

techedge



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Make Salary Decisions with Confidence

The TechEdge Survey subscription puts focused, relevant benchmarking data for salaries and employment programs in the Ontario Tech Sector, at your fingertips, right when you need it.

- Comprehensive salary and bonus statistics for more than 100 job families, from the entry to Director level and a wide variety of executive positions
- Valuable insights on the prevalence and design of strategic employment programs.
- Annual insights into salary budget planning

Salary Database

Job Families

Design/ Development

APPLICATIONS PROGRAMMER
BACK END DEVELOPMENT
COMPONENT ENGINEERING
DIGITAL IC/ASIC DESIGN
EMBEDDED SOFTWARE DESIGN, FIRMWARE
EMBEDDED SOFTWARE DESIGN, MIDDLEWARE
ENGINEERING GENERALIST
FRONT END DEVELOPMENT
FULL STACK DEVELOPER (NEW)
HARDWARE ENGINEERING
INTERACTIVE DESIGN
MECHANICAL DESIGN
RELIABILITY ENGINEERING
SIGNAL PROCESSING ENGINEERING
SOFTWARE ENGINEERING
SYSTEMS ENGINEERING
TEST ENGINEERING
USER EXPERIENCE (UX) SPECIALIST
VISUAL DESIGN (NEW)
WEB DESIGN

Analytics

BI SPECIALIST (NEW)
BUSINESS PROCESS ANALYST
DATA ANALYST (NEW)
DATA SCIENTIST

Sales/Marketing

BID/PROPOSAL MANAGEMENT
BRAND MANAGEMENT
CONTRACT ADMINISTRATION
COPYWRITER (NEW)
EVENT PLANNING (NEW)
INSIDE SALES
MARKETING COMMUNICATIONS
MARKETING GENERALIST
PRODUCT MANAGEMENT
PRODUCT MARKETING
SALES ANALYST
TECHNICAL ACCOUNT MANAGEMENT (NEW)
TECHNICAL SALES
TECHNICAL WRITING
TRANSLATION
WEB ANALYTICS ANALYST

Customer Success

1ST TIER TECHNICAL SUPPORT
2ND TIER TECHNICAL SUPPORT
ACCOUNT MANAGEMENT
APPLICATIONS ENGINEERING
BUSINESS ANALYST
CALL CENTRE OPERATORS
CLIENT RELATIONS/PRODUCT SPECIALIST
CUSTOMER RETENTION

Customer Success - Continued

CUSTOMER SERVICE/SUPPORT
DEVELOPER RELATIONS/ EVANGELISTS
INTEGRATION SPECIALIST
PRE-SALES CONSULTANT
PRE-SALES ENGINEERING

Education and Training

KNOWLEDGE/CONTENT SPECIALIST (NEW)
LEARNING AND DEVELOPMENT (NEW)
DESIGN SUPPORT
CONFIGURATION/RELEASE MANAGEMENT
DOCUMENTATION CONTROL
ELECTRONIC TECHNICIANS
ELECTRONIC TECHNOLOGISTS
ELECTRONICS LAB MANAGEMENT
HARDWARE TEST/VERIFICATION
MECHANICAL DRAFTING
REGULATORY AFFAIRS
SOFTWARE TEST/VERIFICATION
TECHNICAL PROJECT MANAGEMENT
VIDEO/BROADCAST TECHNICIAN

IT

APPLICATIONS SECURITY
DATA WAREHOUSING (NEW)
DATABASE ADMINISTRATION
DATABASE DEVELOPER
IT GENERALIST
IT SECURITY
NETWORK ENGINEERING
SAP ANALYST
SOLUTIONS ARCHITECT
SYSTEMS ARCHITECT
UNIX/LINUX ADMINISTRATION

Operations

DEMAND PLANNING
DEV OPS (NEW)
GENERAL MANAGER
LOGISTICS
MANUFACTURING ASSEMBLY
MANUFACTURING/ PROCESS ENGINEERING
PROCUREMENT/ SUPPLY CHAIN MANAGEMENT
PRODUCER
PRODUCT ENGINEERING
QUALITY ASSURANCE
QUALITY INSPECTION/ AUDIT
WAREHOUSING AND DISTRIBUTION

Research

CLINICAL RESEARCH
SCIENTIFIC LABORATORY TECHNICIAN
SCIENTIFIC RESEARCH
RESEARCH ANALYST

Corporate Services

ACCOUNTING SUPPORT
ADMINISTRATIVE AND CLERICAL SUPPORT
BUSINESS PROJECT MANAGEMENT
COMMUNICATIONS
FACILITIES MAINTENANCE
FACILITIES MANAGEMENT
FINANCE
GOVERNMENT RELATIONS (NEW)
HUMAN RESOURCES
INTELLECTUAL PROPERTY SPECIALIST
INTERNAL AUDIT
LEGAL ADMINISTRATION (NEW)
LEGAL COUNSEL
PATENT ATTORNEY
PAYROLL
PUBLIC RELATIONS
RECRUITER

Level Guide

The TechEdge Survey collects and reports data on job levels A-I for all job families. Detailed expectations for each level are provided during the submission process for accurate job matching.

