

Salary Report

Associate - 3 years (41005)

DATA SUMMARY National Summary

| #Cos. | #Inc. | <u>BASE SALARY</u> | | <u>TOTAL CASH COMPENSATION</u> | | | <u>SALARY STRUCTURE</u> | | |
|-------|-------|--------------------|---------------|--------------------------------|-----------------|---------------|-------------------------|----------------|-----------------|
| | | <u>Weighted</u> | <u>Simple</u> | <u>Companies</u> | <u>Weighted</u> | <u>Simple</u> | <u>#Cos.</u> | <u>Minimum</u> | <u>Job Rate</u> |
| 43 | 156 | 103894 | 95865 | 21 | 112816 | 100803 | 8 | 81421 | 105154 |

BASE SALARY DATA TOTAL CASH COMPENSATION (includes all variable pay)

| <u>Reported Data</u> | <u>Weighted</u> | | <u>Simple</u> | | <u>Range of Data</u> | | <u>Reported Data</u> | <u>Weighted</u> | | <u>Simple</u> | | <u>Range of Data</u> | |
|----------------------|-----------------|----------------|---------------|-------------|----------------------|----------------|----------------------|-----------------|-------------|---------------|--|----------------------|--|
| | <u>Average</u> | <u>Average</u> | <u>Low</u> | <u>High</u> | <u>Average</u> | <u>Average</u> | | <u>Low</u> | <u>High</u> | | | | |
| Company Avg. | 103894 | 95865 | 56269 | 170000 | Company Avg. | 112816 | 100803 | 56269 | 170000 | | | | |
| Actual Low | | 91880 | 54018 | 170000 | Actual Low | | 95119 | 54018 | 170000 | | | | |
| Actual High | | 99529 | 56269 | 170000 | Actual High | | 107285 | 56269 | 193500 | | | | |

QUARTILES

| | <u>BASE SALARY</u> | <u>TOTAL CASH COMPENSATION</u> |
|--------------------------------|--------------------|--------------------------------|
| Upper Decile (90th Percentile) | 126075 | 143446 |
| Quartile 3 (75th Percentile) | 114900 | 118250 |
| Median (50th Percentile) | 92873 | 95000 |
| Quartile 1 (25th Percentile) | 75000 | 78750 |
| Lower Decile (10th Percentile) | 66000 | 67560 |

SURVEY DATA SPLITS

| | #Cos. | <u>BASE SALARY</u> | | <u>TOTAL CASH COMPENSATION</u> | | <u>SALARY STRUCTURE</u> | | | |
|-----------------------------|-----------|--------------------|-----------------|--------------------------------|-----------------|-------------------------|--------------|----------------|-----------------|
| | | <u>#Inc.</u> | <u>Weighted</u> | <u>Simple</u> | <u>Weighted</u> | <u>Simple</u> | <u>#Cos.</u> | <u>Minimum</u> | <u>Job Rate</u> |
| By Region | | | | | | | | | |
| British Columbia | | 7 | 86198 | 88914 | 86198 | 88914 | 0 | 0 | 0 |
| Prairies | | 13 | 105221 | 96791 | 112529 | 101958 | 0 | 0 | 0 |
| Toronto (GTA) | | 99 | 113465 | 102836 | 125422 | 109844 | 4 | 92525 | 112525 |
| Ontario - Other | | 7 | 80330 | 83039 | 83753 | 86823 | 1 | 102000 | 117000 |
| Quebec & Atlantic Canada | | 30 | 81362 | 83022 | 84336 | 85267 | 3 | 59756 | 91377 |
| By Number of Lawyers | | | | | | | | | |
| < 10 | 4 | | 86250 | 86250 | 86250 | 86250 | 0 | 0 | 0 |
| 10 - 19 | 6 | | 80071 | 82417 | 84775 | 87904 | 1 | 66000 | 77000 |
| 20 - 29 | 11 | | 94005 | 90659 | 102022 | 96322 | 3 | 80667 | 97333 |
| 30 - 39 | 3 | | 105143 | 117667 | 105143 | 117667 | 0 | 0 | 0 |
| 40 - 49 | 3 | | 117588 | 108033 | 130078 | 118851 | 1 | 107100 | 158100 |
| 50 - 100 | 5 | | 94888 | 96693 | 96881 | 98902 | 0 | 0 | 0 |
| > 100 | 11 | | 108095 | 102264 | 118972 | 108952 | 3 | 78756 | 104710 |
| Total Survey | 43 | 156 | 103894 | 95865 | 112816 | 100803 | 8 | 81421 | 105154 |