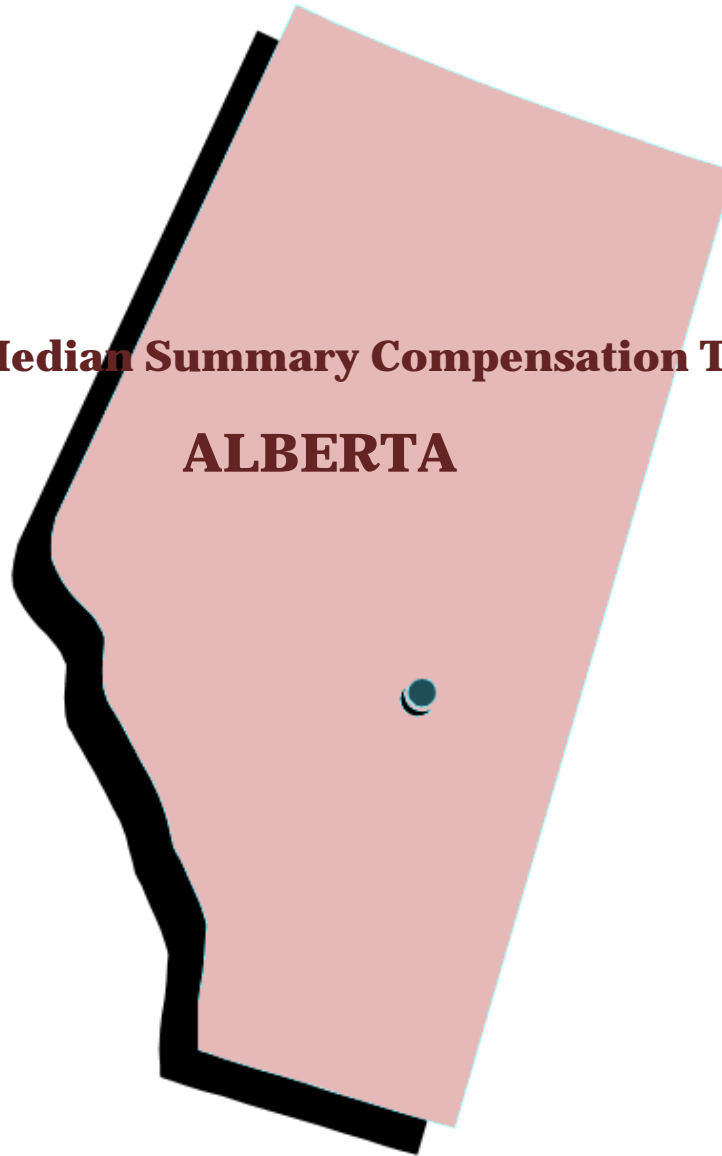


**Market Median Summary Compensation Tables**

**ALBERTA**



## Summary Compensation Table (Market Median) Alberta - 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	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)  
Alberta - 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	*	*	*	*	*	*	3	62	*	*	*	*
Cook	*	*	*	*	*	*	8	643	13.75	13.75	9.69	16.88
Director of Sales and Marketing	1	7	*	*	*	*	*	*	*	*	*	*
Executive Chef	2	2	*	*	*	*	*	*	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	6	880	8.80	8.80	*	*
Food and Beverage Service Supervisor	2	39	*	*	*	*	2	20	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	3	553	*	*	*	*
General Manager	2	19	*	*	*	*	*	*	*	*	*	*
Host / Hostess	*	*	*	*	*	*	6	275	10.30	10.30	8.80	11.34
Restaurant and Food Service Manager	8	122	46,577	48,750	40,622	59,005	*	*	*	*	*	*
Sous Chef	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)

