

<b>Survey Name:</b>	<b>2021 Canada MBD/TRS - Logistics and Supply Chain</b>	<b>Refinement:</b>	<b>All Data</b>
<b>Job Family:</b>	<b>Supply Chain</b>	<b>Scale:</b>	<b>In Whole Numbers</b>
<b>Job Sub-family:</b>	<b>Supply Chain Planning &amp; Operations</b>	<b>Currency:</b>	<b>Canadian Dollar</b>
<b>Job Code:</b>	<b>SCN.02.001.M40</b>	<b>Number of Organizations:</b>	<b>91</b>
<b>Job Title:</b>	<b>General Supply Chain Operations - Senior Manager (M4)</b>	<b>Number of Observations:</b>	<b>178</b>
<b>Job Type:</b>	<b>Job</b>	<b>Position Class:</b>	<b>53-60</b>
<b>Job Description:</b>	Manages or performs procurement and supply and logistics work for materials and finished goods, or products for resale including two or more of the following: •Procurement •Demand/Inventory/Production Planning & Control •Warehousing, Distribution & Transportation •International Trade A Senior Manager (M4) typically manages a department or small unit that includes multiple teams led by Managers and/or Team Leaders. Responsibilities typically include: • Ownership of short to mid-term (1-3 years) execution of functional strategy and the operational direction of the Department. • Problems faced are often complex and require extensive investigation and analysis. • Requires ability to influence others to accept practices and approaches, and ability to communicate and influence executive leadership.		

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

\*\* Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	* / **	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	91	178		117,890	135,844	165,868	156,330	190,115	226,918
Salary Min	57	119		103,700	110,000	129,409	120,000	140,800	180,216
Salary Mid	58	124		142,500	153,433	171,408	161,812	188,125	222,000
Salary Max	57	119		177,800	192,500	216,727	208,400	229,900	275,000
Other Guaranteed Allowance	0	0		--	--	--	--	--	--
<b>Total Guaranteed Cash Comp</b>	<b>91</b>	<b>178</b>		<b>117,890</b>	<b>135,844</b>	<b>165,868</b>	<b>156,330</b>	<b>190,115</b>	<b>226,918</b>
STI Threshold % Base	12	17		4.4	10.0	12.0	12.0	15.5	16.8
STI Target	70	148		18,404	26,552	38,874	32,783	51,219	69,371
STI Target % of Base	70	148		15.0	20.0	22.4	20.0	25.0	30.2
STI Maximum % Base	47	95		25.2	30.0	42.0	40.0	50.0	62.5
STI Actual	65	127		11,349	17,709	36,920	28,925	50,282	75,570
STI Actual % Base	65	127		8.2	12.7	20.6	18.0	28.2	35.9
Sales Incentive (Target)	0	0		--	--	--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual	0	0		--	--	--	--	--	--
Sales Incentive Actual % Base	0	0		--	--	--	--	--	--
Profit Sharing Actual	4	4		--	--	10,690	6,161	--	--
Profit Sharing Actual % Base	4	4		--	--	5.1	4.0	--	--
<b>Total Cash - Target</b>	<b>80</b>	<b>165</b>		<b>134,012</b>	<b>159,034</b>	<b>201,988</b>	<b>193,244</b>	<b>236,306</b>	<b>293,459</b>
Total Cash Target - Receivers	70	148		141,652	166,438	205,963	194,756	237,649	293,098
<b>Total Cash - Actual</b>	<b>91</b>	<b>178</b>		<b>127,066</b>	<b>148,426</b>	<b>192,450</b>	<b>179,998</b>	<b>216,279</b>	<b>294,393</b>
Total Cash Actual - Receivers	66	128		134,345	155,743	204,847	192,872	233,735	308,178
LTI (B-S)	32	72		14,824	19,254	49,127	31,494	80,291	104,722
LTI % of Base (B-S)	32	72		8.5	12.6	24.5	19.9	35.4	42.6
<b>TDC Target (B-S)</b>	<b>80</b>	<b>165</b>		<b>134,995</b>	<b>163,824</b>	<b>222,540</b>	<b>197,550</b>	<b>260,797</b>	<b>353,668</b>
TDC Target (B-S), Rcvrs	29	68		188,408	211,432	286,747	275,577	352,279	403,906
<b>TDC Actual (B-S)</b>	<b>91</b>	<b>178</b>		<b>127,470</b>	<b>149,070</b>	<b>212,322</b>	<b>190,840</b>	<b>245,505</b>	<b>351,852</b>
TDC Actual (B-S) Rcvrs	32	72		173,835	202,763	281,157	259,801	345,975	410,464
Tenure - Organization	84	166		2	5	14	12	19	29