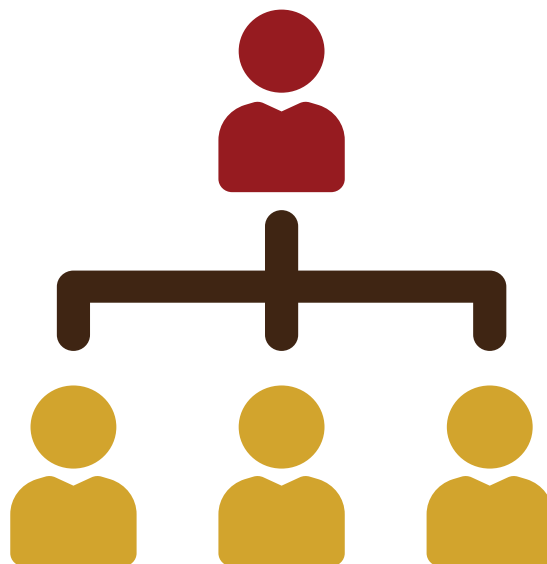
Individual Contributors	
Level A	Entry
Level B	Developing
Level C	Intermediate
Level D	Senior
Level E	Specialist
Level F	Advisor

Leadership	
Level G	Supervisor/ Team Lead
Level H	1st Level Management
Level I	2nd Level Management
AVP	Senior Management
VP	Executive Management
CEO	Top Leadership Role

Executive

The following benchmark roles at the Senior and Executive Management levels are also included.

PRESIDENT/ CEO
CHIEF REVENUE OFFICER (NEW)
CHIEF SECURITY OFFICER (NEW)
VP - GENERAL MANAGER
VP BUSINESS DEVELOPMENT
VP CORPORATE SERVICES
VP CUSTOMER SUCCESS (NEW)
VP ENGINEERING
VP FINANCE/ CFO
VP HUMAN RESOURCES
VP INFORMATION SYSTEMS/TECHNOLOGY
VP LEGAL/GENERAL COUNSEL
VP MARKETING
VP MARKETING, SALES AND BUSINESS DEVELOPMENT
VP OPERATIONS
VP PRODUCT MANAGEMENT
VP PROFESSIONAL SERVICES
VP RESEARCH/CHIEF SCIENTIFIC OFFICER
VP SALES, BASED IN CANADA
VP TECHNOLOGY/ CTO
AVP - GENERAL MANAGER
AVP BUSINESS DEVELOPMENT
AVP ENGINEERING
AVP FINANCE
AVP HUMAN RESOURCES



AVP INFORMATION SYSTEMS/TECHNOLOGY
AVP MARKETING
AVP OPERATIONS
AVP PRODUCT MANAGEMENT
AVP PROFESSIONAL SERVICES

Strategic HR Programs

TechEdge offers strategic program design data for a variety of Employment Programs, including our top 5:



Sick Leave



Vacation Leave



Health & Wellness



Coop and New Graduate Programs



Stock & Stock Options

Others:

- Board Compensation
- Bonus & Incentives
- Car Lease & Allowance
- On-Call Pay
- Overtime Pay
- Personal and Incidental Leave
- Referral Bonus
- Relocation
- Shift Premiums
- Short Term & Long Term Disability
- Signing Bonus

How It Works

Submission Requirements

To get the best quality, most relevant data for your specific skills market, you need confidence in the data being submitted. This can only come from a process built with integrity. The benefits of our approach, (also embraced by global, “gold standard” surveys), are obvious:

1. The participant list clearly shows you where our data is coming from, and how relevant it is
2. Each company submits a full distribution of data, which gives a better picture of the overall market in the results
3. Companies submit data based on an objective view of their business structure. Personal bias is removed from the process
4. Our survey analysts communicate personally with participating organization to ensure that the results are both accurate and relevant
5. Our relationship with our clients allows us to identify and respond to trends more quickly and effectively
6. Our survey data is always current, updated every 6 months

BenchMarket Commitment To Confidentiality

BenchMarket's commitment to maintaining the confidentiality of your organization's data is paramount to our success. Our reports provide aggregate statistics only. Your organizational data is NEVER released to other parties. You are identified only as a participant to the database overall, never associated with the specific jobs to which you match.