### Alberta - 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	15	27	42,205	43,750	41,915	61,712	4	4	18.87	19.03	*	*
Bartender	*	*	*	*	*	*	15	87	11.00	11.00	10.00	12.98
Cook	*	*	*	*	*	*	17	243	15.00	15.00	13.00	17.00
Director of Sales and Marketing	9	10	85,000	85,000	72,967	98,685	*	*	*	*	*	*
Executive Chef	12	12	73,000	73,000	53,479	72,738	2	2	*	*	*	*
Executive Housekeeper	20	39	41,567	41,567	41,915	54,590	4	4	15.00	15.00	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	20	602	11.56	11.56	9.57	11.94
Food and Beverage Service Supervisor	5	26	38,242	38,242	*	*	9	17	13.00	13.00	15.36	16.41
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	8	64	12.60	12.60	11.13	13.50
Front Desk Agent	1	16	*	*	*	*	26	244	13.48	13.48	13.37	14.83
General Manager	20	28	90,050	91,334	90,000	112,500	1	1	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	13	137	12.69	12.70	11.67	13.36
Host / Hostess	1	3	*	*	*	*	9	31	12.00	12.00	11.42	12.08
Housekeeping Room Attendant	*	*	*	*	*	*	29	648	12.69	12.75	12.50	14.00
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	7	13	14.00	14.50	12.75	15.28
Operator / Attendant	*	*	*	*	*	*	2	6	*	*	*	*
Restaurant and Food Service Manager	14	39	49,088	51,870	39,723	56,500	2	2	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	2	12	*	*	*	*
Sales Representative	14	45	45,000	45,000	40,422	52,220	*	*	*	*	*	*
Sous Chef	11	36	46,000	46,000	40,640	50,678	1	2	*	*	*	*
Superintendent Maintenance / Groundskeeper	8	11	44,250	46,000	*	*	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) Alberta - 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	*	*	*	*	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	3	23	*	*	*	*
Cook	*	*	*	*	*	*	5	25	13.00	13.38	*	*
Director of Sales and Marketing	4	4	86,250	86,250	*	*	*	*	*	*	*	*
Executive Chef	2	2	*	*	*	*	*	*	*	*	*	*
Executive Housekeeper	*	*	*	*	*	*	1	1	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	6	127	9.65	9.75	10.25	11.75
Food and Beverage Service Supervisor	2	2	*	*	*	*	3	12	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	7	330	10.00	10.00	10.25	12.25
Front Desk Agent	*	*	*	*	*	*	3	20	*	*	*	*
General Manager	6	6	98,500	111,000	*	*	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	3	20	*	*	*	*
Head of Visitor Services	*	*	*	*	*	*	2	6	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	1	10	*	*	*	*
Host / Hostess	*	*	*	*	*	*	1	2	*	*	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	3	29	*	*	*	*
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	3	35	*	*	*	*
Operator / Attendant	*	*	*	*	*	*	4	316	12.00	12.19	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	2	12	*	*	*	*
Restaurant and Food Service Manager	4	6	59,977	62,734	*	*	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	8	98	11.60	11.94	11.00	12.00
Sales Representative	4	12	42,416	44,090	*	*	3	9	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	14	*	*	*	*
Sous Chef	3	3	*	*	*	*	1	1	*	*	*	*
Superintendent Maintenance / Groundskeeper	3	3	*	*	*	*	*	*	*	*	*	*
Tour Guide	*	*	*	*	*	*	3	30	*	*	*	*

*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)  
Alberta - 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
Director of Sales and Marketing	3	8	*	*	*	*	*	*	*	*	*	*
General Manager	2	2	*	*	*	*	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	1	3	*	*	*	*
Sales Representative	4	12	43,306	48,812	*	*	*	*	*	*	*	*
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)

### Alberta - Calgary

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	10	44,000	45,000	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	10	56	13.19	13.19	10.00	14.25
Cook	*	*	*	*	*	*	14	427	15.23	15.23	12.01	17.44
Director of Sales and Marketing	11	16	80,000	80,000	83,527	102,743	*	*	*	*	*	*
Executive Chef	8	8	66,011	68,991	50,000	67,475	*	*	*	*	*	*
Executive Housekeeper	9	18	44,000	45,000	41,915	49,750	*	*	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	13	898	11.35	11.35	10.47	12.98
Food and Beverage Service Supervisor	4	26	40,330	40,330	*	*	6	28	16.06	16.06	13.76	17.53
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	7	449	11.40	11.95	11.00	14.00
Front Desk Agent	1	16	*	*	*	*	9	112	14.42	14.42	13.50	15.40
General Manager	11	22	117,500	120,000	100,000	165,000	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	6	68	13.33	13.33	11.78	13.89
Heritage Interpreter	*	*	*	*	*	*	1	10	*	*	*	*
Host / Hostess	1	3	*	*	*	*	9	154	10.75	10.75	9.82	12.00
Housekeeping Room Attendant	*	*	*	*	*	*	10	334	13.70	13.70	12.50	14.25
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	2	7	*	*	*	*
Operator / Attendant	*	*	*	*	*	*	1	213	*	*	*	*
Restaurant and Food Service Manager	15	83	50,584	51,501	44,298	58,669	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	2	62	*	*	*	*
Sales Representative	11	34	43,752	46,000	40,843	55,257	1	1	*	*	*	*
Sous Chef	8	22	49,508	49,508	40,165	59,723	*	*	*	*	*	*
Superintendent Maintenance / Groundskeeper	2	2	*	*	*	*	*	*	*	*	*	*
Travel Agency Manager	15	16	66,000	66,688	54,500	81,500	*	*	*	*	*	*
Travel Counsellor	12	53	47,800	47,800	30,350	46,565	11	75	15.61	15.99	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)

