



# 2016 Canadian Institutional Investors Compensation Report

Benchmarks for Personal and Staffing Decisions

February 24, 2017

Executive Summary:

Review Canadian compensation benchmarks for average salary and bonus segmented by type of fund, size of plan, job function, tenure, and certifications. You may benchmark type of compensation, performance factors determining bonus, sick days, paid time off, and vacation rollover.

Methodology:

This report provides detailed information on compensation information for executive and manager level positions, based on interviews from July through October 2016, for 2015 and 2016 annual compensation. This information is based on interviews with fund officials at the largest institutional investors in Canada. The data in this report is based upon aggregated results from individuals participating in the study. The information contained in this report is self-reported and is intended for the sole purpose of personal benchmarking.



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