	12.59	16.92
Operator / Attendant	*	*	*	*	*	*	5	17	12.00	12.00	*	*
Program Leader / Instructor	*	*	*	*	*	*	3	25	*	*	*	*
Restaurant and Food Service Manager	16	38	40,557	43,995	35,096	44,000	4	4	19.00	19.00	*	*
Retail Sales Clerk	1	4	*	*	*	*	7	49	11.00	11.00	11.16	14.61
Sales Representative	9	20	42,115	44,505	38,000	44,097	*	*	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	1	*	*	*	*
Sous Chef	4	11	40,871	40,871	*	*	3	10	*	*	*	*
Superintendent Maintenance / Groundskeeper	8	8	47,140	48,306	41,000	48,250	7	8	20.00	20.00	*	*
Tour Guide	*	*	*	*	*	*	4	38	11.25	11.25	*	*
Travel Agency Manager	6	19	44,650	50,500	42,250	70,450	1	1	*	*	*	*
Travel Counsellor	8	134	36,150	38,150	28,633	48,300	7	29	14.15	16.32	12.72	20.10

*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)

Canada - Yukon

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	2	2	*	*	*	*	2	2	*	*	*	*
Bartender	*	*	*	*	*	*	8	25	11.90	12.00	11.45	12.85
Cook	*	*	*	*	*	*	14	91	13.84	13.87	11.50	13.50
Director of Sales and Marketing	1	1	*	*	*	*	*	*	*	*	*	*
Executive Chef	1	1	*	*	*	*	4	4	29.40	30.00	*	*
Executive Housekeeper	1	1	*	*	*	*	4	5	27.75	27.75	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	12	123	10.50	10.50	10.00	11.00
Food and Beverage Service Supervisor	2	2	*	*	*	*	7	25	14.00	14.00	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	6	155	11.69	11.69	9.93	13.75
Front Desk Agent	*	*	*	*	*	*	11	47	12.70	12.70	12.22	14.05
General Manager	12	13	64,250	64,562	47,500	55,000	3	6	*	*	*	*
Head of Visitor Services	2	3	*	*	*	*	1	1	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	8	62	19.96	19.96	17.78	21.46
Host / Hostess	*	*	*	*	*	*	6	25	11.42	11.42	10.34	12.63
Housekeeping Room Attendant	*	*	*	*	*	*	11	93	11.75	11.91	11.28	12.38
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	2	4	*	*	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	2	5	*	*	*	*
Restaurant and Food Service Manager	4	8	41,000	41,000	*	*	1	2	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	4	11	13.53	13.60	*	*
Sales Representative	2	2	*	*	*	*	*	*	*	*	*	*
Sous Chef	*	*	*	*	*	*	1	1	*	*	*	*
Superintendent Maintenance / Groundskeeper	*	*	*	*	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	3	10	*	*	*	*
Travel Agency Manager	2	3	*	*	*	*	*	*	*	*	*	*
Travel Counsellor	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) Canada - 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	163	235	42,000	42,836	35,048	45,000	57	73	15.38	15.96	14.00	16.83
Bartender	2	2	*	*	*	*	217	1574	9.93	9.94	9.75	12.00
Cook	4	11	27,500	27,500	*	*	345	5674	12.72	12.74	11.00	15.00
Director of Sales and Marketing	218	356	62,500	67,250	60,000	73,093	25	27	19.85	20.00	16.00	20.34
Executive Chef	218	348	52,311	55,750	48,966	62,000	68	90	18.04	18.04	14.50	18.88
Executive Housekeeper	173	238	39,820	40,438	36,050	45,000	81	104	14.25	14.25	12.30	15.00
Food and Beverage / Banquet Server	2	3	*	*	*	*	342	11424	9.50	9.50	9.28	11.00
Food and Beverage Service Supervisor	121	568	36,000	36,500	31,291	42,000	182	864	13.00	13.00	11.77	14.58
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	238	6174	10.25	10.25	9.73	11.48
Front Desk Agent	7	40	38,500	38,500	*	*	334	2714	11.67	11.70	11.00	13.25
General Manager	456	592	64,222	67,350	55,620	72,962	76	82	19.38	19.90	19.75	25.50
Guest Service Attendant	2	11	*	*	*	*	95	914	11.10	11.25	10.28	12.00
Head of Visitor Services	14	15	41,099	41,099	36,886	60,500	25	56	14.25	14.73	14.00	18.50
Head Professional (Golf)	8	9	55,000	55,000	47,500	57,500	7	7	23.57	23.57	*	*
Heritage Interpreter	8	14	27,500	27,500	*	*	47	337	11.00	11.00	11.00	15.96
Host / Hostess	1	3	*	*	*	*	168	1663	10.25	10.25	10.00	12.00
Housekeeping Room Attendant	7	117	26,400	26,400	*	*	347	4999	11.00	11.04	10.25	12.38
Landscaping and Grounds Maintenance Labourer	6	8	33,750	35,000	*	*	143	669	12.00	12.00	11.00	15.00
Operator / Attendant	*	*	*	*	*	*	46	2412	10.83	10.83	10.12	12.00
Outdoor Adventure Guide	2	32	*	*	*	*	26	342	12.62	12.62	14.27	17.83
Program Leader / Instructor	12	22	34,466	35,207	*	*	26	1027	13.00	13.00	11.00	18.03
Restaurant and Food Service Manager	279	1078	45,000	47,750	40,000	55,000	52	92	15.00	15.00	15.00	20.00
Retail Sales Clerk	11	36	35,000	35,000	27,000	32,500	121	1377	10.75	10.83	10.00	12.50
Sales Representative	205	700	43,900	45,000	36,000	49,440	37	155	13.99	14.00	12.35	15.00
Snow Grooming Machine Operator	*	*	*	*	*	*	18	227	13.85	13.85	13.07	19.27
Sous Chef	130	381	41,808	43,000	36,500	46,000	86	172	14.42	14.42	12.00	15.05
Superintendent Maintenance / Groundskeeper	91	115	50,000	52,250	45,000	55,000	67	98	15.40	16.00	13.00	17.00
Tour Guide	*	*	*	*	*	*	56	828	11.75	11.98	11.00	13.50
Tour Operator	11	43	30,000	33,000	30,000	42,000	3	48	*	*	*	*
Travel Agency Manager	210	296	50,000	50,496	48,500	80,900	18	22	21.48	21.72	15.00	20.00
Travel Counsellor	212	1471	41,400	42,723	29,000	48,300	166	1269	16.69	17.12	14.10	20.89