### Alberta - Edmonton

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	6	38,000	38,000	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	5	30	10.60	10.60	9.60	12.98
Cook	*	*	*	*	*	*	7	233	13.00	13.00	10.50	17.25
Director of Sales and Marketing	4	4	72,225	73,725	*	*	*	*	*	*	*	*
Executive Chef	3	3	*	*	*	*	*	*	*	*	*	*
Executive Housekeeper	6	9	41,784	41,784	*	*	*	*	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	6	294	9.33	9.33	*	*
Food and Beverage Service Supervisor	2	11	*	*	*	*	3	7	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	3	222	*	*	*	*
Front Desk Agent	*	*	*	*	*	*	7	56	14.75	14.75	14.57	15.74
General Manager	8	12	63,379	64,159	51,810	74,290	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	3	17	*	*	*	*
Host / Hostess	*	*	*	*	*	*	4	86	10.88	10.88	8.70	11.50
Housekeeping Room Attendant	*	*	*	*	*	*	7	113	13.51	13.51	13.36	14.26
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	1	2	*	*	*	*
Restaurant and Food Service Manager	6	44	46,929	50,500	37,500	50,000	*	*	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	1	3	*	*	*	*
Sales Representative	6	11	42,683	42,683	*	*	*	*	*	*	*	*
Sous Chef	3	5	*	*	*	*	*	*	*	*	*	*
Superintendent Maintenance / Groundskeeper	1	1	*	*	*	*	*	*	*	*	*	*
Tour Operator	1	4	*	*	*	*	1	1	*	*	*	*
Travel Agency Manager	18	19	56,641	56,641	54,500	81,500	*	*	*	*	*	*
Travel Counsellor	12	53	42,325	42,325	*	*	13	99	17.37	17.72	14.42	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)

### Alberta - Mountain Parks

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	*	*	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	2	28	*	*	*	*
Cook	*	*	*	*	*	*	5	47	12.25	12.71	*	*
Director of Sales and Marketing	2	2	*	*	*	*	*	*	*	*	*	*
Executive Chef	1	1	*	*	*	*	1	1	*	*	*	*
Executive Housekeeper	2	2	*	*	*	*	2	2	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	5	129	8.80	9.00	*	*
Food and Beverage Service Supervisor	2	10	*	*	*	*	2	3	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	4	104	9.49	9.73	*	*
Front Desk Agent	*	*	*	*	*	*	5	36	11.67	11.67	11.50	12.95
General Manager	4	4	94,700	107,200	*	*	1	1	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	5	38	11.67	11.88	11.25	12.45
Head of Visitor Services	*	*	*	*	*	*	2	6	*	*	*	*
Host / Hostess	*	*	*	*	*	*	2	7	*	*	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	6	87	11.35	11.54	10.85	12.60
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	3	9	*	*	*	*
Operator / Attendant	*	*	*	*	*	*	2	91	*	*	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	2	12	*	*	*	*
Restaurant and Food Service Manager	2	4	*	*	*	*	1	1	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	4	20	10.10	10.23	*	*
Sales Representative	2	10	*	*	*	*	2	8	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	14	*	*	*	*
Sous Chef	2	5	*	*	*	*	1	1	*	*	*	*
Superintendent Maintenance / Groundskeeper	3	3	*	*	*	*	*	*	*	*	*	*
Tour Guide	*	*	*	*	*	*	2	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)

