

# SUMMARY REPORT 2024

Compensation: Ontario Management & Executives

11<sup>th</sup> Edition

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Data for this report was collected between September 1 - November 1, 2023

Compiled by:

**COIRI Publications**

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## Explanatory Notes

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### Geographic Regions

Up to seven (7) geographic regions are possible, but only those with a significant number of responses are presented in the tables under its own category. When the number of responses is too small to be meaningfully categorized, the data appears under the heading *Other Ontario*.

#### **Region 1: GREATER TORONTO AREA (GTA)**

Includes the cities of Toronto, East York, Scarborough, North York, Etobicoke, Downsview, Rexdale, Don Mills, Agincourt, and West Hill. Expands west to include Mississauga, Brampton, Cooksville, Port Credit and Streetsville. Expands north to include Brampton, Woodbridge, Aurora, Vaughan, Concord, Richmond Hill, Markham, Newmarket, and Stouffville. Expands east to include Ajax, Brooklin, Oshawa, Pickering, and Whitby.

#### **Region 2: EASTERN ONTARIO**

Includes Alexandria, Arnprior, Bancroft, Brockville, Chalk River, Chesterville, Cornwall, Gloucester, Hawkesbury, Kanata, Maitland, Morrisburg, Nepean, Ottawa, Pembroke, Perth, Prescott, Smiths Falls, Batawa, Belleville, Cobourg, Colborne, Eganville, Havelock, Kingston, Napanee, Port Hope, Trenton, and Tweed.

#### **Region 3: GREATER GOLDEN HORSESHOE**

Includes Halton region, Milton, Georgetown, Acton, Oakville, Burlington, Hamilton, Stoney Creek, St. Catharines, Niagara Falls, Port Colborne and Welland.

#### **Region 4: MID-WESTERN ONTARIO**

Includes Brantford, Cambridge, Guelph, Kitchener, London, Simcoe, Stratford, Tillsonburg, Ingersoll, Waterloo, and Woodstock.

#### **Region 5: CENTRAL ONTARIO**

Includes Alliston, Barrie, Bolton, Bracebridge, Collingwood, Gravenhurst, Hanover, Harcourt, Holland Landing, Huntsville, Kawartha Lakes, Lindsay, Longford Mills, Markdale, Minden, Minto, Midland, Orangeville, Orillia, Owen Sound, Penetanguishene, Peterborough, Wiarton, and Wilberforce.

#### **Region 6: SOUTHERN ONTARIO**

Includes Chatham, Leamington, Sarnia, Strathroy, Wallaceburg, and Windsor.

#### **Region 7: NORTHERN ONTARIO**

Includes Alban, Elliot Lake, Haileybury, Hearst, Mattawa, New Liskeard, North Bay, Parry Sound, Red Rock, Rutherglen, Sault St. Marie, Searchmont, Sudbury, Thunder Bay, Timmins, and White River.

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## Types of Industry

Up to nine (9) industry categories are possible, but only those with a significant number of responses are presented in the tables under its own category. When the number of responses is too small to be meaningfully categorized, the data appears under the heading 'Other Industry.'

## Annual Increases Granted/Annual Increases Planned

The following information can be found in the Annual Increases section: (i) actual salary increases in 2023; (ii) salary increases projected for 2024. Data can be viewed for the entire province or by industry, size of organization, region, and annual sales/revenues.

## Salary Data

The compensation tables present median salaries by size of organization, geographic region, industry, and annual revenues. Median salaries for all of Ontario are also provided, calculated by using the total number of responses for each job classification.

Whenever an organization paid different salaries for the same position, participants were asked to weight their responses to ensure that the figures provided accurately reflect the average salary paid within their organization for each job classification. Each organization therefore provides only one salary per job classification; all responses are then combined and analyzed, and these figures appear in the tables.

To provide meaningful salary information, the 10th, 25th, median/50th, 75th and 90th percentiles are presented for every sample. The median represents the middle of the dataset, meaning 50% of responses fall above the 50th percentile and 50% below. The median always falls between the 25th and 75th percentiles, but not necessarily in the exact middle. Depending on the dataset, the median may fall closer to either the 25th or 75th percentile, indicating that half of the salaries in that dataset are closer in range than the other half.

Survey users should note that percentile figures for small sample sizes provide a less reliable indicator of rate information. Datasets that only contained 1 sample will repeat that number throughout the percentiles.

## Outliers

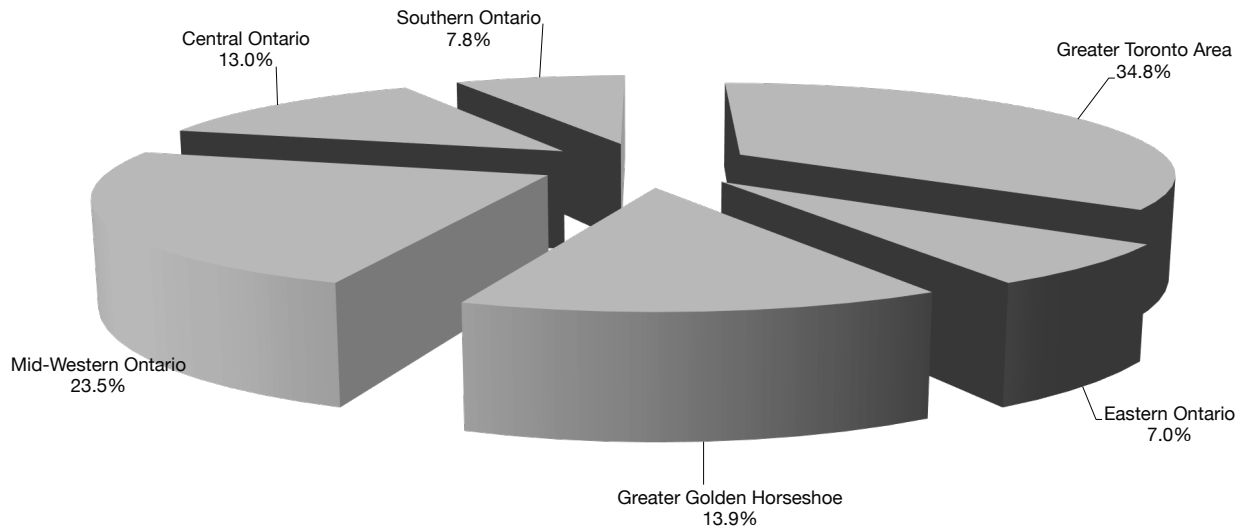
This survey applies strict criteria in eliminating outliers; unless the result is due to a genuine outlier and not merely an unusually skewed sample, the results are presented without modification. Survey users requiring further information on this topic are invited to contact COIRI Publications.

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## Participants by Region

#	Answer	%	Count
1	Greater Toronto Area	34.8%	40
2	Eastern Ontario	7.0%	8
3	Greater Golden Horseshoe	13.9%	16
4	Mid-Western Ontario	23.5%	27
5	Central Ontario	13.0%	15
6	Southern Ontario	7.8%	9
	Total	100.0%	115

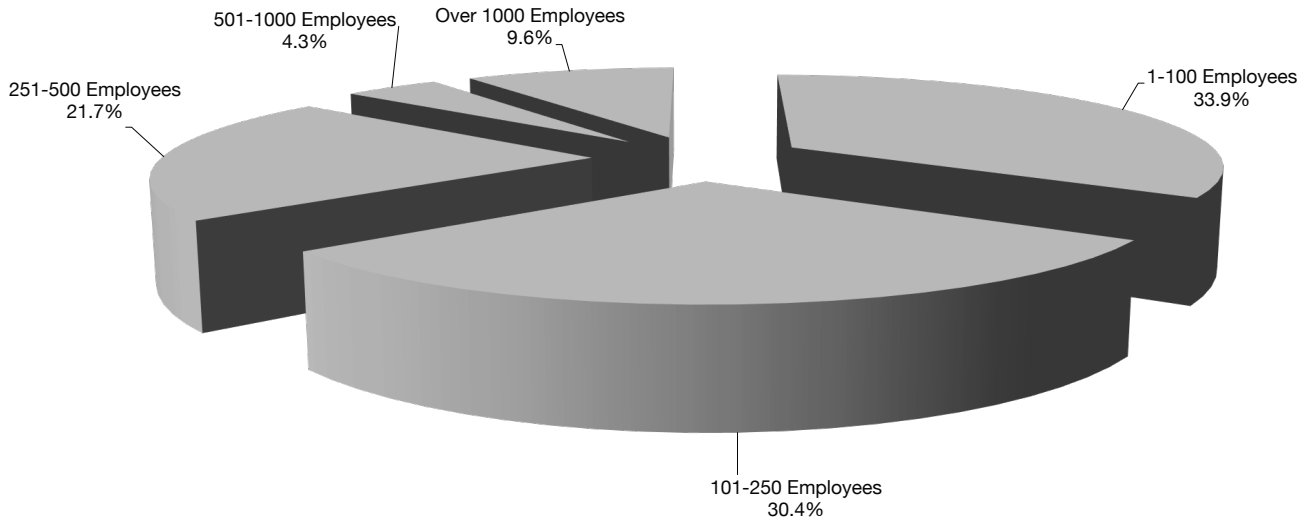


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## Participants by Size of Company

#	Answer	%	Count
1	1-100 employees	33.9%	39
2	101-250 employees	30.4%	35
3	251-500 employees	21.7%	25
4	501-1000 employees	4.3%	5
5	Over 1000 employees	9.6%	11
	Total	100.0%	115



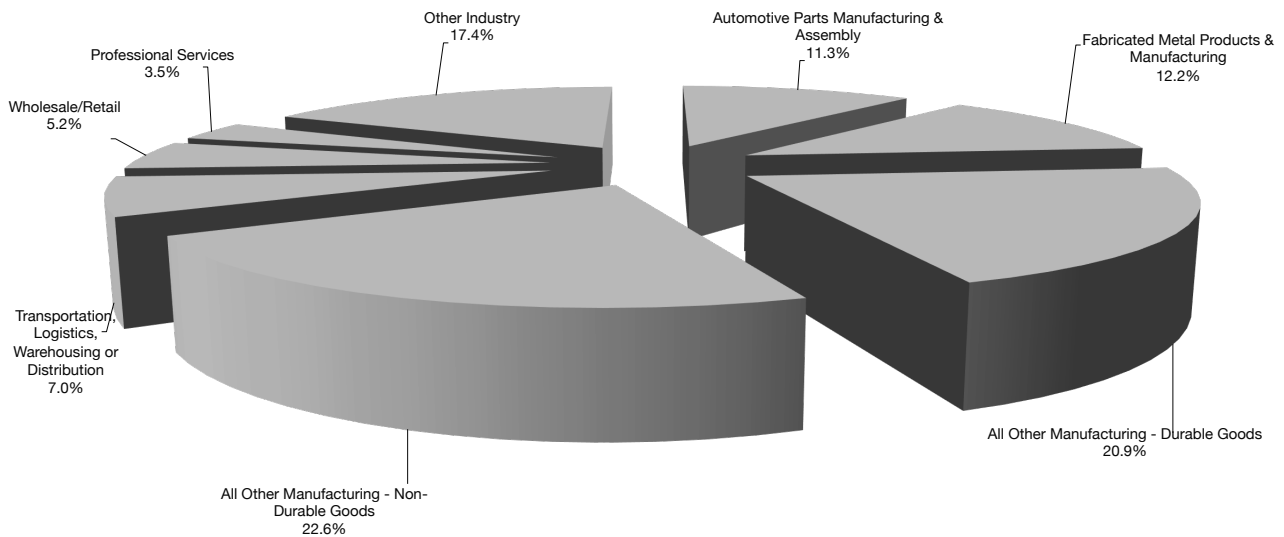


# COIRI Summary Report 2024

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## Participants by Industry

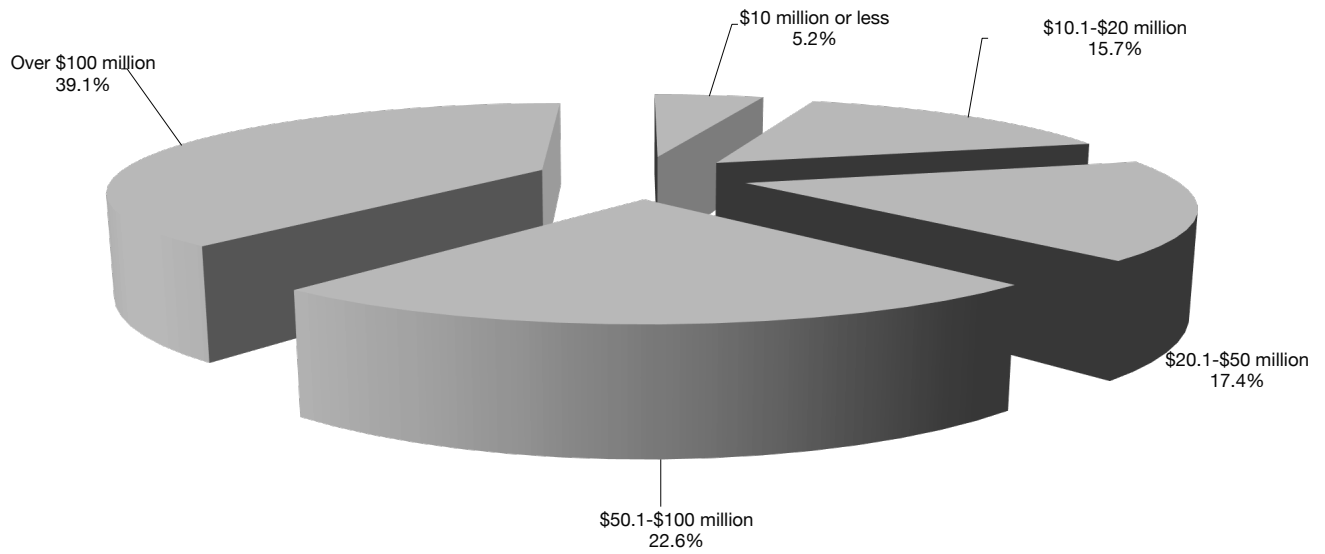
#	Answer	%	Count
1	Automotive Parts/Assembly	11.3%	13
2	Fabricated Metal Products and Manufacturing (except Automotive Parts/Assembly)	12.2%	14
3	All Other Manufacturing - Durable Goods	20.9%	24
4	All Other Manufacturing - Non-Durable Goods	22.6%	26
5	Transportation, Logistics, Warehousing & Distribution	7.0%	8
6	Wholesale/Retail	5.2%	6
7	Professional Services	3.5%	4
8	Other	17.4%	20
	Total	100.0%	115



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## Participants by Gross Annual Revenues/Sales

#	Answer	%	Count
1	\$10 million or less	5.2%	6
2	\$10.1-\$20 million	15.7%	18
3	\$20.1-\$50 million	17.4%	20
4	\$50.1-\$100 million	22.6%	26
5	Over \$100 million	39.1%	45
	Total	100.0%	115



## Participants List

### A

Accraply Canada Inc.

Agilec

Agnora Ltd.

Agway Metals Inc.

AirBorn Flexible Circuits, Inc.

Alpha Poly Packaging

Amhil Enterprises

Apex Graphics

Apotex Inc.

ArcelorMittal Dofasco

Arrow Machine and Fabrication Group Inc.

### B

Baker Tilly KDN LLP

Baycoat Limited

Belmont Meats Products Ltd.

BGC Funding Innovation

BGIS

Bimeda MTC Animal Health Inc.

Blanco Canada Inc.

bmg. Glass + Aluminum

Bobrick Washroom Equipment Co.

BWXT Canada Ltd.