*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 - Canada

V-CA-17 2010 Canadian Tourism Sector Compensation Study

www.cthrc.ca

Summary Compensation Table (Market Median) Canada - 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	3	3	*	*	*	*	1	1	*	*	*	*
Bartender	1	19	*	*	*	*	70	544	13.30	13.30	11.00	14.42
Cook	*	*	*	*	*	*	87	1585	15.08	15.08	12.47	16.78
Executive Chef	1	1	*	*	*	*	3	4	*	*	*	*
Executive Housekeeper	4	4	39,299	40,790	*	*	3	4	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	80	3435	10.93	10.93	10.25	11.68
Food and Beverage Service Supervisor	1	1	*	*	*	*	11	39	13.67	13.67	14.07	17.34
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	54	1197	12.23	12.23	11.18	13.47
Front Desk Agent	1	1	*	*	*	*	80	1202	13.90	13.90	12.12	14.51
Guest Service Attendant	*	*	*	*	*	*	39	297	12.23	12.44	10.81	12.69
Head of Visitor Services	9	13	38,533	38,533	41,895	48,287	3	3	*	*	*	*
Heritage Interpreter	8	25	42,062	42,062	39,025	47,138	20	379	19.22	19.22	17.21	21.52
Host / Hostess	*	*	*	*	*	*	50	680	13.75	13.75	12.07	16.74
Housekeeping Room Attendant	*	*	*	*	*	*	99	3291	13.00	13.00	11.30	13.88
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	20	133	15.09	15.09	12.71	18.00
Operator / Attendant	*	*	*	*	*	*	8	53	13.03	13.03	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	3	215	*	*	*	*
Program Leader / Instructor	1	1	*	*	*	*	5	25	13.55	13.55	*	*
Retail Sales Clerk	*	*	*	*	*	*	22	140	14.07	14.07	11.91	16.52
Sales Representative	7	18	46,011	50,452	37,236	45,438	6	22	18.48	18.48	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	5	72	14.87	14.87	11.00	18.74
Sous Chef	5	25	52,089	52,089	*	*	4	7	17.27	17.27	*	*
Superintendent Maintenance / Groundskeeper	1	1	*	*	*	*	7	9	21.46	21.46	21.46	24.96
Tour Guide	1	1	*	*	*	*	7	56	16.98	16.98	17.98	20.44
Tour Operator	*	*	*	*	*	*	1	2	*	*	*	*
Travel Counsellor	*	*	*	*	*	*	3	18	*	*	*	*