### Alberta - Other

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	9	40,365	40,365	*	*	2	2	*	*	*	*
Bartender	*	*	*	*	*	*	6	58	10.27	10.27	*	*
Cook	*	*	*	*	*	*	10	204	14.02	14.02	12.18	16.41
Director of Sales and Marketing	3	7	*	*	*	*	*	*	*	*	*	*
Executive Chef	4	4	65,500	65,500	*	*	1	1	*	*	*	*
Executive Housekeeper	5	10	39,333	39,750	*	*	3	3	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	11	288	9.71	9.71	8.82	9.90
Food and Beverage Service Supervisor	3	20	*	*	*	*	5	11	12.00	12.00	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	7	172	10.74	10.74	*	*
Front Desk Agent	*	*	*	*	*	*	10	60	11.53	11.72	12.35	12.75
General Manager	11	17	67,000	74,500	*	*	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	2	34	*	*	*	*
Host / Hostess	*	*	*	*	*	*	4	61	11.71	11.71	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	11	143	11.25	11.25	12.00	12.25
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	4	30	12.09	12.48	*	*
Operator / Attendant	*	*	*	*	*	*	3	18	*	*	*	*
Restaurant and Food Service Manager	9	36	42,000	46,000	*	*	1	1	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	4	28	12.13	12.13	*	*
Sales Representative	5	14	41,079	43,179	*	*	*	*	*	*	*	*
Sous Chef	3	9	*	*	*	*	1	2	*	*	*	*
Superintendent Maintenance / Groundskeeper	5	8	50,000	52,341	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	1	6	*	*	*	*
Travel Agency Manager	8	9	59,833	61,950	54,500	81,500	*	*	*	*	*	*
Travel Counsellor	4	21	39,887	39,887	*	*	8	50	16.30	16.51	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) Alberta - 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	15	27	42,205	43,750	41,915	61,712	5	5	18.50	18.50	*	*
Bartender	*	*	*	*	*	*	19	166	10.42	10.42	9.74	12.93
Cook	*	*	*	*	*	*	28	890	14.51	14.51	12.00	17.00
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	*	*	*	*	*	*	30	1523	9.79	9.91	9.50	11.50
Food and Beverage Service Supervisor	9	67	38,242	38,242	33,376	39,622	13	46	13.00	13.00	13.00	15.00
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	17	939	10.50	10.50	10.50	12.50
Front Desk Agent	1	16	*	*	*	*	27	249	13.23	13.23	12.99	14.00
General Manager	30	55	90,000	90,000	90,000	112,500	1	1	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	15	149	12.31	12.36	11.50	12.90
Head of Visitor Services	*	*	*	*	*	*	2	6	*	*	*	*
Heritage Interpreter	*	*	*	*	*	*	1	10	*	*	*	*
Host / Hostess	1	3	*	*	*	*	15	306	11.44	11.44	10.01	12.00
Housekeeping Room Attendant	*	*	*	*	*	*	30	636	12.50	12.65	12.00	13.75
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	10	13	46,771	49,625	*	*	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)  
Alberta - 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	*	*	*	*	*	*	2	6	*	*	*	*
Cook	*	*	*	*	*	*	2	21	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	2	86	*	*	*	*
Food and Beverage Service Supervisor	*	*	*	*	*	*	1	3	*	*	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	1	8	*	*	*	*
Front Desk Agent	*	*	*	*	*	*	2	15	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	1	8	*	*	*	*
Host / Hostess	*	*	*	*	*	*	1	2	*	*	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	2	41	*	*	*	*
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)