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## C

Cameco Corporation

Can-Save Supply and Distribution

Canada Colors and Chemicals Limited (CCC)

Canada's Wonderland Company

Cascade Canada Ltd.

CGC Ltd.

Cimpress/Vistaprint

CKF Inc.

Clearpath Robotics

Corteva

Crayola Canada

CSA Group

## D

Decast Ltd.

Domino's LLC

## E

EastGen Incorporated

Eaton Corporation

Emerson - Appleton Group Canada

Epcor Electricity Distribution Ontario

Eramosa Engineering Inc.

## F

F & P Manufacturing Inc.

Fabris Inc.

Ferrero Canada Ltd.

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FGF Brands

Floradale Feed Mill

Franke Kindred Canada Ltd.

FST Canada o/a Joe Johnson Equipment

Funding Innovation

## G

Gastops Ltd.

Glen Dimplex Americas

Glueckler Metal Inc.

Golden Windows Ltd.

Griffith Foods Limited

## H

Halton Indoor Climate Systems

Heddle Shipyards

Henry Company Canada Inc.

HGR Graham Partners

Hino Motors Canada Ltd.

Hitachi Astemo Canada, Inc.

Home Hardware Stores Limited

Hormann Barrie (TNR Industrial Doors Inc.)

## I

IGPC Ethanol Inc.

Ippolito Fruit and Produce

## K

Kawartha Dairy Ltd.

KI

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Kuntz Electroplating

### L

Lafarge Canada

Lee Valley Tools Ltd.

Leggett and Platt Automotive

Lennox Industries (Canada) Ltd.

Lifesaving Society

Linear Transfer Automation Inc.

### M

MBPR Ltd.

Magna International

McCormick Canada

Metrican Stamping Co. Inc.

Mevotech L.P.

Mondelez International

Miller Group

Molded Precision Components

### N

Navistar Canada

Newman Human Resources Consulting Inc.

NVS Professional Corporation

### O

Ontario Potato Dist. (Alliston) Inc. 1991

### P

Peel Plastic Products Limited

PepsiCo Canada

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Pillar5Pharma Inc.

Polar Pak Company

Poly-Nova Technologies Corporation

Polytainers Inc.

Precision Resource Canada Ltd.

Prodomax Automation Ltd., A Jenoptik Company

PWO Canada Inc.

## Q

Quadro Engineering Corp.

## R

Raytheon ELCAN Optical Technologies

Richards-Wilcox Canada

Riverside Natural Foods

Rock Solid Supply

Romet Limited

Royal Ontario Museum

## S

S & C Electric Canada

SAF-HOLLAND Canada Limited

Samuel, Son & Co.

Schaeffler Group Canada

Septimatech Group Inc.

Shaw-Almex Industries Limited

Spec Furniture Inc.

Stance Healthcare Inc.

Steelcase Canada Ltd.

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Stewart Foodservice Inc.

## T

Taylor Steel Inc.

Thermogenics

Tenneco Canada Inc.

Terrapure Environment

TI Fluid Systems

Tirecraft Ontario

TORLYS Inc.

Trillium Health Care Products Inc.

Troy Life & Fire Safety

TS Tech Canada Inc.

TS Tech Trimont Mfg. Inc.

## U

Umicore Autocat Canada Corp.

## V

Veterinary Purchasing Co. Ltd.

Viessmann Manufacturing

Viking Cives Ltd.

Vins

VOA Canada Inc.

Vuteq Canada Inc.

## W

Walker Industries Holdings Limited

Wallenstein Feed & Supply Ltd.

Ward & Uptigrove



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Washington Mills Electro Minerals Corporation

Watershed HR Solutions

Weber Manufacturing Technologies Inc.

Weldco-Beales Manufacturing

## Z

ZF Automotive Canada Ltd.

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## Supplemental Compensation

Executive positions qualify for supplemental compensation by way of the following:

#	Response	Percentage
1	Profit sharing plan	31.8%
2	Stock purchase plan	13.6%
3	Bonus or incentive plan	76.0%
4	Employee savings plan	17.5%
5	Gain sharing	0.6%
6	Other	12.3%
	Total	100.0%

*Multiple responses allowed*

## Automobile Allowances

Job Class	# Responses	Median	25th Percentile	75th Percentile
<i>Middle-to-upper Management</i>	19	\$9,883.00	\$5,200.00	\$12,500.00
<i>Executives</i>	26	\$11,734.00	\$9,000.00	\$13,600.00

## Severance

The basic severance entitlement for EXECUTIVES is:

#	Response	Percentage
1	1 week pay/notice per year of service	6.8%
2	2 weeks' pay/notice per year of service	6.8%
3	3 weeks' pay/notice per year of service	8.0%
4	4 weeks' pay/notice per year of service	29.5%
5	5 weeks' pay/notice per year of service	4.5%
6	Other	44.3%
	Total	100.0%

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The basic severance entitlement for MIDDLE MANAGEMENT is:

#	Response	Percentage
1	1 week pay/notice per year of service	19.6%
2	2 weeks' pay/notice per year of service	13.0%
3	3 weeks' pay/notice per year of service	19.6%
4	4 weeks' pay/notice per year of service	14.1%
5	5 weeks' pay/notice per year of service	0.0%
6	Other	33.7%
	Total	100.0%

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## Annual Increases - Actual Increases in 2023

Average increases are shown with and without freezes. 6.1% of employers in this survey reported freezing executive salaries in 2023.

	Sample Size	Average Increases All Responses	Average Increases Excluding Freezes	25th Percentile	75th Percentile
<b>Size of Organization</b>					
1-100 Employees	27	3.7%	4.0%	3.0%	4.5%
101-250 Employees	31	3.7%	3.9%	3.0%	4.0%
251-500 Employees	14	4.5%	4.8%	3.5%	5.4%
501-1000 Employees	5	3.4%	4.2%	2.8%	4.9%
More than 1000 Employees	11	4.1%	4.5%	4.0%	5.0%
<b>Region</b>					
Greater Toronto Area	33	3.9%	4.2%	3.0%	4.4%
Eastern Ontario	7	3.8%	3.8%	3.2%	4.3%
Greater Golden Horseshoe	14	4.3%	4.3%	4.0%	5.0%
Mid-Western Ontario	19	3.7%	4.1%	3.0%	5.3%
Central Ontario	9	3.9%	5.0%	3.0%	6.1%
Southern Ontario	6	3.0%	3.5%	3.3%	4.0%
<b>Industry</b>					
Automotive Parts & Manufacturing	12	3.0%	4.0%	3.0%	5.0%
Fabricated Metal & Manufacturing	8	2.8%	3.7%	3.0%	4.0%
Manufacturing - Durable Goods	21	4.5%	4.7%	4.0%	5.0%
Manufacturing - Non Durable Goods	24	4.0%	4.2%	3.4%	5.2%
Transportation/Distribution/Warehousing	7	4.3%	4.3%	3.0%	5.4%
Wholesale/Retail	3	4.4%	4.4%	4.0%	5.1%
Professional Services	3	2.7%	2.7%	2.0%	3.0%
Other Industry (not classified)	10	4.0%	4.0%	3.3%	4.2%
<b>Annual Revenues</b>					
\$10 million or less	6	3.3%	4.0%	3.0%	5.0%
\$10.1-\$20 million	11	4.4%	4.9%	4.0%	5.8%
\$20.1-\$50 million	20	3.4%	3.6%	3.0%	4.0%
\$50.1-\$100 million	11	4.5%	4.9%	3.0%	6.0%
Over \$100 million	40	3.8%	4.1%	3.4%	5.0%
<b>Totals</b>					
All	88	3.9%	4.2%	3.0%	5.0%

# COIRI Summary Report 2024

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## Annual Increases - Projected Increases for 2024

Average increases are shown with and without freezes. 2.1% of employers in this survey are projecting they will freeze executive salaries in 2024.

	Sample Size	Average Increases All Responses	Average Increases Excluding Freezes	25th Percentile	75th Percentile
<b>Size of Organization</b>					
1-100 Employees	28	3.9%	3.9%	3.0%	4.0%
101-250 Employees	31	3.7%	3.8%	3.0%	3.9%
251-500 Employees	13	4.0%	4.0%	3.5%	5.0%
501-1000 Employees	4	2.9%	3.8%	3.0%	4.8%
More than 1000 Employees	11	4.1%	4.1%	3.8%	4.8%
<b>Region</b>					
Greater Toronto Area	32	3.8%	3.9%	3.0%	4.0%
Eastern Ontario	7	4.1%	4.1%	3.5%	4.2%
Greater Golden Horseshoe	13	3.9%	3.9%	3.5%	4.8%
Mid-Western Ontario	19	3.6%	3.8%	3.0%	4.7%
Central Ontario	9	4.5%	4.5%	3.0%	5.9%
Southern Ontario	7	3.2%	3.2%	2.8%	3.8%
<b>Industry</b>					
Automotive Parts & Manufacturing	12	3.5%	3.5%	2.9%	3.6%
Fabricated Metal & Manufacturing	7	3.2%	3.8%	3.1%	4.0%
Manufacturing - Durable Goods	22	4.0%	4.2%	3.5%	4.8%
Manufacturing - Non Durable Goods	23	4.0%	4.0%	3.5%	4.2%
Transportation/Distribution/Warehousing	7	4.1%	4.1%	3.5%	4.5%
Wholesale/Retail	3	3.1%	3.2%	3.0%	3.3%
Professional Services	4	4.0%	4.0%	2.0%	5.0%
Other Industry (not classified)	9	3.9%	3.9%	3.0%	4.0%
<b>Annual Revenues</b>					
\$10 million or less	6	3.5%	3.5%	3.0%	3.8%
\$10.1-\$20 million	12	5.0%	5.0%	3.8%	6.0%
\$20.1-\$50 million	19	3.4%	3.4%	2.8%	4.0%
\$50.1-\$100 million	11	4.4%	4.4%	3.3%	5.0%
Over \$100 million	39	3.6%	3.8%	3.3%	4.0%
<b>Totals</b>					
All	87	3.8%	3.9%	3.0%	4.1%

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## Customer Service Manager

Directs and oversees client satisfaction with an organization's product or service. Develops procedures, establishes standards, and may track shipments to ensure that delivery occurs on a timely basis, if applicable. Works with other departments like logistics, transportation, and sales for coordination purposes. Job includes directing and controlling the processing and fulfillment of orders or services, fielding customer inquiries, identifying customer service trends, and resolving customer complaints. May evaluate and redesign processes. Establishes service metrics and implements changes to achieve system improvements.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	6	6	\$87,000	\$90,500	\$96,000	\$101,500	\$102,228	\$10,000
101 to 250 Employees	17	18	\$78,040	\$86,886	\$100,303	\$111,541	\$113,700	\$9,499
251 to 500 Employees	17	18	\$93,614	\$95,500	\$101,051	\$120,120	\$127,412	\$9,507
501 to 1000 Employees	7	7	\$97,091	\$97,927	\$99,160	\$122,379	\$139,271	\$7,236
Over 1000 Employees	14	17	\$86,679	\$96,874	\$100,639	\$119,958	\$126,105	\$7,906
<b>Geographic Region</b>								
Greater Toronto Area	28	30	\$87,398	\$94,250	\$104,685	\$120,955	\$125,196	\$10,000
Eastern Ontario	7	7	\$94,609	\$97,451	\$100,313	\$111,806	\$113,700	\$7,592
Greater Golden Horseshoe	5	6	\$90,407	\$97,812	\$100,255	\$125,000	\$135,613	\$9,429
Mid-Western Ontario	10	11	\$83,600	\$88,726	\$99,892	\$104,773	\$117,149	\$7,934
Central Ontario	5	5	\$89,988	\$94,640	\$95,500	\$99,160	\$100,243	\$9,076
Southern Ontario	6	7	\$91,024	\$97,066	\$97,121	\$98,852	\$114,324	\$7,569
<b>Industry</b>								
Fabricated Metal Products & Manufacturing	10	10	\$91,800	\$96,504	\$99,518	\$112,010	\$127,906	\$7,574
All Other Manufacturing - Durable Goods	17	20	\$85,282	\$89,500	\$99,047	\$109,058	\$122,384	\$7,500
All Other Manufacturing - Non-Durable Goods	18	19	\$95,242	\$99,636	\$101,735	\$121,455	\$126,318	\$9,951
Transportation, Logistics, Warehousing & Distribution	6	6	\$91,855	\$97,631	\$99,080	\$111,005	\$118,884	\$8,715
Other Industry (not classified)	10	11	\$78,793	\$85,472	\$98,500	\$104,659	\$118,219	\$9,500
<b>Annual Gross Revenue</b>								
\$10 million or less	2	2	\$90,200	\$90,500	\$91,000	\$91,500	\$91,800	\$12,450
\$10.1-\$20 million	2	2	\$88,050	\$94,125	\$104,250	\$114,375	\$120,450	
\$20.1-\$50 million	9	9	\$90,623	\$97,121	\$101,541	\$113,006	\$120,938	\$9,200
\$50.1-\$100 million	20	21	\$94,384	\$96,660	\$100,947	\$104,590	\$121,498	\$9,447
Over \$100 million	28	32	\$85,000	\$88,847	\$101,008	\$120,565	\$125,362	\$8,819
<b>Totals</b>								
All	61	66	\$85,470	\$95,000	\$100,303	\$112,500	\$125,000	\$9,315

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$103,971
Sample Size	61
Range	\$94,075
Largest	\$162,000
Smallest	\$67,925
10th Percentile	\$85,470
25th Percentile	\$95,000
50th Percentile	\$100,303
75th Percentile	\$112,500
90th Percentile	\$125,000

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$9,416
Sample Size	40
Range	\$18,296
Largest	\$20,000
Smallest	\$1,704
10th Percentile	\$6,556
25th Percentile	\$7,606
50th Percentile	\$9,315
75th Percentile	\$10,144
90th Percentile	\$12,816

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## Director of Customer Service

Responsible for the overall vision, strategy, and performance of the customer service function. Directs ongoing operations and activities and serves as the authority for customer management and service operations decisions. Provides leadership to customer service team. Ascertains areas for enhancement and development and directs continuous improvement initiatives as it relates to customer service. Responsible for or works in conjunction with finance department on customer management/service budget management.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	1	1	\$188,000	\$188,000	\$188,000	\$188,000	\$188,000	\$25,500
101 to 250 Employees	4	4	\$169,400	\$176,000	\$187,500	\$192,500	\$195,800	\$34,700
251 to 500 Employees	4	4	\$145,900	\$147,250	\$158,498	\$172,646	\$179,219	\$29,000
501 to 1000 Employees	2	2	\$125,472	\$133,680	\$147,360	\$161,040	\$169,248	\$53,000
Over 1000 Employees	2	2	\$136,222	\$140,185	\$146,790	\$153,395	\$157,358	\$29,700
<b>Geographic Region</b>								
Greater Toronto Area	4	4	\$139,080	\$167,700	\$189,800	\$211,000	\$234,400	\$46,000
Mid-Western Ontario	4	4	\$137,906	\$144,395	\$167,500	\$187,250	\$187,700	\$29,600
Southern Ontario	3	3	\$148,000	\$152,500	\$160,000	\$164,498	\$167,196	\$29,000
Other Ontario	2	2	\$165,972	\$167,430	\$169,860	\$172,290	\$173,748	\$32,500
<b>Industry</b>								
All Other Manufacturing - Non-Durable Goods	3	3	\$149,000	\$155,000	\$165,000	\$176,000	\$182,600	\$32,500
Other Industry (not classified)	10	10	\$132,222	\$151,000	\$171,858	\$186,900	\$203,200	\$35,800
<b>Annual Gross Revenue</b>								
\$10 million or less	1	1	\$187,000	\$187,000	\$187,000	\$187,000	\$187,000	\$37,400
\$20.1-\$50 million	2	2	\$167,300	\$170,750	\$176,500	\$182,250	\$185,700	\$29,000
\$50.1-\$100 million	3	3	\$125,000	\$132,500	\$145,000	\$156,998	\$164,196	\$41,000
Over \$100 million	7	7	\$142,232	\$154,000	\$174,720	\$190,800	\$218,800	\$35,800
<b>Totals</b>								
All	13	13	\$135,864	\$148,000	\$168,995	\$187,000	\$196,000	\$32,500