*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) Canada - 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	165	238	42,000	42,750	35,048	45,000	46	56	15.25	15.78	14.75	19.08
Bartender	3	21	*	*	*	*	193	758	10.43	10.43	10.00	12.50
Cook	4	11	27,500	27,500	*	*	335	3759	13.42	13.43	11.70	15.84
Director of Sales and Marketing	218	356	62,500	67,250	60,000	73,093	22	24	20.17	20.57	16.14	22.17
Executive Chef	218	349	52,311	55,250	48,966	62,000	38	47	17.67	17.67	15.00	18.75
Executive Housekeeper	176	242	39,910	40,719	36,050	45,000	62	81	14.00	14.00	13.00	15.00
Food and Beverage / Banquet Server	2	3	*	*	*	*	298	4732	9.65	9.65	9.50	11.00
Food and Beverage Service Supervisor	122	569	36,000	36,500	31,291	42,000	125	469	13.00	13.00	12.00	14.50
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	171	2569	10.75	10.76	10.00	12.00
Front Desk Agent	8	41	38,881	38,881	*	*	331	2115	12.27	12.42	11.25	13.58
General Manager	456	592	64,222	67,350	55,620	72,962	50	52	20.00	21.00	20.00	25.50
Guest Service Attendant	2	11	*	*	*	*	104	696	11.62	11.62	10.54	12.35
Head of Visitor Services	23	28	40,197	40,197	36,886	58,041	12	37	16.38	16.38	14.88	18.13
Head Professional (Golf)	8	9	55,000	55,000	47,500	57,500	1	1	*	*	*	*
Heritage Interpreter	16	39	40,873	40,873	38,448	45,630	15	43	16.26	16.26	13.94	20.73
Host / Hostess	1	3	*	*	*	*	106	713	11.90	11.90	10.25	12.65
Housekeeping Room Attendant	7	117	26,400	26,400	*	*	327	4961	11.80	11.80	10.75	12.76
Landscaping and Grounds Maintenance Labourer	6	8	33,750	35,000	*	*	66	218	13.55	13.76	11.50	15.17
Operator / Attendant	*	*	*	*	*	*	7	37	14.50	14.50	*	*
Outdoor Adventure Guide	2	32	*	*	*	*	4	73	11.75	11.99	*	*
Program Leader / Instructor	13	23	34,679	35,665	*	*	4	59	14.75	14.75	*	*
Restaurant and Food Service Manager	279	1078	45,000	47,750	40,000	55,000	40	79	15.00	15.00	15.00	20.00
Retail Sales Clerk	11	36	35,000	35,000	27,000	32,500	42	152	12.50	12.53	10.81	15.60
Sales Representative	212	718	44,000	45,370	36,500	49,440	21	88	14.00	14.15	12.43	17.00
Snow Grooming Machine Operator	*	*	*	*	*	*	3	29	*	*	*	*
Sous Chef	135	406	42,000	43,280	36,500	46,000	59	86	14.50	14.50	12.00	15.00
Superintendent Maintenance / Groundskeeper	92	116	50,039	52,296	45,000	55,000	46	63	16.75	17.09	14.00	17.00
Tour Guide	1	1	*	*	*	*	7	70	12.00	12.00	11.50	15.00
Tour Operator	11	43	30,000	33,000	30,000	42,000	2	45	*	*	*	*
Travel Agency Manager	210	296	50,000	50,496	48,500	80,900	15	19	22.00	22.00	15.00	24.00
Travel Counsellor	212	1471	41,400	42,723	29,000	48,300	68	878	15.03	15.43	14.00	20.26