### Alberta - 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	15	27	42,205	43,750	41,915	61,712	4	4	18.50	18.50	*	*
Bartender	*	*	*	*	*	*	16	67	11.38	11.38	9.87	13.49
Cook	*	*	*	*	*	*	25	562	15.29	15.29	12.51	17.00
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	1	1	*	*	*	*
Executive Housekeeper	20	39	41,567	41,567	41,915	54,590	3	3	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	24	533	9.81	9.81	9.29	10.53
Food and Beverage Service Supervisor	9	67	38,242	38,242	33,376	39,622	6	12	13.76	13.76	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	10	513	12.19	12.19	11.00	13.00
Front Desk Agent	1	16	*	*	*	*	24	191	13.58	13.58	13.49	15.10
General Manager	30	55	90,000	90,000	90,000	112,500	*	*	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	12	101	12.74	12.74	11.67	13.36
Host / Hostess	1	3	*	*	*	*	11	116	11.44	11.44	10.92	12.00
Housekeeping Room Attendant	*	*	*	*	*	*	26	551	13.10	13.10	12.50	14.17
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	4	7	14.44	14.73	*	*
Operator / Attendant	*	*	*	*	*	*	1	2	*	*	*	*
Restaurant and Food Service Manager	26	167	50,869	52,040	43,244	58,669	1	1	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	3	14	*	*	*	*
Sales Representative	22	69	44,116	45,000	40,843	55,000	1	1	*	*	*	*
Sous Chef	16	41	44,339	44,339	38,250	46,178	1	2	*	*	*	*
Superintendent Maintenance / Groundskeeper	11	14	48,541	52,250	*	*	1	1	*	*	*	*
Tour Operator	1	4	*	*	*	*	*	*	*	*	*	*
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	17	152	15.40	15.75	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)  
Alberta - 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	*	*	*	*	*	*	14	85	10.09	10.09	10.00	12.98
Cook	*	*	*	*	*	*	18	318	14.66	14.66	12.35	16.88
Food and Beverage / Banquet Server	*	*	*	*	*	*	23	917	9.71	9.71	9.28	11.25
Food and Beverage Service Supervisor	*	*	*	*	*	*	5	23	12.00	12.00	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	10	171	11.63	12.18	11.00	14.50
Front Desk Agent	*	*	*	*	*	*	19	48	14.42	14.42	14.00	15.35
Guest Service Attendant	*	*	*	*	*	*	9	31	12.79	12.79	12.16	13.89
Heritage Interpreter	*	*	*	*	*	*	1	10	*	*	*	*
Host / Hostess	*	*	*	*	*	*	11	190	10.75	10.75	9.81	11.34
Housekeeping Room Attendant	*	*	*	*	*	*	20	70	13.08	13.08	12.50	14.20
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	2	3	*	*	*	*
Operator / Attendant	*	*	*	*	*	*	2	6	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	4	29	13.25	13.69	*	*
Tour Guide	*	*	*	*	*	*	1	6	*	*	*	*
Tour Operator	*	*	*	*	*	*	1	1	*	*	*	*
Travel Counsellor	*	*	*	*	*	*	30	72	18.26	18.75	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)

### Alberta - 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	*	*	*	*	*	*	1	1	*	*	*	*
Bartender	*	*	*	*	*	*	2	20	*	*	*	*
Cook	*	*	*	*	*	*	7	31	12.35	12.71	*	*
Executive Chef	*	*	*	*	*	*	1	1	*	*	*	*
Executive Housekeeper	*	*	*	*	*	*	2	2	*	*	*	*
Food and Beverage / Banquet Server	*	*	*	*	*	*	10	159	9.50	9.73	9.25	10.63
Food and Beverage Service Supervisor	*	*	*	*	*	*	4	14	12.75	12.94	*	*
Food Counter Attendant / Kitchen Helper	*	*	*	*	*	*	5	263	10.00	10.00	*	*
Front Desk Agent	*	*	*	*	*	*	6	25	10.63	11.03	11.50	12.75
General Manager	*	*	*	*	*	*	1	1	*	*	*	*
Guest Service Attendant	*	*	*	*	*	*	4	25	11.85	12.12	*	*
Head of Visitor Services	*	*	*	*	*	*	2	6	*	*	*	*
Host / Hostess	*	*	*	*	*	*	1	2	*	*	*	*
Housekeeping Room Attendant	*	*	*	*	*	*	7	56	12.00	12.00	11.00	12.90
Landscaping and Grounds Maintenance Labourer	*	*	*	*	*	*	6	38	14.13	14.50	11.50	15.75
Operator / Attendant	*	*	*	*	*	*	4	314	12.00	12.19	*	*
Outdoor Adventure Guide	*	*	*	*	*	*	2	12	*	*	*	*
Restaurant and Food Service Manager	*	*	*	*	*	*	1	1	*	*	*	*
Retail Sales Clerk	*	*	*	*	*	*	6	70	11.00	11.19	10.25	11.75
Sales Representative	*	*	*	*	*	*	2	8	*	*	*	*
Snow Grooming Machine Operator	*	*	*	*	*	*	1	14	*	*	*	*
Sous Chef	*	*	*	*	*	*	1	1	*	*	*	*
Tour Guide	*	*	*	*	*	*	2	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*

## 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.

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