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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$170,915
Sample Size	13
Range	\$130,000
Largest	\$250,000
Smallest	\$120,000
10th Percentile	\$135,864
25th Percentile	\$148,000
50th Percentile	\$168,995
75th Percentile	\$187,000
90th Percentile	\$196,000

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$35,262
Sample Size	9
Range	\$34,640
Largest	\$53,000
Smallest	\$18,360
10th Percentile	\$24,072
25th Percentile	\$29,000
50th Percentile	\$32,500
75th Percentile	\$42,000
90th Percentile	\$50,600

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## Engineering Manager

Directs the engineering operations within a division/unit of a company to ensure efficient use of equipment, material, systems and development of personnel. Analyzes and evaluates the need for capital investment to ensure efficiency and productivity improvements. May be responsible for preparing tooling quotes. Supervises and assists engineering.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	17	25	\$98,000	\$109,321	\$112,933	\$125,000	\$137,506	\$11,600
101 to 250 Employees	19	33	\$93,900	\$109,117	\$112,984	\$129,226	\$137,440	\$11,190
251 to 500 Employees	21	36	\$112,275	\$128,750	\$138,029	\$144,000	\$150,000	\$11,980
501 to 1000 Employees	18	41	\$122,154	\$129,171	\$136,101	\$149,750	\$154,725	\$11,483
Over 1000 Employees	12	16	\$115,986	\$127,286	\$137,716	\$145,505	\$163,782	\$11,633
<b>Geographic Region</b>								
Greater Toronto Area	29	40	\$99,364	\$115,172	\$140,050	\$144,000	\$159,760	\$10,148
Eastern Ontario	11	22	\$112,769	\$114,789	\$125,712	\$135,951	\$138,151	\$11,633
Greater Golden Horseshoe	7	11	\$88,947	\$100,117	\$138,454	\$150,000	\$154,728	
Mid-Western Ontario	18	31	\$111,379	\$114,607	\$126,666	\$138,844	\$143,215	\$11,980
Central Ontario	11	29	\$112,000	\$112,959	\$132,011	\$137,908	\$138,873	\$6,852
Southern Ontario	10	17	\$109,189	\$112,262	\$127,045	\$135,363	\$140,947	\$11,495
Other Ontario	1	1	\$91,500	\$91,500	\$91,500	\$91,500	\$91,500	
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	22	37	\$103,456	\$123,816	\$128,773	\$143,806	\$150,207	\$7,000
Fabricated Metal Products & Manufacturing	13	16	\$95,664	\$112,769	\$130,600	\$134,622	\$136,543	\$12,500
All Other Manufacturing - Durable Goods	24	40	\$109,595	\$113,681	\$131,162	\$149,250	\$160,884	\$11,247
All Other Manufacturing - Non-Durable Goods	15	29	\$111,930	\$112,630	\$130,441	\$139,193	\$141,176	\$11,704
Transportation, Logistics, Warehousing & Distribution	5	5	\$119,260	\$128,750	\$131,363	\$137,041	\$139,962	\$19,430
Other Industry (not classified)	8	24	\$98,500	\$100,341	\$113,172	\$142,500	\$155,162	\$10,000
<b>Annual Gross Revenue</b>								
\$10 million or less	4	4	\$89,507	\$92,717	\$102,500	\$110,940	\$111,731	\$9,000
\$10.1-\$20 million	11	13	\$109,321	\$112,240	\$112,984	\$125,900	\$135,843	\$12,500
\$20.1-\$50 million	19	37	\$98,300	\$111,117	\$126,441	\$136,533	\$140,382	\$11,914
\$50.1-\$100 million	23	35	\$112,746	\$126,666	\$137,041	\$138,888	\$149,936	\$11,495
Over \$100 million	30	62	\$111,603	\$114,848	\$136,056	\$148,000	\$159,012	\$11,470
<b>Totals</b>								
All	87	151	\$105,332	\$112,851	\$131,028	\$139,757	\$150,079	\$11,548

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### Salary Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$127,886
Sample Size	87
Range	\$79,841
Largest	\$167,208
Smallest	\$87,367
10th Percentile	\$105,332
25th Percentile	\$112,851
50th Percentile	\$131,028
75th Percentile	\$139,757
90th Percentile	\$150,079

### Bonus Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$11,770
Sample Size	32
Range	\$22,500
Largest	\$24,500
Smallest	\$2,000
10th Percentile	\$6,370
25th Percentile	\$9,969
50th Percentile	\$11,548
75th Percentile	\$12,931
90th Percentile	\$18,790

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## Director of Engineering

Directs the overall objectives and initiatives of the engineering department, ensures deadlines are met, and monitors product quality. Provides engineering expertise to other teams as needed. Key external contacts include industry contractors and vendors. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Oversees research and development of new products and procedures; directs production, operations, quality assurance, and testing, and/or maintenance in industrial plants. Responsibilities may also include interviewing, hiring, and training employees; planning, assigning, and directing work; addressing complaints; and resolving problems.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	5	5	\$143,992	\$149,980	\$150,000	\$159,071	\$161,428	\$17,954
101 to 250 Employees	9	10	\$134,100	\$140,000	\$169,633	\$173,250	\$196,000	\$32,563
251 to 500 Employees	6	7	\$147,271	\$154,322	\$172,119	\$178,788	\$180,050	\$28,000
501 to 1000 Employees	1	1	\$154,705	\$154,705	\$154,705	\$154,705	\$154,705	\$32,500
Over 1000 Employees	5	7	\$173,291	\$189,517	\$191,000	\$197,000	\$216,576	\$26,714
<b>Geographic Region</b>								
Greater Toronto Area	11	13	\$149,980	\$156,888	\$173,600	\$184,784	\$195,000	\$28,427
Mid-Western Ontario	7	8	\$136,250	\$140,000	\$144,047	\$159,274	\$166,317	\$28,000
Central Ontario	4	4	\$139,150	\$146,125	\$162,500	\$180,500	\$190,400	\$33,625
Other Ontario	4	5	\$154,810	\$167,237	\$171,250	\$191,000	\$214,176	\$25,000
<b>Industry</b>								
Fabricated Metal & Manufacturing	6	6	\$150,738	\$154,705	\$169,633	\$195,000	\$198,000	\$33,926
All Other Manufacturing - Durable Goods	9	9	\$138,900	\$150,000	\$162,474	\$175,000	\$203,525	\$31,500
All Other Manufacturing - Non-Durable Goods	7	10	\$148,544	\$159,745	\$176,650	\$182,417	\$189,962	\$26,714
Other Industry (not classified)	4	5	\$134,750	\$138,125	\$144,675	\$154,322	\$163,271	\$26,800
<b>Annual Gross Revenue</b>								
\$10 million or less	1	1	\$140,000	\$140,000	\$140,000	\$140,000	\$140,000	
\$10.1-\$20 million	2	2	\$159,464	\$160,053	\$161,036	\$162,018	\$162,607	\$15,907
\$20.1-\$50 million	2	2	\$149,984	\$149,990	\$150,000	\$161,625	\$168,600	\$20,000
\$50.1-\$100 million	6	7	\$138,777	\$145,192	\$169,237	\$169,633	\$170,813	\$31,500
Over \$100 million	15	18	\$143,238	\$152,028	\$180,050	\$193,000	\$198,800	\$28,000
<b>Totals</b>								
All	26	30	\$140,000	\$149,508	\$166,119	\$180,050	\$196,000	\$28,214

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### Salary Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$167,301
Sample Size	26
Range	\$97,127
Largest	\$229,627
Smallest	\$132,500
10th Percentile	\$140,000
25th Percentile	\$149,508
50th Percentile	\$166,119
75th Percentile	\$180,050
90th Percentile	\$196,000

### Bonus Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$29,080
Sample Size	14
Range	\$44,400
Largest	\$60,000
Smallest	\$15,600
10th Percentile	\$17,134
25th Percentile	\$25,150
50th Percentile	\$28,214
75th Percentile	\$32,250
90th Percentile	\$33,835

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## Vice President of Engineering

Plans, formulates, and directs the planning and implementation of policies, procedures, and programs within the scope of an organization's engineering needs. Assesses and monitors design, improvement, and changes to products, production processes, design, equipment, services, etc. Leads department/organization in engineering costs, designs, plans, and other specifics required.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	2	2	\$145,130	\$153,442	\$167,295	\$181,147	\$189,459	\$34,350
101 to 250 Employees	1	1	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	\$25,000
251 to 500 Employees	6	6	\$219,625	\$224,838	\$235,700	\$256,500	\$263,613	\$49,500
Over 1000 Employees	1	1	\$264,784	\$264,784	\$264,784	\$264,784	\$264,784	
<b>Geographic Region</b>								
Greater Toronto Area	5	5	\$155,753	\$180,000	\$229,600	\$264,784	\$265,049	\$33,100
Other Ontario	5	5	\$206,060	\$218,650	\$226,400	\$240,000	\$253,200	\$43,500
<b>Industry</b>								
All Other Manufacturing - Non-Durable Goods	5	5	\$161,753	\$195,000	\$216,600	\$222,650	\$246,260	\$35,000
Other Industry (not classified)	5	5	\$200,560	\$231,400	\$239,150	\$264,784	\$265,049	\$49,500
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	1	1	\$195,000	\$195,000	\$195,000	\$195,000	\$195,000	\$37,500
\$20.1-\$50 million	1	1	\$139,589	\$139,589	\$139,589	\$139,589	\$139,589	\$31,200
\$50.1-\$100 million	2	2	\$185,140	\$192,850	\$205,700	\$218,550	\$226,260	\$37,250
Over \$100 million	6	6	\$219,625	\$226,988	\$251,000	\$264,088	\$265,005	\$57,284
<b>Totals</b>								
All	10	10	\$175,959	\$200,400	\$227,025	\$256,500	\$264,828	\$36,250

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$221,724
Sample Size	10
Range	\$125,636
Largest	\$265,225
Smallest	\$139,589
10th Percentile	\$175,959
25th Percentile	\$200,400
50th Percentile	\$227,025
75th Percentile	\$256,500
90th Percentile	\$264,828

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$42,961
Sample Size	8
Range	\$54,567
Largest	\$79,567
Smallest	\$25,000
10th Percentile	\$28,100
25th Percentile	\$32,150
50th Percentile	\$36,250
75th Percentile	\$46,500
90th Percentile	\$64,533

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## Finance Manager

Plans and directs accounting/finance activities within the finance department including the development and implementation of goals, policies, and procedures relating to financial management, budget, accounting, and/or payroll. Initiates and/or manages internal audits and reviews financial statements independently and with other key managers/executives. Prepares or supervises the preparation of financial statements and reports. Oversees accounting records to show receipts and expenditures including maintenance of general and secondary ledgers, AR, distribution of revenue, insurance, costs, operating expenses, and property. Reports on estimated future costs and revenues.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	11	13	\$102,047	\$105,149	\$107,233	\$112,949	\$115,099	\$16,200
101 to 250 Employees	10	10	\$86,470	\$93,116	\$108,452	\$112,615	\$127,208	\$11,971
251 to 500 Employees	14	19	\$91,850	\$94,944	\$129,468	\$140,043	\$142,000	\$10,767
501 to 1000 Employees	9	13	\$108,667	\$109,873	\$122,844	\$127,500	\$136,205	\$9,000
Over 1000 Employees	9	13	\$107,173	\$108,062	\$129,000	\$131,201	\$133,951	\$10,217
<b>Geographic Region</b>								
Greater Toronto Area	21	23	\$95,000	\$109,781	\$117,865	\$135,118	\$140,000	\$10,652
Eastern Ontario	4	4	\$102,648	\$105,669	\$108,173	\$116,769	\$130,759	\$10,046
Greater Golden Horseshoe	8	10	\$90,395	\$99,088	\$105,616	\$114,800	\$125,080	\$12,281
Mid-Western Ontario	10	13	\$102,664	\$107,594	\$114,000	\$119,240	\$128,330	\$11,606
Central Ontario	6	11	\$91,298	\$106,212	\$108,968	\$119,601	\$125,922	\$10,217
Southern Ontario	4	7	\$105,594	\$105,754	\$107,038	\$112,730	\$120,821	\$10,834
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	5	5	\$78,880	\$81,700	\$101,500	\$115,865	\$148,466	\$11,300
Fabricated Metal Products & Manufacturing	6	7	\$88,078	\$93,765	\$110,157	\$123,254	\$130,942	\$9,436
All Other Manufacturing - Durable Goods	15	24	\$103,993	\$105,542	\$109,781	\$128,250	\$130,865	\$8,903
All Other Manufacturing - Non-Durable Goods	10	13	\$108,145	\$109,904	\$112,805	\$134,247	\$140,000	\$10,732
Transportation, Logistics, Warehousing & Distribution	8	8	\$107,174	\$109,364	\$119,366	\$137,963	\$138,920	\$18,500
Other Industry (not classified)	9	11	\$107,549	\$109,252	\$111,810	\$116,811	\$118,449	\$11,188
<b>Annual Gross Revenue</b>								
\$10 million or less	3	3	\$87,820	\$97,000	\$109,300	\$141,250	\$158,620	\$11,230
\$10.1-\$20 million	3	3	\$82,600	\$91,000	\$105,000	\$122,500	\$133,000	\$10,500
\$20.1-\$50 million	8	8	\$88,509	\$101,670	\$109,562	\$112,856	\$121,286	\$15,845
\$50.1-\$100 million	16	21	\$94,944	\$99,600	\$107,471	\$113,890	\$135,643	\$9,494
Over \$100 million	23	33	\$105,119	\$109,934	\$123,200	\$129,234	\$134,826	\$11,988
<b>Totals</b>								
All	53	68	\$94,910	\$105,488	\$112,000	\$128,000	\$137,298	\$10,500



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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$115,178
Sample Size	53
Range	\$93,200
Largest	\$170,200
Smallest	\$77,000
10th Percentile	\$94,910
25th Percentile	\$105,488
50th Percentile	\$112,000
75th Percentile	\$128,000
90th Percentile	\$137,298

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$11,888
Sample Size	33
Range	\$17,592
Largest	\$21,013
Smallest	\$3,421
10th Percentile	\$7,666
25th Percentile	\$9,436
50th Percentile	\$10,500
75th Percentile	\$12,832
90th Percentile	\$18,465

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## Director of Finance | Administration