To preserve the confidentiality of data supplied by participating organizations and to ensure statistical validity of results, BenchMarket applies the following statistical rules:

For incumbent weighted data: Mean (average) data is reported only where a minimum of three companies is included in the sample. Three companies and five records are required to report 25th, 50th, and 75th percentile data. Five companies and ten records are required to present data at the 10th and 90th percentiles. In cases where the required minimum numbers of responses are not received, the corresponding results are not presented.

For company weighted data: Mean (average) data is reported only where a minimum of three companies is included in the sample. Five records are required to report median (P50) data. Eight records are required to present data at the 25th, 75th percentiles. Ten records are required to present data at the 10th and 90th percentiles. In cases where the required minimum numbers of responses are not received, the corresponding results are not presented.

Subscription Fees

Our scaled pricing makes a full range of focused, relevant salary data affordable for everyone!

# Canadian Employees	Annual Subscription Cost
Up to 20	\$500
21 - 50	\$1,200
51 - 100	\$1,800
101 - 200	\$2,400
201 or more	\$3,000

FlexComp Reports

For organizations with more focused or ad-hoc needs, a FlexComp report will meet an immediate need. FlexComp lets you customize your report based on your specific needs. Our seasoned compensation consultants will help you determine the details.

Package	Salary Data for...	Price
FlexComp5	5 jobs	\$240
FlexComp10	10 jobs	\$420
FlexComp20	20 jobs	\$720
FlexComp30	30 jobs	\$840

Note: A "job" is a specific family and job level. For example: Applications Programmer, at both the Intermediate and Senior level would be 2 "jobs".

Participant List

360pi

Accelerated Systems Inc.

Aeryon Labs Inc.

AMI Semiconductor Canada

Aprivacy Ltd.

Aterlo Networks Inc.

Athena Software

ATS Automation

Avaya

Avid Life Media

Axonify Inc.

Benbria Corporation

BigRoad Incorporated

bitHeads Inc.

Bling Networks

Bluerover Inc.

BluMetric Environmental

Boldstreet

Broadway Technology

Camis

Canadian Blood Services

Canadian Nuclear Safety Commission

Canadian Tire Corporation

Canopy Growth Corporation

CENX Inc.

Christie Digital Systems

CIRA

Clearpath Robotics

Client Outlook

CMC ELECTRONICS

CMS Montera Inc.

Conversant

Coreworx

CrossChasm Technologies

Dematic

DNA Genotek

Dragonwave Inc

DRS Technologies Canada

Eclipsys Solutions Inc.

Embotics Corporation

End to End Networks Inc.

Equitable Life of Canada

Ericsson Canada Inc.

exactEarth Ltd.

Fidus Systems

Participant List - Continued

Framos

GaN Systems Inc.

General Dynamics Canada

HockeyTech

Igloo Software

Incentivibe Inc.

Intelligent Mechatronics Systems Inc.

In-Touch Insight Systems Inc.

ISARA

i-Sight

JSI TELECOM

Karos Health

Kinaxis

Kivuto Solutions Inc.

Klipfolio

Label Innovation

Latitude Geographics Group Ltd.

Lixar I.T. Inc.

Macadamian Technologies Inc.

Magnet Forensics Inc.

Martello Technologies

MCCG

MD Management Ltd.

Mxi Technologies

Nanometrics

Neptec Technologies

Northern Digital Inc.

NSN Canada Inc.

Optelian Access Networks

PageCloud

PCI Geomatics

Perimeter Institute

Pika Technologies Inc

Pleora Technologies Inc.

PrinterOn Inc.

Privacy Analytics Inc.

Prolucid Technologies

ProSlide Technology Inc.

Pythian

RBR Ltd

RDM Corporation

RealDecoy

Rogue Wave Software Canada

Ross Video Limited

Sandvine

Sanmina

Sciometric Instruments Inc.

SDTC

Senstar Corp

Shopify

SkyWave, an ORBCOMM Co.

SMITH

SOLINK

Stryve Digital Marketing

Sun Life Financial

Talemetry Inc.

Tangam Gaming Inc.

TD Bank Group

TechInsights

Teledyne DALSA Inc.

Thalamic Labs

The Optikon Corporation

The PEER Group Inc

Thinking Phone Networks

Thinkwrap Commerce

Titus

Trend Micro Inc

University of Ottawa

Unitron Canada

Vidyard

YOUi Labs Inc.

About BenchMarket:

BenchMarket helps Canadian organizations get a solid grasp of their biggest investment and manage it effectively, by providing specialized compensation related guidance, advice and market intelligence. Our mission is to offer our clients the knowledge, data and advice they need to make excellent business decisions: decisions that drive business results, and make companies successful at recruiting, retaining and motivating highly skilled talent.

For more information, visit benchmarket.ca

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