*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 - Canada

V-CA-19 2010 Canadian Tourism Sector Compensation Study

www.cthrc.ca

Summary Compensation Table (Market Median) Canada - 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	*	*	*	*	*	*	172	916	10.00	10.00	10.00	12.00
Cook	*	*	*	*	*	*	249	2599	12.00	12.05	11.00	15.00
Director of Sales and Marketing	*	*	*	*	*	*	1	1	*	*	*	*
Executive Chef	*	*	*	*	*	*	1	1	*	*	*	*
Executive Housekeeper	*	*	*	*	*	*	1	1	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	304	7723	9.57	9.57	9.30	11.00
Food and Beverage Service Supervisor	*	*	*	*	*	*	37	204	12.00	12.00	11.00	15.00
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	190	2894	10.25	10.25	10.00	11.89
Front Desk Agent	*	*	*	*	*	*	259	992	12.00	12.00	11.01	13.20
General Manager	*	*	*	*	*	*	8	10	12.00	12.00	*	*
Guest Service Attendant	*	*	*	*	*	*	74	288	11.58	11.59	10.39	12.00
Heritage Interpreter	*	*	*	*	*	*	13	127	16.32	16.32	14.73	19.14
Host / Hostess	*	*	*	*	*	*	141	1491	10.25	10.25	10.00	12.00
Housekeeping Room Attendant	*	*	*	*	*	*	291	1874	11.43	11.49	10.58	12.68
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	27	63	12.00	12.32	13.00	15.63
Operator / Attendant	*	*	*	*	*	*	15	82	10.50	10.50	10.50	12.50
Outdoor Adventure Guide	*	*	*	*	*	*	2	6	*	*	*	*
Program Leader / Instructor	*	*	*	*	*	*	13	73	12.96	12.96	*	*
Restaurant and Food Service Manager	*	*	*	*	*	*	1	1	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	57	361	11.00	11.00	10.25	13.43
Sales Representative	*	*	*	*	*	*	11	23	16.00	16.00	12.68	16.20
Snow Grooming Machine Operator	*	*	*	*	*	*	1	2	*	*	*	*
Sous Chef	*	*	*	*	*	*	6	7	12.42	12.42	*	*
Superintendent Maintenance / Groundskeeper	*	*	*	*	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	21	139	13.00	13.00	11.37	15.00
Tour Operator	*	*	*	*	*	*	1	1	*	*	*	*
Travel Agency Manager	*	*	*	*	*	*	3	3	*	*	*	*
Travel Counsellor	*	*	*	*	*	*	141	310	18.13	18.72	15.64	23.33

*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) Canada - 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
Accommodation Service Manager	*	*	*	*	*	*	14	18	15.38	16.42	13.46	16.83
Bartender	*	*	*	*	*	*	69	444	10.12	10.12	10.00	12.49
Cook	*	*	*	*	*	*	117	901	12.00	12.08	10.75	15.00
Director of Sales and Marketing	*	*	*	*	*	*	2	2	*	*	*	*
Executive Chef	*	*	*	*	*	*	33	46	19.23	20.00	15.29	21.62
Executive Housekeeper	*	*	*	*	*	*	24	26	14.42	14.75	11.25	14.00
Food and Beverage / Banquet Server	*	*	*	*	*	*	135	2404	9.50	9.50	9.70	12.00
Food and Beverage Service Supervisor	*	*	*	*	*	*	48	230	14.00	14.00	13.00	16.35
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	87	1908	10.25	10.25	9.70	11.50
Front Desk Agent	*	*	*	*	*	*	133	809	11.40	11.40	10.75	13.00
General Manager	*	*	*	*	*	*	18	20	17.55	17.55	16.25	18.75
Guest Service Attendant	*	*	*	*	*	*	35	227	11.00	11.00	10.50	12.43
Head of Visitor Services	*	*	*	*	*	*	16	22	14.63	14.66	13.16	18.74
Head Professional (Golf)	*	*	*	*	*	*	6	6	24.29	24.29	*	*
Heritage Interpreter	*	*	*	*	*	*	55	546	13.38	13.38	14.87	20.28
Host / Hostess	*	*	*	*	*	*	59	139	10.25	10.69	10.30	12.85
Housekeeping Room Attendant	*	*	*	*	*	*	188	1455	11.00	11.00	10.00	12.00
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	92	521	12.00	12.00	11.00	14.60
Operator / Attendant	*	*	*	*	*	*	42	2346	11.00	11.00	10.12	12.08
Outdoor Adventure Guide	*	*	*	*	*	*	29	478	13.00	13.00	13.68	18.29
Program Leader / Instructor	*	*	*	*	*	*	22	920	13.00	13.00	11.25	19.00
Restaurant and Food Service Manager	*	*	*	*	*	*	12	12	16.83	16.83	15.00	20.00
Retail Sales Clerk	*	*	*	*	*	*	92	1004	11.00	11.00	10.20	13.00
Sales Representative	*	*	*	*	*	*	16	66	13.62	13.62	12.00	15.00
Snow Grooming Machine Operator	*	*	*	*	*	*	22	268	14.87	14.87	12.57	18.74
Sous Chef	*	*	*	*	*	*	31	86	14.42	14.42	12.40	17.55
Superintendent Maintenance / Groundskeeper	*	*	*	*	*	*	30	43	15.00	15.00	14.25	18.50
Tour Guide	*	*	*	*	*	*	50	675	12.00	12.00	11.00	14.02
Tour Operator	*	*	*	*	*	*	1	4	*	*	*	*
Travel Counsellor	*	*	*	*	*	*	19	99	11.38	11.50	10.75	13.00

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* Insufficient data to report*