Responsible for providing leadership and direction to the management team, and the day-to-day management of the finance and administration functions for an organization. Develops and implements plans/policies/procedures in a wide variety of areas including some or all of the following: finance, business planning and budgeting, human resources, administration, and IT. Works closely and in partnership with senior level management and executives.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	7	7	\$129,792	\$145,500	\$165,000	\$168,750	\$183,500	\$25,375
101 to 250 Employees	12	12	\$131,000	\$147,245	\$172,914	\$188,500	\$195,850	\$46,638
251 to 500 Employees	8	11	\$138,286	\$155,620	\$166,250	\$172,955	\$181,500	\$34,121
501 to 1000 Employees	2	3	\$138,800	\$152,000	\$174,000	\$196,000	\$209,200	\$24,000
Over 1000 Employees	4	4	\$153,549	\$170,875	\$183,610	\$200,626	\$225,657	\$27,254
<b>Geographic Region</b>								
Greater Toronto Area	15	16	\$134,800	\$154,830	\$170,827	\$182,310	\$193,900	\$38,000
Eastern Ontario	4	4	\$131,950	\$137,125	\$152,500	\$170,750	\$181,100	\$22,825
Mid-Western Ontario	3	4	\$136,200	\$145,500	\$161,000	\$180,500	\$192,200	\$47,500
Central Ontario	5	5	\$134,680	\$142,480	\$165,000	\$170,000	\$192,260	\$35,000
Southern Ontario	4	6	\$142,182	\$160,455	\$169,304	\$181,250	\$183,500	\$31,061
Other Ontario	2	2	\$186,684	\$195,961	\$211,422	\$226,883	\$236,160	\$26,500
<b>Industry</b>								
Fabricated Metal & Manufacturing	5	6	\$144,494	\$166,235	\$175,000	\$177,900	\$201,960	\$32,500
All Other Manufacturing - Durable Goods	7	7	\$137,199	\$145,830	\$169,000	\$183,250	\$214,838	\$34,178
All Other Manufacturing - Non-Durable Goods	8	10	\$138,286	\$157,495	\$170,717	\$182,055	\$190,704	\$35,000
Transportation, Logistics, Warehousing & Distribution	4	5	\$160,300	\$160,750	\$163,000	\$166,875	\$170,250	\$26,000
Other Industry (not classified)	9	9	\$127,225	\$130,000	\$180,000	\$188,000	\$193,420	\$28,000
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	3	3	\$133,932	\$139,830	\$149,660	\$174,830	\$189,932	\$70,000
\$20.1-\$50 million	5	5	\$122,922	\$130,000	\$140,000	\$161,000	\$163,400	\$20,900
\$50.1-\$100 million	10	13	\$129,948	\$147,485	\$167,804	\$172,082	\$181,650	\$28,000
Over \$100 million	15	16	\$149,199	\$168,118	\$180,500	\$189,000	\$213,640	\$36,000
<b>Totals</b>								
All	33	37	\$130,000	\$142,480	\$170,000	\$185,000	\$199,300	\$32,000

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$168,168
Sample Size	33
Range	\$124,141
Largest	\$242,344
Smallest	\$118,203
10th Percentile	\$130,000
25th Percentile	\$142,480
50th Percentile	\$170,000
75th Percentile	\$185,000
90th Percentile	\$199,300

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$38,397
Sample Size	19
Range	\$65,000
Largest	\$85,000
Smallest	\$20,000
10th Percentile	\$22,580
25th Percentile	\$25,500
50th Percentile	\$32,000
75th Percentile	\$40,750
90th Percentile	\$72,000

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## Vice President of Finance | Administration

Responsible for all long-range financial matters and establishing company-wide financial and administrative objectives, policies, programs, and practices, which ensure the company of a continuously sound financial and administrative structure.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	1	1	\$167,000	\$167,000	\$167,000	\$167,000	\$167,000	\$16,700
101 to 250 Employees	6	6	\$153,984	\$164,726	\$186,875	\$198,424	\$205,824	\$53,978
251 to 500 Employees	7	7	\$203,500	\$213,750	\$216,000	\$222,500	\$229,848	\$61,500
501 to 1000 Employees	1	1	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$75,000
Over 1000 Employees	3	3	\$200,600	\$204,125	\$210,000	\$211,000	\$211,600	\$12,050
<b>Geographic Region</b>								
Greater Toronto Area	7	7	\$174,000	\$194,125	\$201,648	\$217,500	\$229,848	\$53,978
Mid-Western Ontario	5	5	\$161,581	\$167,000	\$185,000	\$188,750	\$195,500	\$48,500
Other Ontario	6	6	\$211,000	\$212,125	\$213,750	\$215,750	\$218,000	\$52,000
<b>Industry</b>								
All Other Manufacturing - Durable Goods	4	4	\$201,775	\$207,063	\$210,000	\$210,500	\$211,400	\$15,700
All Other Manufacturing - Non-Durable Goods	7	7	\$174,000	\$201,250	\$216,000	\$222,500	\$229,848	\$61,500
Other Industry (not classified)	7	7	\$163,387	\$176,000	\$188,750	\$200,824	\$206,989	\$51,239
<b>Annual Gross Revenue</b>								
\$10 million or less	1	1	\$167,000	\$167,000	\$167,000	\$167,000	\$167,000	\$16,700
\$10.1-\$20 million	1	1	\$210,000	\$210,000	\$210,000	\$210,000	\$210,000	\$63,000
\$20.1-\$50 million	2	2	\$155,165	\$162,912	\$175,824	\$188,736	\$196,483	\$53,978
\$50.1-\$100 million	6	6	\$173,984	\$192,500	\$206,250	\$215,125	\$218,000	\$61,500
Over \$100 million	8	8	\$187,625	\$195,875	\$211,000	\$217,500	\$228,636	\$32,100
<b>Totals</b>								
All	18	18	\$164,290	\$189,063	\$205,824	\$214,375	\$221,500	\$51,239

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$199,190
Sample Size	18
Range	\$87,120
Largest	\$237,120
Smallest	\$150,000
10th Percentile	\$164,290
25th Percentile	\$189,063
50th Percentile	\$205,824
75th Percentile	\$214,375
90th Percentile	\$221,500

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$44,215
Sample Size	12
Range	\$68,600
Largest	\$77,000
Smallest	\$8,400
10th Percentile	\$15,800
25th Percentile	\$27,870
50th Percentile	\$51,239
75th Percentile	\$61,875
90th Percentile	\$73,800

# COIRI Summary Report 2024

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## Human Resources Manager

Responsible for developing and implementing human resources policies and programs covering all or some of the following areas: compensation, benefits, recruitment, training and development, health and safety, and labour relations. Directs and coordinates a team of human resources professionals with the assistance of a Human Resources Supervisor. Typically reports to a senior level executive at the corporate level.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	19	19	\$88,000	\$94,063	\$109,680	\$124,600	\$130,829	\$10,000
101 to 250 Employees	24	25	\$95,780	\$99,625	\$113,000	\$125,679	\$135,175	\$10,000
251 to 500 Employees	26	29	\$102,895	\$107,820	\$112,812	\$122,860	\$134,903	\$10,550
501 to 1000 Employees	19	21	\$106,666	\$110,990	\$124,018	\$132,847	\$144,029	\$6,928
Over 1000 Employees	18	30	\$110,869	\$113,676	\$124,000	\$131,990	\$141,654	\$7,067
<b>Geographic Region</b>								
Greater Toronto Area	41	47	\$98,938	\$111,897	\$124,200	\$136,000	\$149,219	\$10,000
Eastern Ontario	12	13	\$98,263	\$104,126	\$107,085	\$121,250	\$126,991	\$6,857
Greater Golden Horseshoe	10	19	\$105,300	\$109,760	\$114,913	\$127,576	\$130,120	\$12,742
Mid-Western Ontario	21	21	\$95,257	\$109,359	\$119,942	\$128,000	\$141,106	\$9,775
Central Ontario	13	14	\$84,000	\$104,500	\$119,815	\$123,996	\$131,117	\$10,550
Southern Ontario	9	10	\$100,000	\$109,593	\$110,083	\$112,516	\$135,731	\$8,706
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	29	36	\$100,000	\$112,187	\$116,189	\$127,926	\$144,088	\$8,500
Fabricated Metal Products & Manufacturing	10	10	\$93,013	\$102,293	\$112,990	\$132,939	\$136,435	\$6,744
All Other Manufacturing - Durable Goods	25	35	\$98,224	\$106,764	\$116,459	\$124,631	\$131,384	\$8,539
All Other Manufacturing - Non-Durable Goods	18	18	\$102,750	\$107,375	\$114,271	\$120,090	\$149,552	\$10,650
Transportation, Logistics, Warehousing & Distribution	8	8	\$107,058	\$115,800	\$120,106	\$131,162	\$137,635	\$10,000
Professional Services	6	6	\$97,498	\$104,996	\$108,000	\$127,688	\$134,625	\$9,400
Other Industry (not classified)	10	11	\$96,826	\$100,625	\$113,500	\$119,954	\$127,907	\$10,950
<b>Annual Gross Revenue</b>								
\$10 million or less	4	4	\$88,440	\$102,300	\$117,100	\$124,400	\$124,760	\$8,500
\$10.1-\$20 million	12	12	\$90,200	\$92,844	\$102,998	\$112,000	\$119,448	\$5,000
\$20.1-\$50 million	15	16	\$78,003	\$98,343	\$109,170	\$120,000	\$134,900	\$10,000
\$50.1-\$100 million	29	33	\$104,527	\$109,593	\$112,516	\$129,500	\$141,844	\$10,450
Over \$100 million	46	59	\$104,833	\$113,676	\$123,042	\$127,982	\$140,728	\$10,867
<b>Totals</b>								
All	106	124	\$98,124	\$106,823	\$116,442	\$127,752	\$140,175	\$10,000

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$117,316
Sample Size	106
Range	\$114,421
Largest	\$166,950
Smallest	\$52,529
10th Percentile	\$98,124
25th Percentile	\$106,823
50th Percentile	\$116,442
75th Percentile	\$127,752
90th Percentile	\$140,175

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$11,059
Sample Size	58
Range	\$29,497
Largest	\$31,497
Smallest	\$2,000
10th Percentile	\$4,940
25th Percentile	\$6,977
50th Percentile	\$10,000
75th Percentile	\$12,656
90th Percentile	\$18,197

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## Director of Human Resources

Guides and manages the overall provision of human resources services, policies, and programs for the entire company. Responsible for initiating and leading human resources policies and practices that will ensure an employee-oriented and highly effective work culture which highlights quality, efficiency, and productivity, as well as the continuing development of an excellent workforce through recruitment. Utilizes the human resources staff in order to accomplish these goals and works within the organization's executive team to impact company policies and objectives.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	8	8	\$141,757	\$147,661	\$161,245	\$177,300	\$179,160	\$29,680
101 to 250 Employees	13	13	\$135,000	\$146,530	\$155,000	\$161,525	\$176,293	\$28,500
251 to 500 Employees	6	8	\$149,570	\$152,175	\$160,410	\$166,530	\$180,643	\$33,787
501 to 1000 Employees	2	2	\$148,791	\$153,578	\$161,555	\$169,533	\$174,319	\$34,500
Over 1000 Employees	9	9	\$139,164	\$140,000	\$175,325	\$190,000	\$213,474	\$25,000
<b>Geographic Region</b>								
Greater Toronto Area	19	20	\$134,000	\$144,331	\$172,201	\$179,400	\$182,961	\$28,500
Greater Golden Horseshoe	6	6	\$136,210	\$139,764	\$150,398	\$168,994	\$194,156	\$26,778
Central Ontario	5	5	\$142,240	\$145,600	\$150,140	\$158,700	\$164,280	\$35,150
Southern Ontario	3	4	\$144,424	\$151,060	\$162,120	\$188,771	\$204,762	\$28,712
Other Ontario	5	5	\$137,400	\$141,000	\$152,000	\$165,000	\$180,000	\$48,500
<b>Industry</b>								
Fabricated Metal & Manufacturing	9	9	\$139,800	\$150,000	\$165,900	\$178,133	\$180,735	\$29,250
All Other Manufacturing - Durable Goods	9	9	\$136,936	\$142,600	\$151,000	\$168,000	\$190,597	\$25,000
All Other Manufacturing - Non-Durable Goods	10	11	\$134,500	\$151,530	\$161,794	\$171,901	\$177,121	\$33,787
Other Industry (not classified)	10	11	\$142,540	\$147,084	\$151,000	\$177,850	\$192,542	\$29,680
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	4	4	\$147,998	\$158,928	\$169,770	\$177,600	\$179,040	\$23,000
\$20.1-\$50 million	6	6	\$122,500	\$130,000	\$135,000	\$141,000	\$147,600	\$22,800
\$50.1-\$100 million	13	14	\$141,359	\$147,950	\$155,000	\$162,120	\$178,040	\$30,000
Over \$100 million	15	16	\$139,760	\$147,800	\$175,325	\$183,726	\$203,792	\$28,065
<b>Totals</b>								
All	38	40	\$135,000	\$140,784	\$156,850	\$177,333	\$186,500	\$29,359



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### Salary Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$160,988
Sample Size	38
Range	\$100,400
Largest	\$215,400
Smallest	\$115,000
10th Percentile	\$135,000
25th Percentile	\$140,784
50th Percentile	\$156,850
75th Percentile	\$177,333
90th Percentile	\$186,500

### Bonus Analysis – All Responses

<i>Statistical Cut</i>	
Average	\$30,739
Sample Size	27
Range	\$49,103
Largest	\$62,500
Smallest	\$13,397
10th Percentile	\$19,000
25th Percentile	\$24,598
50th Percentile	\$29,359
75th Percentile	\$33,462
90th Percentile	\$43,400

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## Vice President of Human Resources

Develops human resources policies and programs for the entire company. Originates human resources practices and objectives that will provide a balanced program throughout all divisions and departments of the company. Utilizes human resources staff in order to implement objectives, policies, and practices. Assists and advises senior management on human resources issues.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	2	2	\$157,642	\$165,355	\$178,210	\$191,065	\$198,778	\$12,000
101 to 250 Employees	4	4	\$168,625	\$181,563	\$189,375	\$196,866	\$209,225	\$48,183
251 to 500 Employees	4	4	\$181,070	\$205,176	\$219,784	\$230,769	\$248,352	\$59,013
501 to 1000 Employees	1	1	\$260,000	\$260,000	\$260,000	\$260,000	\$260,000	\$130,000
Over 1000 Employees	4	4	\$177,721	\$185,615	\$202,750	\$225,722	\$244,122	\$65,000
<b>Geographic Region</b>								
Greater Toronto Area	8	8	\$157,750	\$163,750	\$197,000	\$216,875	\$232,722	\$52,500
Other Ontario	7	7	\$182,233	\$196,335	\$209,464	\$237,478	\$257,833	\$58,257
<b>Industry</b>								
All Other Manufacturing - Durable Goods	5	5	\$164,983	\$172,458	\$190,000	\$215,500	\$240,033	\$65,000
All Other Manufacturing - Non-Durable Goods	4	4	\$156,250	\$161,875	\$191,784	\$219,176	\$220,270	\$46,269
Other Industry (not classified)	6	6	\$189,375	\$193,480	\$210,692	\$249,366	\$260,037	\$56,366
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	1	1	\$203,920	\$203,920	\$203,920	\$203,920	\$203,920	\$12,000
\$20.1-\$50 million	1	1	\$152,500	\$152,500	\$152,500	\$152,500	\$152,500	
\$50.1-\$100 million	3	3	\$171,714	\$189,284	\$218,568	\$239,284	\$251,714	\$94,507
Over \$100 million	10	10	\$171,712	\$189,063	\$202,750	\$220,116	\$256,757	\$57,500
<b>Totals</b>								
All	15	15	\$162,000	\$180,604	\$203,920	\$219,784	\$258,555	\$58,257

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$204,774
Sample Size	15
Range	\$107,574
Largest	\$260,074
Smallest	\$152,500
10th Percentile	\$162,000
25th Percentile	\$180,604
50th Percentile	\$203,920
75th Percentile	\$219,784
90th Percentile	\$258,555

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$60,854
Sample Size	10
Range	\$118,000
Largest	\$130,000
Smallest	\$12,000
10th Percentile	\$31,372
25th Percentile	\$44,091
50th Percentile	\$58,257
75th Percentile	\$74,087
90th Percentile	\$83,219

