

100120 Executive Chef

Manages and oversees all kitchen activity, and also has menu development and cooking responsibilities. Responsible for quality and sanitation, inventory control, managing costs, and training kitchen staff. Typically has a culinary degree.

National Compensation Analysis	Num Orgs	Num Obs	10th %ile	25th %ile	Median	75th %ile	90th %ile	Mean	Administration	Num Obs	% of Obs
Base Salary											
Annual Base Salary - Inc Weighted (All)	*4	22	--	--	52.4	--	--	56.6	Incentive Eligible (Annual or Sales)	22	--
Annual Base Salary - Org Weighted (All)	*4	N/A	--	--	69.8	--	--	66.3	Full-time Position	20	--
Annual Base Salary - Incentive Eligible	*2	2	--	--	--	--	--	--	Overtime Eligible	20	--
									Unionized	20	--
									Paid Annual Salary	--	--
Incentives (% of Base Salary)											
Short-term Incentive (Threshold)	0	0	--	--	--	--	--	--	Salary Range	Num Orgs	Median
Short-term Incentive (Target)	*1	1	--	--	--	--	--	--	Minimum	3	--
Short-term Incentive (Maximum)	*1	1	--	--	--	--	--	--	Midpoint	3	--
Short-term Incentive (Actual)	*2	2	--	--	--	--	--	--	Maximum	3	--
									Compa-ratio	3	--%
Total Cash Compensation (000s)											
Annual Target Total Cash Comp	*4	21	--	--	52.0	--	--	57.3	Long-term Incentives	Num Obs	% of Obs
Annual Target Total Cash Comp - Rcvng	*1	1	--	--	--	--	--	--	Percentage Eligible	22	--
Annual Total Cash Compensation - Rcvng	*2	2	--	--	--	--	--	--	Of Those LTI Eligible, Percentage Eligible for:		
Annual Total Cash Comp - Inc Weighted (All)	*4	22	--	--	52.4	--	--	57.0	Stock/Share Options		--
Annual Total Cash Comp - Org Weighted (All)	*4	N/A	--	--	72.2	--	--	68.0	Share Appreciation Rights (SARs)		--
									Restricted Shares/Share Units		--
									Performance Shares/Share Units		--
									Performance Cash Units		--
									Long-term Cash		--

* More than 35% of the rates within the sample are supplied by one organization.

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Scope Category	Num Orgs	Num Obs	Annual Base Salary				Annual Total Cash			
			25th %ile	Median	75th %ile	Mean	25th %ile	Median	75th %ile	Mean
Incumbent Location										
British Columbia & Territories	0	0	--	--	--	--	--	--	--	--
Alberta	*1	1	--	--	--	--	--	--	--	--
Saskatchewan & Manitoba	*1	1	--	--	--	--	--	--	--	--
All Ontario	*3	6	--	--	--	56.4	--	--	--	57.8
Greater Toronto	*3	4	--	--	--	64.7	--	--	--	66.8
Other Ontario	*1	2	--	--	--	--	--	--	--	--
Québec	0	0	--	--	--	--	--	--	--	--
Atlantic Canada	*1	10	--	--	--	--	--	--	--	--
Annual Net Sales Revenue										
Less than \$100 million	0	0	--	--	--	--	--	--	--	--
\$100 million to \$199 million	0	0	--	--	--	--	--	--	--	--
\$200 million to \$999 million	0	0	--	--	--	--	--	--	--	--
\$1 billion and over	*2	16	--	--	--	--	--	--	--	--

* More than 35% of the rates within the sample are supplied by one organization.