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## Information Systems Manager

Implements, configures, administers, and troubleshoots the information systems function. Certain IS activities typically carried out through subordinates, e.g., systems analysis, programming, technical support, etc. Coordinates the integration of IS systems with organizational objectives. Documents system(s) according to requirements. May provide support to users and/or guidance to those providing direct support to users. May be most senior IS position or, in larger organizations, may report to corporate IS Executive.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	6	6	\$91,523	\$99,084	\$104,600	\$118,250	\$124,500	
101 to 250 Employees	24	24	\$84,750	\$108,884	\$114,497	\$124,000	\$132,130	\$12,040
251 to 500 Employees	17	20	\$86,651	\$88,000	\$105,000	\$119,288	\$132,809	\$7,852
501 to 1000 Employees	9	10	\$103,797	\$110,000	\$111,200	\$117,020	\$129,375	
Over 1000 Employees	14	21	\$102,507	\$107,688	\$116,921	\$125,141	\$127,618	\$11,200
<b>Geographic Region</b>								
Greater Toronto Area	31	36	\$102,200	\$112,452	\$121,002	\$127,950	\$140,868	\$11,600
Eastern Ontario	7	13	\$89,160	\$96,605	\$110,000	\$116,563	\$123,254	\$6,100
Greater Golden Horseshoe	5	5	\$86,965	\$104,912	\$110,401	\$112,000	\$115,665	\$9,900
Mid-Western Ontario	14	14	\$105,600	\$113,495	\$114,400	\$128,376	\$134,861	\$11,515
Central Ontario	9	9	\$86,200	\$87,045	\$101,045	\$119,600	\$128,600	\$8,852
Southern Ontario	4	4	\$89,418	\$96,046	\$102,989	\$116,443	\$134,789	
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	18	28	\$111,711	\$114,236	\$116,418	\$124,284	\$132,545	\$16,500
Fabricated Metal Products & Manufacturing	6	6	\$77,500	\$88,141	\$118,529	\$131,549	\$134,450	\$11,200
All Other Manufacturing - Durable Goods	13	13	\$89,322	\$105,401	\$110,000	\$114,400	\$125,800	\$8,600
All Other Manufacturing - Non-Durable Goods	16	17	\$87,473	\$91,450	\$104,778	\$120,726	\$126,980	\$9,900
Transportation, Logistics, Warehousing & Distribution	4	4	\$91,000	\$100,000	\$112,015	\$116,058	\$121,509	\$7,500
Professional Services	5	5	\$110,450	\$111,125	\$115,000	\$115,979	\$116,472	\$10,840
Other Industry (not classified)	8	8	\$93,832	\$108,812	\$113,497	\$120,700	\$127,478	\$12,980
<b>Annual Gross Revenue</b>								
\$10 million or less	2	2	\$108,500	\$110,750	\$114,500	\$118,250	\$120,500	
\$10.1-\$20 million	6	6	\$106,100	\$110,281	\$113,063	\$124,000	\$131,297	\$13,559
\$20.1-\$50 million	11	11	\$85,000	\$95,323	\$112,562	\$116,390	\$124,000	\$10,600
\$50.1-\$100 million	12	16	\$80,650	\$86,909	\$111,631	\$119,717	\$139,667	\$8,600
Over \$100 million	39	46	\$101,135	\$108,125	\$124,000	\$127,950	\$136,174	\$12,000
<b>Totals</b>								
All	70	81	\$86,991	\$104,934	\$115,216	\$126,990	\$135,059	\$11,200

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$114,868
Sample Size	70
Range	\$84,517
Largest	\$159,517
Smallest	\$75,000
10th Percentile	\$86,991
25th Percentile	\$104,934
50th Percentile	\$115,216
75th Percentile	\$126,990
90th Percentile	\$135,059

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$10,784
Sample Size	31
Range	\$16,124
Largest	\$19,000
Smallest	\$2,876
10th Percentile	\$5,276
25th Percentile	\$7,250
50th Percentile	\$11,200
75th Percentile	\$13,844
90th Percentile	\$16,500

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## Director of Information Systems

Responsible for the management and training of IT/IS employees, the development of policies and procedures, and planning projects. They are typically involved in managing an organization's IS activities; ensuring stability and smooth operation; and that technological resources work reliably, meet production goals, and will function into the future. Providing system stability across platforms is another important aspect of the IS director's role. In some organizations, these professionals build an IT team, which may involve recruiting, hiring, and mentoring staff.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	5	5	\$154,341	\$157,500	\$160,000	\$166,893	\$169,357	\$26,667
101 to 250 Employees	4	4	\$121,350	\$123,375	\$127,082	\$133,247	\$139,699	\$20,479
251 to 500 Employees	9	9	\$132,000	\$135,000	\$155,000	\$170,424	\$186,520	\$33,951
501 to 1000 Employees	2	2	\$131,413	\$133,844	\$137,896	\$141,948	\$144,379	\$29,000
Over 1000 Employees	6	6	\$166,480	\$167,716	\$170,056	\$173,403	\$185,380	\$32,621
<b>Geographic Region</b>								
Greater Toronto Area	11	11	\$135,000	\$156,250	\$167,455	\$178,756	\$189,000	\$26,204
Eastern Ontario	3	3	\$130,500	\$131,250	\$140,500	\$146,368	\$153,288	\$22,835
Greater Golden Horseshoe	4	4	\$133,652	\$154,129	\$158,199	\$168,670	\$171,868	\$28,439
Mid-Western Ontario	4	4	\$133,964	\$140,416	\$153,000	\$157,151	\$159,224	\$26,000
Southern Ontario	3	3	\$152,918	\$156,886	\$159,500	\$165,462	\$170,039	\$40,201
Other Ontario	1	1	\$129,792	\$129,792	\$129,792	\$129,792	\$129,792	
<b>Industry</b>								
Fabricated Metal & Manufacturing	3	3	\$120,900	\$122,250	\$144,500	\$149,250	\$151,700	\$15,000
All Other Manufacturing - Durable Goods	4	4	\$166,090	\$166,968	\$167,978	\$175,565	\$188,282	\$41,896
All Other Manufacturing - Non-Durable Goods	9	9	\$132,000	\$155,000	\$170,424	\$174,000	\$186,520	\$26,204
Transportation, Logistics, Warehousing & Distribution	3	3	\$138,447	\$143,618	\$152,235	\$154,868	\$156,447	\$22,835
Other Industry (not classified)	7	7	\$129,740	\$136,896	\$150,605	\$161,083	\$168,536	\$28,000
<b>Annual Gross Revenue</b>								
\$20.1-\$50 million	1	1	\$160,000	\$160,000	\$160,000	\$160,000	\$160,000	\$26,667
\$50.1-\$100 million	11	11	\$124,500	\$148,303	\$155,000	\$162,197	\$170,424	\$25,918
Over \$100 million	14	14	\$129,854	\$133,125	\$166,480	\$173,403	\$188,070	\$26,000
<b>Totals</b>								
All	26	26	\$129,728	\$137,250	\$156,386	\$169,943	\$179,950	\$26,334

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$155,735
Sample Size	26
Range	\$76,760
Largest	\$196,760
Smallest	\$120,000
10th Percentile	\$129,728
25th Percentile	\$137,250
50th Percentile	\$156,386
75th Percentile	\$169,943
90th Percentile	\$179,950

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$27,610
Sample Size	16
Range	\$32,291
Largest	\$44,291
Smallest	\$12,000
10th Percentile	\$17,500
25th Percentile	\$23,333
50th Percentile	\$26,334
75th Percentile	\$30,844
90th Percentile	\$40,201

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## Manufacturing | Production Manager

Typically reports to a Plant Manager. Responsible for coordinating and supervising – through subordinate supervisors – various aspects of the manufacturing operations of a facility. Responsible for assembling and maintaining supervisory team to ensure effective management of manufacturing operations. Analyzes and implements plans in response to requirements of new products or product changes. Monitors inventory levels, maintenance issues, and plant housekeeping. Typically generates reports/memos regarding product/production issues. May play a role in explaining company policies, maintaining effective labour, and employee relations.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	13	14	\$91,810	\$95,000	\$110,000	\$112,546	\$135,000	\$13,844
101 to 250 Employees	20	24	\$79,800	\$101,200	\$110,825	\$120,693	\$128,338	\$10,800
251 to 500 Employees	12	19	\$105,497	\$107,980	\$117,434	\$126,675	\$129,970	\$7,085
501 to 1000 Employees	8	14	\$104,239	\$107,551	\$109,556	\$133,321	\$136,520	\$7,000
Over 1000 Employees	11	24	\$100,000	\$105,878	\$111,058	\$118,894	\$130,681	\$9,529
<b>Geographic Region</b>								
Greater Toronto Area	26	47	\$96,408	\$102,750	\$114,023	\$128,200	\$133,719	\$11,000
Eastern Ontario	6	8	\$107,937	\$109,376	\$113,970	\$130,697	\$136,718	\$10,165
Greater Golden Horseshoe	6	10	\$75,655	\$84,735	\$103,807	\$117,025	\$125,500	\$8,550
Mid-Western Ontario	12	15	\$105,668	\$109,832	\$110,549	\$120,426	\$123,518	\$8,530
Central Ontario	8	9	\$96,875	\$106,837	\$110,796	\$125,261	\$133,410	\$15,000
Southern Ontario	6	6	\$86,500	\$96,250	\$103,675	\$107,551	\$107,618	\$8,391
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	7	10	\$79,200	\$88,490	\$98,000	\$104,484	\$114,000	\$7,000
Fabricated Metal Products & Manufacturing	10	10	\$96,070	\$102,123	\$107,187	\$113,060	\$123,255	\$9,529
All Other Manufacturing - Durable Goods	21	27	\$95,000	\$100,000	\$110,000	\$120,000	\$135,000	\$9,583
All Other Manufacturing - Non-Durable Goods	15	33	\$109,471	\$110,605	\$114,867	\$129,272	\$130,872	\$6,185
Transportation, Logistics, Warehousing & Distribution	5	5	\$108,484	\$109,783	\$114,825	\$135,000	\$137,062	\$13,500
Wholesale/Retail	3	3	\$110,520	\$111,299	\$112,598	\$116,299	\$118,520	\$11,000
Other Industry (not classified)	3	7	\$120,744	\$121,860	\$123,720	\$129,360	\$132,744	\$10,800
<b>Annual Gross Revenue</b>								
\$10 million or less	4	5	\$79,866	\$79,952	\$95,000	\$110,625	\$111,750	\$7,000
\$10.1-\$20 million	4	5	\$93,240	\$96,300	\$104,519	\$114,208	\$119,915	\$16,655
\$20.1-\$50 million	15	20	\$84,500	\$100,878	\$110,151	\$117,413	\$129,000	\$9,529
\$50.1-\$100 million	15	16	\$107,457	\$108,610	\$110,000	\$125,185	\$133,975	\$8,391
Over \$100 million	26	49	\$99,241	\$103,119	\$113,733	\$129,708	\$134,350	\$10,500
<b>Totals</b>								
All	64	95	\$95,251	\$104,373	\$112,048	\$123,009	\$134,318	\$9,784



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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$112,411
Sample Size	64
Range	\$66,936
Largest	\$138,436
Smallest	\$71,500
10th Percentile	\$95,251
25th Percentile	\$104,373
50th Percentile	\$112,048
75th Percentile	\$123,009
90th Percentile	\$134,318

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$10,319
Sample Size	36
Range	\$16,644
Largest	\$19,602
Smallest	\$4,958
10th Percentile	\$5,789
25th Percentile	\$7,000
50th Percentile	\$9,784
75th Percentile	\$13,500
90th Percentile	\$15,828

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## Director of Manufacturing | Production

Oversees the manufacture of products, ensuring production, performance, and quality standards are consistently met. Reviews production reports to ensure safety, quality, financial, and delivery goals and standards are met. Works to ensure long-range operating goals, expansion efforts, and implementation of new and advanced technology. Organizes departmental management structure and teams for optimal, efficient operations. Involved in developing operating budget, and delivering progress and production reports to executive team members as requested.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
101 to 250 Employees	8	8	\$112,000	\$120,000	\$148,845	\$162,720	\$175,837	\$30,543
251 to 500 Employees	2	2	\$163,671	\$164,726	\$166,484	\$168,242	\$169,297	\$37,871
501 to 1000 Employees	1	1	\$170,000	\$170,000	\$170,000	\$170,000	\$170,000	\$34,000
Over 1000 Employees	3	5	\$188,540	\$192,832	\$199,984	\$201,242	\$201,997	\$31,525
<b>Geographic Region</b>								
Greater Toronto Area	5	6	\$139,776	\$169,440	\$170,270	\$185,432	\$194,163	\$34,000
Central Ontario	3	3	\$128,594	\$141,484	\$162,968	\$166,484	\$168,594	\$35,000
Other Ontario	6	7	\$124,423	\$150,634	\$168,000	\$184,259	\$194,090	\$38,973
<b>Industry</b>								
All Other Manufacturing - Non-Durable Goods	7	9	\$153,138	\$159,484	\$170,000	\$192,708	\$200,990	\$36,043
Other Industry (not classified)	7	7	\$120,000	\$132,360	\$169,720	\$177,500	\$182,840	\$46,420
<b>Annual Gross Revenue</b>								
\$10 million or less	1	1	\$185,432	\$185,432	\$185,432	\$185,432	\$185,432	\$37,086
\$10.1-\$20 million	1	1	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	
\$20.1-\$50 million	2	2	\$157,344	\$159,360	\$162,720	\$166,080	\$168,096	\$55,294
\$50.1-\$100 million	6	6	\$110,000	\$120,000	\$150,845	\$162,968	\$167,187	\$29,500
Over \$100 million	4	6	\$174,704	\$181,759	\$192,832	\$200,613	\$201,745	\$32,763
<b>Totals</b>								
All	14	16	\$120,000	\$150,634	\$169,720	\$184,074	\$195,693	\$34,500

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$162,203
Sample Size	14
Range	\$102,500
Largest	\$202,500
Smallest	\$100,000
10th Percentile	\$120,000
25th Percentile	\$150,634
50th Percentile	\$169,720
75th Percentile	\$184,074
90th Percentile	\$195,693

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$35,338
Sample Size	12
Range	\$35,294
Largest	\$55,294
Smallest	\$20,000
10th Percentile	\$20,400
25th Percentile	\$28,497
50th Percentile	\$34,500
75th Percentile	\$42,161
90th Percentile	\$49,642

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## Vice President of Manufacturing

Leads, directs, and manages the performance of manufacturing and material/logistics operations and personnel. Ensures effective planning and allocation of materials, resources, and equipment to guarantee efficient utilization of personnel and facility resources.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	2	2	\$164,910	\$164,925	\$164,950	\$164,975	\$164,990	\$35,000
101 to 250 Employees	2	2	\$211,500	\$213,750	\$217,500	\$221,250	\$223,500	\$56,250
251 to 500 Employees	3	3	\$227,814	\$231,304	\$237,120	\$239,572	\$241,042	\$32,500
Over 1000 Employees	3	3	\$241,975	\$271,235	\$320,000	\$398,635	\$445,816	\$72,500
<b>Geographic Region</b>								
Greater Toronto Area	5	5	\$189,195	\$225,488	\$237,120	\$242,023	\$288,809	\$33,750
Other Ontario	5	5	\$182,940	\$210,000	\$222,469	\$225,000	\$376,362	\$64,375
<b>Industry</b>								
All Other Manufacturing - Non-Durable Goods	5	5	\$183,000	\$210,000	\$225,488	\$237,120	\$240,062	\$33,750
Other Industry (not classified)	5	5	\$187,928	\$222,469	\$225,000	\$320,000	\$414,362	\$64,375
<b>Annual Gross Revenue</b>								
\$20.1-\$50 million	4	4	\$164,930	\$164,975	\$187,500	\$213,750	\$220,500	\$45,625
\$50.1-\$100 million	1	1	\$242,023	\$242,023	\$242,023	\$242,023	\$242,023	
Over \$100 million	5	5	\$223,677	\$225,488	\$237,120	\$320,000	\$414,362	\$52,500
<b>Totals</b>								
All	10	10	\$164,990	\$213,117	\$225,244	\$240,797	\$335,727	\$45,625

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$248,927
Sample Size	10
Range	\$312,370
Largest	\$477,270
Smallest	\$164,900
10th Percentile	\$164,990
25th Percentile	\$213,117
50th Percentile	\$225,244
75th Percentile	\$240,797
90th Percentile	\$335,727

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$49,062
Sample Size	4
Range	\$40,000
Largest	\$72,500
Smallest	\$32,500
10th Percentile	\$33,250
25th Percentile	\$34,375
50th Percentile	\$45,625
75th Percentile	\$60,312
90th Percentile	\$67,625

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## Operations Manager

Through subordinate staff, manages day-to-day operations of manufacturing plant or factory to meet company's overall production objectives. Develops policies and procedures relating to inventory and materials management, quality control, human resources/personnel, production scheduling, and facility maintenance. May prepare financial budgets and reports on forecasted sales.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	6	6	\$106,680	\$120,000	\$122,598	\$134,500	\$150,520	\$10,600
101 to 250 Employees	12	16	\$130,311	\$130,729	\$137,580	\$177,498	\$197,065	\$23,041
251 to 500 Employees	14	19	\$106,477	\$121,517	\$135,108	\$156,985	\$170,912	\$10,743
501 to 1000 Employees	6	7	\$128,845	\$135,812	\$152,857	\$157,281	\$178,510	\$14,447
Over 1000 Employees	6	9	\$97,759	\$111,400	\$138,440	\$154,429	\$160,264	\$12,870
<b>Geographic Region</b>								
Greater Toronto Area	22	28	\$104,520	\$130,329	\$138,681	\$159,127	\$171,347	\$12,481
Greater Golden Horseshoe	5	7	\$101,802	\$115,429	\$135,100	\$161,265	\$161,382	\$7,757
Mid-Western Ontario	8	9	\$123,697	\$128,828	\$135,197	\$163,352	\$199,425	\$17,947
Central Ontario	5	7	\$119,108	\$121,022	\$134,500	\$139,679	\$156,672	\$12,424
Other Ontario	4	6	\$118,286	\$128,712	\$145,916	\$165,132	\$166,183	\$14,541
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	4	4	\$110,217	\$123,128	\$130,358	\$138,177	\$152,147	\$13,000
Fabricated Metal Products & Manufacturing	10	14	\$126,081	\$132,302	\$139,500	\$165,618	\$175,214	\$17,947
All Other Manufacturing - Durable Goods	7	10	\$98,767	\$112,900	\$137,201	\$157,457	\$174,317	\$8,000
All Other Manufacturing - Non-Durable Goods	15	21	\$119,108	\$130,624	\$139,679	\$165,286	\$181,126	\$13,065
Transportation, Logistics, Warehousing & Distribution	3	3	\$129,952	\$130,862	\$132,377	\$145,862	\$153,952	\$9,022
Other Industry (not classified)	5	5	\$104,460	\$114,450	\$121,299	\$141,300	\$174,964	\$10,600
<b>Annual Gross Revenue</b>								
\$10 million or less	2	3	\$130,311	\$130,329	\$130,357	\$130,386	\$130,403	\$22,541
\$10.1-\$20 million	2	2	\$140,791	\$150,227	\$165,953	\$181,680	\$191,115	
\$20.1-\$50 million	3	3	\$131,822	\$132,030	\$132,377	\$163,185	\$181,670	
\$50.1-\$100 million	15	20	\$106,942	\$118,916	\$127,273	\$152,857	\$165,280	\$12,000
Over \$100 million	21	28	\$102,800	\$130,416	\$142,434	\$161,460	\$187,500	\$12,486
<b>Totals</b>								
All	44	57	\$105,311	\$125,137	\$137,201	\$161,191	\$184,400	\$12,870

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$142,767
Sample Size	57
Range	\$111,419
Largest	\$204,136
Smallest	\$92,717
10th Percentile	\$105,311
25th Percentile	\$125,137
50th Percentile	\$137,201
75th Percentile	\$161,191
90th Percentile	\$184,400

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$17,267
Sample Size	33
Range	\$45,317
Largest	\$50,490
Smallest	\$5,173
10th Percentile	\$8,270
25th Percentile	\$10,486
50th Percentile	\$12,870
75th Percentile	\$19,000
90th Percentile	\$38,100

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## Director of Operations

Oversees and directs the production of goods and/or delivery of services. Ensures company is running efficiently and smoothly to guarantee production and/or services meet or surpass expectations. Manages and directs the implementation of business guidelines and strategies and works with other department heads to ensure everything runs according to company standards. Works to ensure financial goals are met in all departments, oversees employees are trained and motivated, and that the company policies and practices are followed. Works with department heads to drive the company and increase profits.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	9	9	\$143,133	\$145,000	\$150,000	\$175,000	\$183,040	\$30,004
101 to 250 Employees	11	11	\$115,000	\$144,183	\$158,362	\$175,180	\$185,000	\$38,837
251 to 500 Employees	10	13	\$150,612	\$155,500	\$180,000	\$200,500	\$211,935	\$32,000
501 to 1000 Employees	1	2	\$130,000	\$130,000	\$130,000	\$130,000	\$130,000	\$25,000
Over 1000 Employees	4	9	\$180,923	\$199,615	\$214,334	\$221,092	\$225,455	\$42,116
<b>Geographic Region</b>								
Greater Toronto Area	10	10	\$153,077	\$169,911	\$175,210	\$184,600	\$196,320	\$34,500
Greater Golden Horseshoe	5	5	\$126,566	\$143,916	\$168,123	\$218,668	\$225,077	\$28,767
Mid-Western Ontario	7	11	\$144,587	\$150,000	\$159,181	\$181,250	\$195,700	\$40,050
Central Ontario	6	6	\$148,750	\$151,000	\$159,500	\$194,336	\$207,058	\$36,875
Southern Ontario	5	10	\$144,000	\$150,000	\$150,680	\$196,000	\$215,418	\$35,523
Other Ontario	2	2	\$120,095	\$129,913	\$146,275	\$162,638	\$172,455	\$45,500
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	4	4	\$170,408	\$171,020	\$183,680	\$204,338	\$219,345	\$40,050
All Other Manufacturing - Durable Goods	13	13	\$145,500	\$150,000	\$165,000	\$185,000	\$205,440	\$36,875
All Other Manufacturing - Non-Durable Goods	7	10	\$135,828	\$152,340	\$182,000	\$198,500	\$205,200	\$32,173
Other Industry (not classified)	11	17	\$130,000	\$142,391	\$150,000	\$173,731	\$204,115	\$32,000
<b>Annual Gross Revenue</b>								
\$10 million or less	3	3	\$149,498	\$151,562	\$165,000	\$181,100	\$184,760	
\$10.1-\$20 million	3	3	\$152,400	\$163,500	\$172,000	\$183,500	\$184,400	\$37,000
\$20.1-\$50 million	5	5	\$124,130	\$140,000	\$150,865	\$160,000	\$167,400	\$41,792
\$50.1-\$100 million	9	13	\$135,000	\$153,916	\$160,000	\$168,680	\$178,872	\$31,225
Over \$100 million	15	20	\$162,000	\$169,231	\$196,000	\$210,000	\$224,485	\$40,050
<b>Totals</b>								
All	35	44	\$140,346	\$150,000	\$168,123	\$191,100	\$210,000	\$36,875



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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$169,368
Sample Size	35
Range	\$115,800
Largest	\$229,350
Smallest	\$113,550
10th Percentile	\$140,346
25th Percentile	\$150,000
50th Percentile	\$168,123
75th Percentile	\$191,100
90th Percentile	\$210,000

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$34,353
Sample Size	21
Range	\$53,000
Largest	\$63,000
Smallest	\$10,000
10th Percentile	\$18,000
25th Percentile	\$28,783
50th Percentile	\$36,875
75th Percentile	\$40,050
90th Percentile	\$45,500

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## Vice President of Operations

Directs, plans, and controls activities of industrial organization to ensure the highest level of efficiency and most cost-effective operation. Plans and develops organization policies, implementing goals through managers, supervisors, and administrative team members. Directs activities of divisions or departments, possibly including some or all of the following: operations, research and development, manufacturing, and/or sales.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	5	5	\$179,088	\$190,320	\$192,694	\$198,400	\$225,535	\$39,269
101 to 250 Employees	9	11	\$208,500	\$211,021	\$242,190	\$250,000	\$253,542	\$62,500
251 to 500 Employees	6	6	\$233,810	\$237,840	\$244,000	\$257,000	\$274,872	\$86,923
501 to 1000 Employees	3	3	\$194,060	\$204,350	\$221,500	\$235,750	\$244,300	\$70,625
Over 1000 Employees	1	1	\$200,750	\$200,750	\$200,750	\$200,750	\$200,750	\$65,000
<b>Geographic Region</b>								
Greater Toronto Area	11	12	\$200,750	\$210,511	\$230,500	\$241,095	\$245,000	\$63,750
Eastern Ontario	4	4	\$216,150	\$236,625	\$252,750	\$258,125	\$259,250	\$55,500
Greater Golden Horseshoe	3	3	\$175,819	\$182,147	\$192,694	\$218,160	\$233,439	\$44,269
Mid-Western Ontario	3	3	\$196,556	\$205,910	\$221,500	\$237,027	\$246,342	\$78,750
Other Ontario	3	4	\$199,760	\$218,600	\$250,000	\$269,872	\$281,795	\$74,712
<b>Industry</b>								
Fabricated Metal & Manufacturing	5	6	\$186,960	\$210,000	\$221,500	\$245,000	\$248,000	\$78,750
All Other Manufacturing - Durable Goods	3	3	\$204,600	\$210,375	\$228,000	\$231,813	\$238,900	\$47,500
All Other Manufacturing - Non-Durable Goods	7	7	\$234,472	\$238,000	\$239,655	\$256,277	\$271,898	\$130,962
Other Industry (not classified)	9	10	\$189,696	\$192,694	\$202,500	\$240,000	\$251,500	\$49,683
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	2	2	\$173,472	\$176,280	\$180,960	\$185,640	\$188,448	\$30,200
\$20.1-\$50 million	1	1	\$257,500	\$257,500	\$257,500	\$257,500	\$257,500	\$60,000
\$50.1-\$100 million	8	8	\$196,688	\$214,600	\$231,845	\$245,857	\$263,710	\$78,750
Over \$100 million	13	15	\$201,100	\$210,000	\$237,120	\$248,000	\$250,000	\$62,500
<b>Totals</b>								
All	24	26	\$191,032	\$202,063	\$233,810	\$248,500	\$256,016	\$62,500

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$227,175
Sample Size	24
Range	\$97,050
Largest	\$289,744
Smallest	\$192,694
10th Percentile	\$191,032
25th Percentile	\$202,063
50th Percentile	\$233,810
75th Percentile	\$248,500
90th Percentile	\$256,016

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$74,472
Sample Size	19
Range	\$160,000
Largest	\$200,000
Smallest	\$40,000
10th Percentile	\$36,830
25th Percentile	\$44,182
50th Percentile	\$62,500
75th Percentile	\$90,961
90th Percentile	\$135,000

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## Purchasing | Procurement Manager

Implements purchasing practices and procedures within a division/unit of a company. Oversees purchasing activities involving raw materials, component parts, equipment, services, and supplies. Investigates new products and suppliers. Typically involved in vendor selection and negotiating major contracts.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	10	10	\$87,250	\$92,719	\$96,482	\$99,720	\$105,750	\$9,609
101 to 250 Employees	13	14	\$80,900	\$92,100	\$96,000	\$120,000	\$126,689	\$11,520
251 to 500 Employees	17	19	\$96,890	\$110,760	\$117,500	\$129,290	\$133,560	\$11,000
501 to 1000 Employees	14	16	\$101,670	\$112,703	\$120,586	\$126,916	\$133,082	\$12,988
Over 1000 Employees	12	20	\$99,575	\$110,963	\$127,384	\$141,505	\$150,466	\$16,121
<b>Geographic Region</b>								
Greater Toronto Area	28	30	\$94,060	\$98,676	\$120,808	\$130,563	\$140,000	\$10,488
Eastern Ontario	4	5	\$95,545	\$98,799	\$102,898	\$107,392	\$118,557	\$17,169
Greater Golden Horseshoe	7	8	\$77,000	\$97,300	\$117,000	\$127,857	\$131,084	\$12,000
Mid-Western Ontario	12	13	\$93,050	\$102,125	\$116,752	\$129,258	\$148,498	\$15,000
Central Ontario	7	9	\$93,320	\$105,380	\$117,500	\$121,257	\$130,036	\$11,750
Southern Ontario	6	12	\$95,113	\$96,677	\$108,017	\$125,718	\$130,924	\$12,929
Other Ontario	2	2	\$85,383	\$86,708	\$88,916	\$91,124	\$92,449	
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	20	24	\$94,833	\$111,560	\$116,888	\$130,650	\$145,422	\$10,500
Fabricated Metal Products & Manufacturing	8	10	\$77,750	\$83,375	\$109,930	\$112,500	\$121,034	\$10,488
All Other Manufacturing - Durable Goods	14	15	\$98,644	\$107,188	\$124,125	\$137,535	\$141,405	\$13,240
All Other Manufacturing - Non-Durable Goods	11	11	\$94,900	\$104,364	\$117,500	\$119,808	\$127,500	\$12,375
Transportation, Logistics, Warehousing & Distribution	5	5	\$95,225	\$98,000	\$101,880	\$103,500	\$110,400	\$9,609
Other Industry (not classified)	8	14	\$84,490	\$86,875	\$98,130	\$114,685	\$116,026	\$12,500
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	6	6	\$94,725	\$98,063	\$118,575	\$126,000	\$126,900	\$12,988
\$20.1-\$50 million	9	10	\$83,600	\$93,332	\$95,000	\$114,600	\$130,520	\$10,000
\$50.1-\$100 million	17	19	\$86,500	\$92,100	\$98,880	\$118,454	\$130,860	\$9,880
Over \$100 million	34	44	\$101,081	\$110,010	\$120,586	\$131,846	\$141,405	\$12,000
<b>Totals</b>								
All	66	79	\$92,050	\$98,016	\$116,009	\$127,125	\$139,500	\$11,260

**COIRI Summary Report 2024**  
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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$114,074
Sample Size	79
Range	\$82,000
Largest	\$154,500
Smallest	\$72,500
10th Percentile	\$92,050
25th Percentile	\$98,016
50th Percentile	\$116,009
75th Percentile	\$127,125
90th Percentile	\$139,500

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$11,795
Sample Size	34
Range	\$21,080
Largest	\$25,000
Smallest	\$3,920
10th Percentile	\$6,160
25th Percentile	\$9,474
50th Percentile	\$11,260
75th Percentile	\$14,564
90th Percentile	\$17,691

# COIRI Summary Report 2024

Ontario | Management & Executive Compensation

## Director of Purchasing | Procurement

Responsible for developing a strategic approach to the corporate procurement and material management process for the purchase of direct and indirect goods and services. Directs the procurement of goods and services for the client; assists the procurement team members and colleagues with procurement processes, changes and updates other procurement-related activities; develops and/or updates procurement policies and procedures; and develops/maintains a centralized procurement program that will add value and efficiency to the organization.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
101 to 250 Employees	2	2	\$139,985	\$140,996	\$142,683	\$144,369	\$145,381	\$22,500
251 to 500 Employees	9	9	\$136,960	\$151,475	\$155,000	\$175,000	\$190,820	\$31,200
501 to 1000 Employees	2	2	\$176,811	\$179,528	\$184,055	\$188,583	\$191,299	\$31,250
Over 1000 Employees	2	2	\$197,541	\$201,354	\$207,707	\$214,061	\$217,873	
<b>Geographic Region</b>								
Greater Toronto Area	8	8	\$144,032	\$150,120	\$171,379	\$193,583	\$195,000	\$27,500
Central Ontario	3	3	\$130,840	\$139,900	\$162,800	\$167,500	\$170,000	\$31,850
Other Ontario	4	4	\$150,500	\$162,250	\$169,000	\$186,354	\$206,790	\$35,000
<b>Industry</b>								
All Other Manufacturing - Durable Goods	5	5	\$151,633	\$160,000	\$175,000	\$195,000	\$210,248	\$22,500
All Other Manufacturing - Non-Durable Goods	6	6	\$132,055	\$142,351	\$159,238	\$181,081	\$192,388	\$31,850
Other Industry (not classified)	4	4	\$143,895	\$149,737	\$163,991	\$179,528	\$187,677	\$30,596
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	1	1	\$146,055	\$146,055	\$146,055	\$146,055	\$146,055	\$22,500
\$50.1-\$100 million	4	4	\$132,803	\$144,806	\$153,238	\$160,000	\$169,000	\$32,500
Over \$100 million	10	10	\$139,931	\$154,737	\$182,388	\$194,528	\$197,541	\$29,048
<b>Totals</b>								
All	15	15	\$139,586	\$148,765	\$161,275	\$191,443	\$195,000	\$30,898

**COIRI Summary Report 2024**  
Ontario | Management & Executive Compensation

**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$169,061
Sample Size	15
Range	\$95,614
Largest	\$220,414
Smallest	\$124,800
10th Percentile	\$139,586
25th Percentile	\$148,765
50th Percentile	\$161,275
75th Percentile	\$191,443
90th Percentile	\$195,000

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$31,359
Sample Size	6
Range	\$12,500
Largest	\$35,000
Smallest	\$22,500
10th Percentile	\$25,000
25th Percentile	\$28,274
50th Percentile	\$30,898
75th Percentile	\$32,175
90th Percentile	\$33,750

# COIRI Summary Report 2024

Ontario | Management & Executive Compensation

## Quality Control | Assurance Manager

Manages quality assurance operations for a plant, division, or company. Sets quality assurance compliance objectives and ensures targets are achieved. Develops and controls quality assurance programs and monitors production department's compliance to standards and procedures. Conducts QA training for employees engaged in material handling or product assembly. Develops/suggests methods for improving product quality and/or design and/or manufacturing processes. Supervises quality assurance specialists or inspectors.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	10	11	\$92,900	\$96,158	\$104,250	\$114,591	\$120,570	\$9,832
101 to 250 Employees	13	14	\$82,057	\$84,100	\$105,118	\$118,369	\$121,099	\$10,000
251 to 500 Employees	15	18	\$92,817	\$101,861	\$106,222	\$122,300	\$130,001	\$8,500
501 to 1000 Employees	15	20	\$110,400	\$114,083	\$119,736	\$128,084	\$133,148	\$11,316
Over 1000 Employees	15	28	\$86,023	\$100,951	\$117,295	\$123,706	\$138,090	\$8,830
<b>Geographic Region</b>								
Greater Toronto Area	30	40	\$108,608	\$113,842	\$117,756	\$119,071	\$119,628	\$9,600
Eastern Ontario	4	5	\$82,950	\$102,875	\$115,227	\$125,527	\$130,339	\$10,670
Greater Golden Horseshoe	7	13	\$92,128	\$98,178	\$113,416	\$125,883	\$131,125	\$9,663
Mid-Western Ontario	14	18	\$93,453	\$103,825	\$112,913	\$122,140	\$135,430	\$10,658
Central Ontario	8	10	\$92,766	\$93,875	\$111,739	\$118,677	\$121,441	\$8,803
Southern Ontario	5	5	\$90,600	\$96,000	\$104,080	\$128,994	\$137,852	\$10,000
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	20	24	\$96,252	\$109,565	\$114,325	\$123,479	\$131,171	\$7,000
Fabricated Metal Products & Manufacturing	8	10	\$111,064	\$112,660	\$118,369	\$122,500	\$127,096	\$15,000
All Other Manufacturing - Durable Goods	15	20	\$85,371	\$88,213	\$112,477	\$114,208	\$117,295	\$9,300
All Other Manufacturing - Non-Durable Goods	13	23	\$82,600	\$97,052	\$114,000	\$116,222	\$122,625	\$10,553
Wholesale/Retail	3	3	\$79,991	\$94,678	\$115,155	\$118,370	\$121,099	\$10,000
Other Industry (not classified)	9	11	\$95,779	\$102,500	\$112,000	\$116,750	\$136,748	\$9,502
<b>Annual Gross Revenue</b>								
\$10 million or less	4	5	\$82,980	\$83,700	\$95,050	\$109,500	\$115,800	\$7,625
\$10.1-\$20 million	5	5	\$87,400	\$94,000	\$96,000	\$103,100	\$116,661	
\$20.1-\$50 million	6	8	\$106,375	\$118,031	\$123,436	\$128,723	\$132,480	\$9,670
\$50.1-\$100 million	19	23	\$93,010	\$103,290	\$115,454	\$123,634	\$130,011	\$10,000
Over \$100 million	34	50	\$87,728	\$104,167	\$113,291	\$123,947	\$137,585	\$9,500
<b>Totals</b>								
All	68	91	\$86,511	\$98,950	\$113,291	\$124,334	\$130,697	\$9,663



**COIRI Summary Report 2024**  
Ontario | Management & Executive Compensation

**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$112,160
Sample Size	68
Range	\$82,141
Largest	\$152,341
Smallest	\$70,200
10th Percentile	\$86,511
25th Percentile	\$98,950
50th Percentile	\$113,291
75th Percentile	\$124,334
90th Percentile	\$130,697

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$10,149
Sample Size	29
Range	\$19,500
Largest	\$22,000
Smallest	\$2,500
10th Percentile	\$6,723
25th Percentile	\$8,500
50th Percentile	\$9,663
75th Percentile	\$11,915
90th Percentile	\$13,824

# COIRI Summary Report 2024

Ontario | Management & Executive Compensation

## Director of Quality Control | Assurance

Oversees, plans, and implements performance improvement systems that integrate quality practices in an organization or company. Consults with the administrative team members and department managers on quality issues. Leads the management teams of both QA and QC and gives direction to their tasks while managing their work.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
101 to 250 Employees	6	6	\$146,700	\$149,018	\$154,313	\$159,438	\$166,000	\$25,900
251 to 500 Employees	9	10	\$132,384	\$140,000	\$149,082	\$158,000	\$167,797	\$32,000
501 to 1000 Employees	2	2	\$134,500	\$141,250	\$152,500	\$163,750	\$170,500	\$29,750
Over 1000 Employees	2	24	\$177,971	\$178,309	\$178,873	\$179,436	\$179,775	\$24,581
<b>Geographic Region</b>								
Greater Toronto Area	6	17	\$137,500	\$148,250	\$160,543	\$175,772	\$183,322	\$26,000
Eastern Ontario	4	4	\$150,320	\$153,200	\$156,276	\$161,314	\$167,726	\$37,900
Central Ontario	3	3	\$132,536	\$135,460	\$139,785	\$145,866	\$151,772	\$31,240
Other Ontario	6	18	\$141,440	\$144,878	\$155,437	\$171,250	\$176,373	\$28,500
<b>Industry</b>								
All Other Manufacturing - Non-Durable Goods	11	34	\$133,000	\$141,440	\$154,800	\$168,873	\$180,000	\$28,331
Other Industry (not classified)	8	8	\$140,500	\$148,062	\$154,437	\$165,315	\$172,900	\$26,000
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	2	2	\$145,587	\$146,468	\$147,937	\$149,405	\$150,286	\$26,000
\$20.1-\$50 million	2	2	\$150,760	\$154,300	\$160,200	\$166,100	\$169,640	\$25,800
\$50.1-\$100 million	6	7	\$129,960	\$140,750	\$153,940	\$164,034	\$172,198	\$32,480
Over \$100 million	9	31	\$147,266	\$154,800	\$160,000	\$175,000	\$178,196	\$26,081
<b>Totals</b>								
All	19	42	\$132,400	\$143,940	\$154,800	\$167,543	\$178,196	\$26,661

**COIRI Summary Report 2024**  
Ontario | Management & Executive Compensation

### Salary Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$155,739
Sample Size	19
Range	\$56,723
Largest	\$186,643
Smallest	\$129,920
10th Percentile	\$132,400
25th Percentile	\$143,940
50th Percentile	\$154,800
75th Percentile	\$167,543
90th Percentile	\$178,196

### Bonus Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$31,019
Sample Size	13
Range	\$27,500
Largest	\$50,000
Smallest	\$22,500
10th Percentile	\$23,400
25th Percentile	\$25,500
50th Percentile	\$26,661
75th Percentile	\$32,480
90th Percentile	\$42,735

# COIRI Summary Report 2024

Ontario | Management & Executive Compensation

## Sales | Marketing Manager

Plans, directs, and evaluates the activities of marketing/sales departments in commercial, industrial, wholesale, and other non-retail establishments. Establishes distribution networks for products and services, initiates market research studies and analyzes their findings, assists in product development, and directs and evaluates the marketing strategies of establishments.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	8	10	\$89,773	\$94,493	\$99,493	\$120,524	\$124,823	\$10,000
101 to 250 Employees	12	18	\$85,963	\$90,000	\$98,750	\$101,259	\$107,402	\$9,225
251 to 500 Employees	9	14	\$99,309	\$100,000	\$105,621	\$151,000	\$170,000	\$10,000
501 to 1000 Employees	5	12	\$102,186	\$102,239	\$107,710	\$108,634	\$121,454	\$10,858
Over 1000 Employees	9	44	\$101,906	\$105,174	\$129,335	\$137,000	\$144,373	\$13,000
<b>Geographic Region</b>								
Greater Toronto Area	18	32	\$91,750	\$96,989	\$108,057	\$127,525	\$130,409	\$10,259
Eastern Ontario	3	5	\$84,051	\$90,128	\$100,255	\$102,938	\$104,548	\$10,000
Greater Golden Horseshoe	5	25	\$100,527	\$115,765	\$117,213	\$136,558	\$147,000	\$10,511
Mid-Western Ontario	9	16	\$91,600	\$95,000	\$101,915	\$103,000	\$116,877	\$9,100
Central Ontario	6	17	\$97,869	\$101,961	\$103,255	\$106,880	\$122,375	\$10,200
Other Ontario	2	3	\$104,539	\$112,283	\$125,189	\$138,094	\$145,838	\$12,919
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	3	4	\$103,435	\$104,087	\$105,174	\$137,587	\$157,035	\$10,517
Fabricated Metal Products & Manufacturing	8	17	\$94,040	\$95,664	\$102,195	\$113,976	\$140,316	\$10,033
All Other Manufacturing - Durable Goods	10	38	\$97,687	\$106,143	\$119,469	\$141,663	\$151,098	\$8,500
All Other Manufacturing - Non-Durable Goods	9	17	\$101,370	\$105,000	\$120,000	\$129,335	\$130,260	\$12,460
Wholesale/Retail	3	7	\$92,600	\$93,500	\$95,000	\$98,458	\$100,532	\$9,200
Other Industry (not classified)	10	15	\$80,191	\$90,000	\$96,935	\$100,191	\$108,944	\$9,625
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	6	8	\$85,000	\$90,000	\$92,350	\$95,664	\$100,493	\$9,000
\$20.1-\$50 million	4	4	\$101,709	\$113,468	\$121,048	\$124,368	\$128,459	\$11,000
\$50.1-\$100 million	10	18	\$84,984	\$94,219	\$102,195	\$104,966	\$107,714	\$9,850
Over \$100 million	23	68	\$99,231	\$101,062	\$108,634	\$140,109	\$161,708	\$10,200
<b>Totals</b>								
All	43	98	\$90,400	\$97,512	\$106,271	\$129,668	\$147,842	\$10,000

**COIRI Summary Report 2024**  
Ontario | Management & Executive Compensation

### Salary Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$112,337
Sample Size	43
Range	\$90,000
Largest	\$170,000
Smallest	\$80,000
10th Percentile	\$90,400
25th Percentile	\$97,512
50th Percentile	\$106,271
75th Percentile	\$129,668
90th Percentile	\$147,842

### Bonus Analysis – All Responses

<i>Statistical Cut</i>	<i>Result</i>
Average	\$10,664
Sample Size	25
Range	\$15,125
Largest	\$19,400
Smallest	\$4,275
10th Percentile	\$8,213
25th Percentile	\$9,200
50th Percentile	\$10,000
75th Percentile	\$12,000
90th Percentile	\$13,333

# COIRI Summary Report 2024

Ontario | Management & Executive Compensation

## Director of Sales | Marketing

Plans, directs, or coordinates sales and/or advertising policies and programs to create interest in the purchase of a product or service for a department, an entire organization, or on an account basis. Analyzes sales to monitor and enhance growth potential. Sets performance goals for sales and/or marketing department employees and monitors performance. With other senior level management, participates in the development of the strategic sales and marketing plans for the organization. Reports to the Chief Executive Officer/President/Vice President.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	8	9	\$141,027	\$148,919	\$153,000	\$186,957	\$207,895	\$63,000
101 to 250 Employees	14	16	\$130,757	\$141,738	\$151,227	\$160,965	\$169,032	\$31,500
251 to 500 Employees	10	35	\$136,523	\$152,730	\$163,650	\$169,473	\$180,128	\$25,700
501 to 1000 Employees	2	2	\$144,012	\$150,030	\$160,060	\$170,090	\$176,108	\$53,000
Over 1000 Employees	7	9	\$136,540	\$148,492	\$160,000	\$196,279	\$212,968	\$28,500
<b>Geographic Region</b>								
Greater Toronto Area	15	19	\$137,241	\$145,000	\$168,790	\$175,460	\$194,335	\$32,998
Eastern Ontario	4	5	\$148,525	\$149,469	\$149,997	\$151,660	\$154,647	\$22,395
Greater Golden Horseshoe	5	5	\$120,000	\$135,000	\$164,525	\$190,000	\$213,149	\$27,500
Mid-Western Ontario	8	13	\$127,157	\$137,020	\$153,590	\$165,064	\$187,949	\$53,000
Central Ontario	7	10	\$140,970	\$151,475	\$159,800	\$173,810	\$183,872	\$26,400
Other Ontario	2	19	\$152,689	\$155,223	\$159,447	\$163,670	\$166,204	\$27,605
<b>Industry</b>								
Fabricated Metal & Manufacturing	5	5	\$137,500	\$139,250	\$150,000	\$162,750	\$167,700	\$37,400
All Other Manufacturing - Durable Goods	14	15	\$135,770	\$142,315	\$163,644	\$184,000	\$215,984	\$35,000
All Other Manufacturing - Non-Durable Goods	11	30	\$137,025	\$153,316	\$164,893	\$182,000	\$190,000	\$29,442
Other Industry (not classified)	11	21	\$146,950	\$148,948	\$151,000	\$158,669	\$170,000	\$24,301
<b>Annual Gross Revenue</b>								
\$10 million or less	2	3	\$127,426	\$131,065	\$137,130	\$143,195	\$146,834	
\$10.1-\$20 million	3	3	\$134,722	\$144,684	\$161,287	\$171,644	\$177,857	\$40,321
\$20.1-\$50 million	4	5	\$156,191	\$156,479	\$179,234	\$206,884	\$215,984	\$75,691
\$50.1-\$100 million	15	36	\$134,000	\$148,513	\$159,994	\$168,860	\$176,511	\$29,500
Over \$100 million	17	24	\$143,196	\$152,454	\$167,500	\$180,120	\$195,023	\$30,079
<b>Totals</b>								
All	41	71	\$135,000	\$146,950	\$160,920	\$171,000	\$190,000	\$30,270

**COIRI Summary Report 2024**  
Ontario | Management & Executive Compensation

**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$160,709
Sample Size	41
Range	\$118,582
Largest	\$228,582
Smallest	\$110,000
10th Percentile	\$135,000
25th Percentile	\$146,950
50th Percentile	\$160,920
75th Percentile	\$171,000
90th Percentile	\$190,000

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$33,437
Sample Size	28
Range	\$82,817
Largest	\$88,217
Smallest	\$5,400
10th Percentile	\$13,293
25th Percentile	\$23,553
50th Percentile	\$30,270
75th Percentile	\$39,891
90th Percentile	\$56,000

# COIRI Summary Report 2024

Ontario | Management & Executive Compensation

## Vice President of Sales | Marketing

Responsible for managing all brands, distribution channels, and deployment of sales for the company. Develops the strategic sales plans based on company goals to promote sales growth and customer satisfaction for the organization. Specific responsibilities include business and market development, customer management, management of market research, strategic direction for promotion and advertising, sales growth, and customer satisfaction. The VP will also oversee the sales and marketing team members' daily activity and development.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	6	6	\$154,270	\$164,000	\$213,840	\$273,092	\$305,365	\$20,400
101 to 250 Employees	9	10	\$168,000	\$182,457	\$200,630	\$242,190	\$257,277	\$43,750
251 to 500 Employees	8	11	\$187,482	\$203,565	\$225,500	\$264,203	\$345,406	\$72,371
501 to 1000 Employees	2	2	\$216,650	\$225,125	\$239,250	\$253,375	\$261,850	\$92,250
Over 1000 Employees	6	6	\$225,040	\$229,250	\$239,940	\$257,470	\$275,000	\$14,247
<b>Geographic Region</b>								
Greater Toronto Area	13	14	\$164,491	\$211,000	\$237,000	\$290,000	\$336,222	\$92,350
Greater Golden Horseshoe	4	4	\$192,200	\$216,500	\$235,000	\$255,057	\$270,160	\$20,400
Mid-Western Ontario	4	4	\$177,271	\$180,677	\$200,010	\$214,348	\$246,239	\$41,818
Central Ontario	6	9	\$173,900	\$200,695	\$217,000	\$246,010	\$258,103	\$67,936
Southern Ontario	3	3	\$172,000	\$190,000	\$220,000	\$234,940	\$243,903	\$37,500
Other Ontario	1	1	\$255,465	\$255,465	\$255,465	\$255,465	\$255,465	\$58,500
<b>Industry</b>								
Fabricated Metal & Manufacturing	4	4	\$182,189	\$191,473	\$203,815	\$225,125	\$250,550	\$45,490
All Other Manufacturing - Durable Goods	9	9	\$196,756	\$227,020	\$239,940	\$267,500	\$302,150	\$25,300
All Other Manufacturing - Non-Durable Goods	10	13	\$180,211	\$200,695	\$225,500	\$239,040	\$254,321	\$69,741
Other Industry (not classified)	8	9	\$157,500	\$175,850	\$251,680	\$264,525	\$291,714	\$62,316
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	1	1	\$176,000	\$176,000	\$176,000	\$176,000	\$176,000	\$20,400
\$20.1-\$50 million	4	4	\$151,977	\$157,135	\$171,229	\$219,468	\$286,087	\$73,600
\$50.1-\$100 million	8	10	\$179,641	\$198,603	\$212,500	\$244,563	\$256,426	\$64,571
Over \$100 million	18	20	\$180,298	\$223,060	\$238,360	\$263,394	\$304,296	\$52,500
<b>Totals</b>								
All	31	35	\$160,000	\$189,600	\$230,000	\$257,733	\$290,000	\$55,500



**COIRI Summary Report 2024**  
 Ontario | Management & Executive Compensation

**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$230,237
Sample Size	31
Range	\$223,500
Largest	\$363,500
Smallest	\$140,000
10th Percentile	\$160,000
25th Percentile	\$189,600
50th Percentile	\$230,000
75th Percentile	\$257,733
90th Percentile	\$290,000

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$71,107
Sample Size	22
Range	\$197,107
Largest	\$210,000
Smallest	\$12,893
10th Percentile	\$16,040
25th Percentile	\$35,870
50th Percentile	\$55,500
75th Percentile	\$81,801
90th Percentile	\$165,163

# COIRI Summary Report 2024

Ontario | Management & Executive Compensation

## Executive Vice President

Plans, formulates, directs, and approves the organization's overall strategic goals, profitability, and requirements for success established through strategic plans. Oversees the meeting of financial objectives, performance, and business plans. Leads and directs executive leaders including directors and managers.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	3	3	\$139,200	\$160,500	\$196,000	\$235,325	\$258,920	\$44,000
101 to 250 Employees	9	9	\$196,660	\$210,000	\$239,475	\$279,122	\$304,414	\$42,480
251 to 500 Employees	5	5	\$166,044	\$180,000	\$264,000	\$330,750	\$333,300	\$153,000
501 to 1000 Employees	2	2	\$251,800	\$274,000	\$311,000	\$348,000	\$370,200	\$190,000
Over 1000 Employees	3	3	\$319,526	\$326,315	\$337,629	\$382,107	\$408,794	\$37,960
<b>Geographic Region</b>								
Greater Toronto Area	7	7	\$198,000	\$243,750	\$269,325	\$325,446	\$359,450	\$48,240
Mid-Western Ontario	3	3	\$193,968	\$214,919	\$247,838	\$264,480	\$273,265	\$49,968
Central Ontario	5	5	\$158,600	\$209,000	\$245,825	\$296,113	\$334,745	\$94,100
Other Ontario	7	7	\$188,696	\$223,006	\$249,475	\$310,571	\$352,450	\$144,200
<b>Industry</b>								
Automotive Parts Manufacturing & Assembly	3	3	\$161,392	\$168,370	\$198,000	\$257,500	\$304,000	\$54,000
Fabricated Metal & Manufacturing	5	5	\$213,390	\$239,475	\$249,838	\$279,122	\$342,649	\$49,968
All Other Manufacturing - Durable Goods	5	5	\$217,804	\$229,501	\$286,821	\$359,868	\$399,898	\$37,960
Other Industry (not classified)	9	9	\$177,550	\$227,750	\$269,325	\$300,481	\$339,675	\$148,600
<b>Annual Gross Revenue</b>								
\$10.1-\$20 million	3	3	\$139,200	\$160,500	\$196,000	\$216,006	\$228,010	\$42,480
\$20.1-\$50 million	3	3	\$186,640	\$191,650	\$200,000	\$245,196	\$272,314	\$45,856
\$50.1-\$100 million	5	5	\$192,000	\$210,000	\$249,838	\$264,000	\$270,390	\$46,984
Over \$100 million	11	11	\$237,000	\$259,299	\$330,750	\$349,065	\$385,000	\$54,000
<b>Totals</b>								
All	22	22	\$180,330	\$202,500	\$256,919	\$326,813	\$358,213	\$46,984

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$265,522
Sample Size	22
Range	\$301,585
Largest	\$426,585
Smallest	\$125,000
10th Percentile	\$180,330
25th Percentile	\$202,500
50th Percentile	\$256,919
75th Percentile	\$326,813
90th Percentile	\$358,213

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$85,871
Sample Size	12
Range	\$157,500
Largest	\$190,000
Smallest	\$32,500
10th Percentile	\$36,302
25th Percentile	\$40,759
50th Percentile	\$46,984
75th Percentile	\$146,400
90th Percentile	\$159,300

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## Chief Executive Officer

The CEO is the highest authority and serves as the Chief Executive Officer of an organization or company. The CEO typically works with a Board of Directors, and together, they are responsible for the establishment's overall success. The CEO is accountable for financial performance, asset management, strategic planning, and leadership in both the administration and operation of the establishment.

	Sample Size	# of Incumbents	10th Percentile	25th Percentile	Median Salary	75th Percentile	90th Percentile	Median Bonus
<b>Size of Organization</b>								
1 to 100 Employees	12	12	\$161,500	\$190,000	\$230,450	\$300,956	\$307,132	\$95,007
101 to 250 Employees	13	13	\$225,000	\$229,750	\$275,000	\$300,000	\$372,000	\$105,000
251 to 500 Employees	12	12	\$214,000	\$260,500	\$294,250	\$337,250	\$384,200	\$125,000
501 to 1000 Employees	3	3	\$212,900	\$262,250	\$344,500	\$397,250	\$428,900	\$128,425
<b>Geographic Region</b>								
Greater Toronto Area	12	12	\$219,084	\$251,313	\$294,000	\$308,625	\$341,250	\$102,125
Eastern Ontario	4	4	\$284,514	\$285,447	\$287,700	\$323,500	\$345,400	\$72,500
Greater Golden Horseshoe	3	3	\$153,000	\$180,000	\$225,000	\$264,412	\$288,059	\$60,382
Mid-Western Ontario	10	10	\$194,220	\$206,250	\$242,335	\$356,250	\$400,500	\$97,250
Central Ontario	8	8	\$170,500	\$178,750	\$262,500	\$277,125	\$292,515	\$131,250
Southern Ontario	3	3	\$220,800	\$237,000	\$264,000	\$340,500	\$386,400	\$152,175
<b>Industry</b>								
Fabricated Metal & Manufacturing	6	6	\$227,375	\$244,313	\$295,126	\$333,375	\$397,250	\$192,000
All Other Manufacturing - Durable Goods	5	5	\$230,739	\$250,000	\$275,000	\$300,000	\$308,129	\$75,000
All Other Manufacturing - Non-Durable Goods	11	11	\$258,500	\$279,250	\$298,304	\$341,500	\$388,000	\$127,125
Transportation, Logistics, Warehousing & Distribution	3	3	\$202,000	\$205,000	\$210,000	\$230,000	\$242,000	\$200,000
Professional Services	3	3	\$201,000	\$210,000	\$225,000	\$229,835	\$232,735	\$41,000
Other Industry (not classified)	12	12	\$172,000	\$225,475	\$276,140	\$291,600	\$326,500	\$100,382
<b>Annual Gross Revenue</b>								
\$10 million or less	1	1	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	
\$10.1-\$20 million	6	6	\$163,750	\$187,256	\$224,150	\$240,550	\$285,465	\$69,440
\$20.1-\$50 million	7	7	\$230,801	\$246,585	\$275,125	\$298,721	\$332,129	\$94,375
\$50.1-\$100 million	13	13	\$225,950	\$250,000	\$275,000	\$307,500	\$411,200	\$100,000
Over \$100 million	13	13	\$202,000	\$250,000	\$305,000	\$344,500	\$370,000	\$159,500
<b>Totals</b>								
All	40	40	\$186,480	\$223,225	\$275,000	\$312,387	\$376,300	\$125,000

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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$277,340
Sample Size	40
Range	\$315,000
Largest	\$450,000
Smallest	\$135,000
10th Percentile	\$186,480
25th Percentile	\$223,225
50th Percentile	\$275,000
75th Percentile	\$312,387
90th Percentile	\$376,300

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$116,006
Sample Size	25
Range	\$177,500
Largest	\$200,000
Smallest	\$22,500
10th Percentile	\$59,600
25th Percentile	\$60,764
50th Percentile	\$125,000
75th Percentile	\$158,400
90th Percentile	\$196,828

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## Chief Financial Officer

Responsible for the administrative, financial, and risk management operations of the company or organization, including the development of a financial and operational strategy, maintenance of assets, and the reporting of financial results. Participates in significant decisions as a member of the executive management, as it relates to finances.

	<i>Sample Size</i>	<i># of Incumbents</i>	<i>10th Percentile</i>	<i>25th Percentile</i>	<i>Median Salary</i>	<i>75th Percentile</i>	<i>90th Percentile</i>	<i>Median Bonus</i>
<b>Size of Organization</b>								
1 to 100 Employees	4	4	\$176,367	\$185,917	\$194,961	\$205,400	\$217,460	\$40,000
101 to 250 Employees	7	7	\$140,400	\$162,000	\$204,700	\$235,000	\$247,000	\$53,250
251 to 500 Employees	6	6	\$173,750	\$195,625	\$255,000	\$293,750	\$325,006	\$70,000
501 to 1000 Employees	1	1	\$310,000	\$310,000	\$310,000	\$310,000	\$310,000	
Over 1000 Employees	1	1	\$325,000	\$325,000	\$325,000	\$325,000	\$325,000	
<b>Geographic Region</b>								
Greater Toronto Area	6	6	\$210,790	\$219,925	\$250,000	\$281,250	\$292,500	\$40,000
Eastern Ontario	4	4	\$162,000	\$184,675	\$220,112	\$300,125	\$337,506	\$75,000
Mid-Western Ontario	4	4	\$198,250	\$221,875	\$240,000	\$261,250	\$290,500	\$56,250
Other Ontario	5	5	\$147,000	\$165,000	\$170,000	\$191,222	\$226,489	\$38,244
<b>Industry</b>								
All Other Manufacturing - Durable Goods	3	3	\$194,000	\$215,000	\$250,000	\$287,500	\$310,000	\$52,500
All Other Manufacturing - Non-Durable Goods	4	4	\$210,940	\$220,300	\$250,250	\$281,250	\$292,500	\$60,000
Transportation, Logistics, Warehousing & Distribution	3	3	\$179,000	\$200,000	\$235,000	\$292,506	\$327,010	\$96,253
Other Industry (not classified)	9	9	\$166,250	\$180,681	\$194,961	\$218,425	\$235,000	\$57,500
<b>Annual Gross Revenue</b>								
\$20.1-\$50 million	4	4	\$180,410	\$196,025	\$214,850	\$225,125	\$225,350	\$66,815
\$50.1-\$100 million	8	8	\$141,300	\$171,000	\$186,861	\$211,525	\$268,000	\$34,872
Over \$100 million	7	7	\$207,000	\$240,000	\$275,000	\$312,500	\$335,005	\$80,000
<b>Totals</b>								
All	19	19	\$160,800	\$181,250	\$225,000	\$262,500	\$313,000	\$58,630

**COIRI Summary Report 2024**  
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**Salary Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$226,928
Sample Size	19
Range	\$215,012
Largest	\$350,012
Smallest	\$135,000
10th Percentile	\$160,800
25th Percentile	\$181,250
50th Percentile	\$225,000
75th Percentile	\$262,500
90th Percentile	\$313,000

**Bonus Analysis – All Responses**

<i>Statistical Cut</i>	<i>Result</i>
Average	\$61,760
Sample Size	13
Range	\$157,506
Largest	\$175,006
Smallest	\$17,500
10th Percentile	\$27,600
25th Percentile	\$31,500
50th Percentile	\$58,530
75th Percentile	\$75,000
90th Percentile	\$92,000

