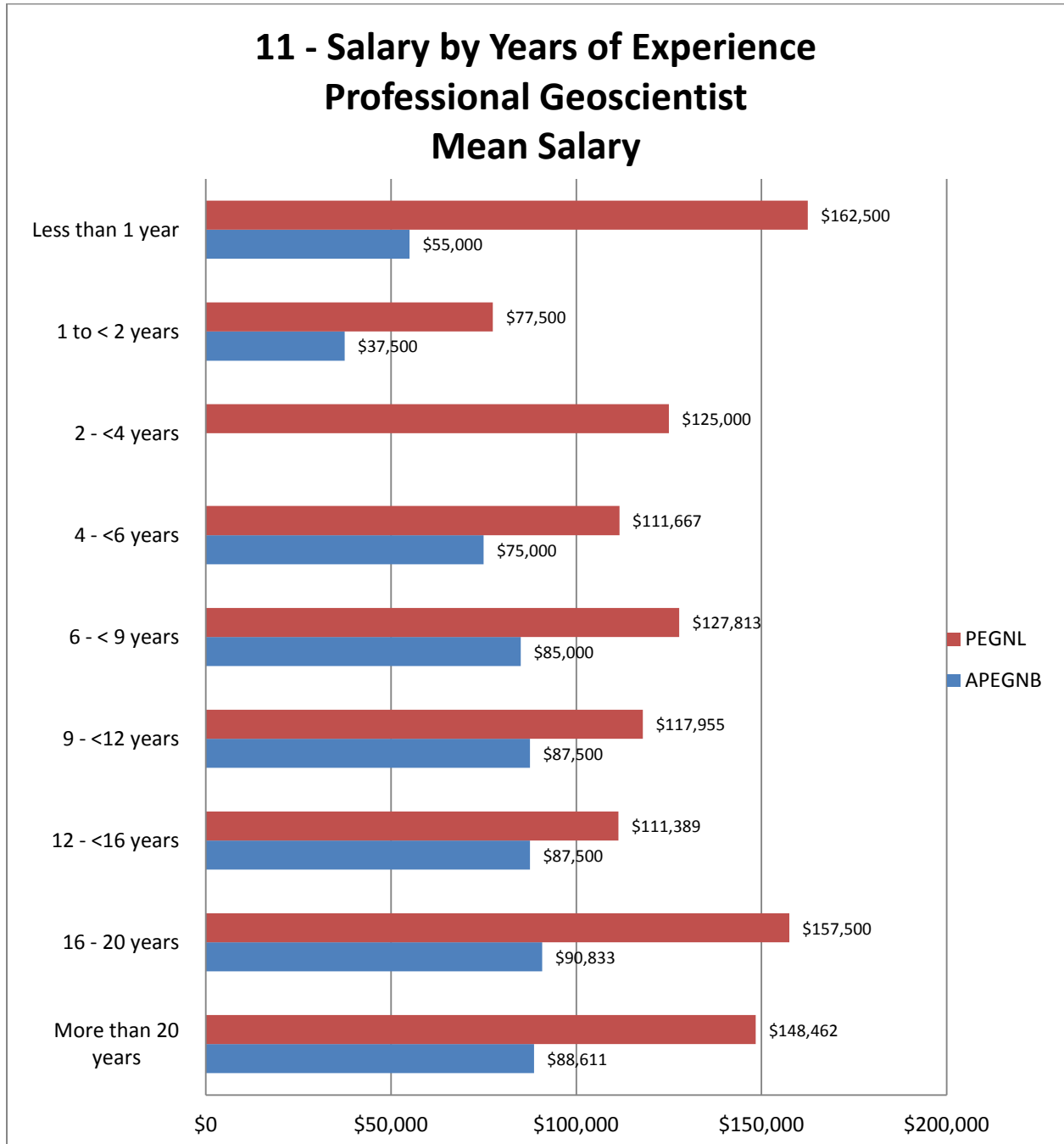


Member Salary Survey 2018

Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Geologist	All Associations	48	\$112,209	\$95,000	\$65,000	\$137,500
	APEGNB	13	\$79,167	\$65,000		\$85,000
	PEGNL	35	\$120,956	\$112,500	\$85,000	\$162,500
Geophysicist	All Associations	13	\$122,885	\$137,500	\$85,000	\$162,500
	APEGNB	1	\$37,500	\$37,500	\$37,500	\$37,500
	PEGNL	12	\$130,000	\$137,500	\$92,500	\$168,750
Geology	All Associations	32	\$98,103	\$95,000	\$75,000	\$112,500
	APEGNB	13	\$91,364	\$85,000	\$65,000	\$95,000
	PEGNL	19	\$102,222	\$95,000	\$75,000	\$112,500
Geophysics	All Associations	5	\$116,500	\$112,500	\$65,000	\$162,500
	APEGNB	0				
	PEGNL	5	\$116,500	\$112,500	\$65,000	\$162,500
Environmental Geoscientist	All Associations	2	\$106,250	\$106,250	\$90,625	\$121,875
	APEGNB	0				
	PEGNL	2	\$106,250	\$106,250	\$90,625	\$121,875
Other	All Associations	9	\$77,500	\$75,000	\$65,000	\$85,000
	APEGNB	7	\$67,143	\$75,000	\$51,250	\$80,000
	PEGNL	2	\$113,750	\$113,750	\$89,375	\$138,125

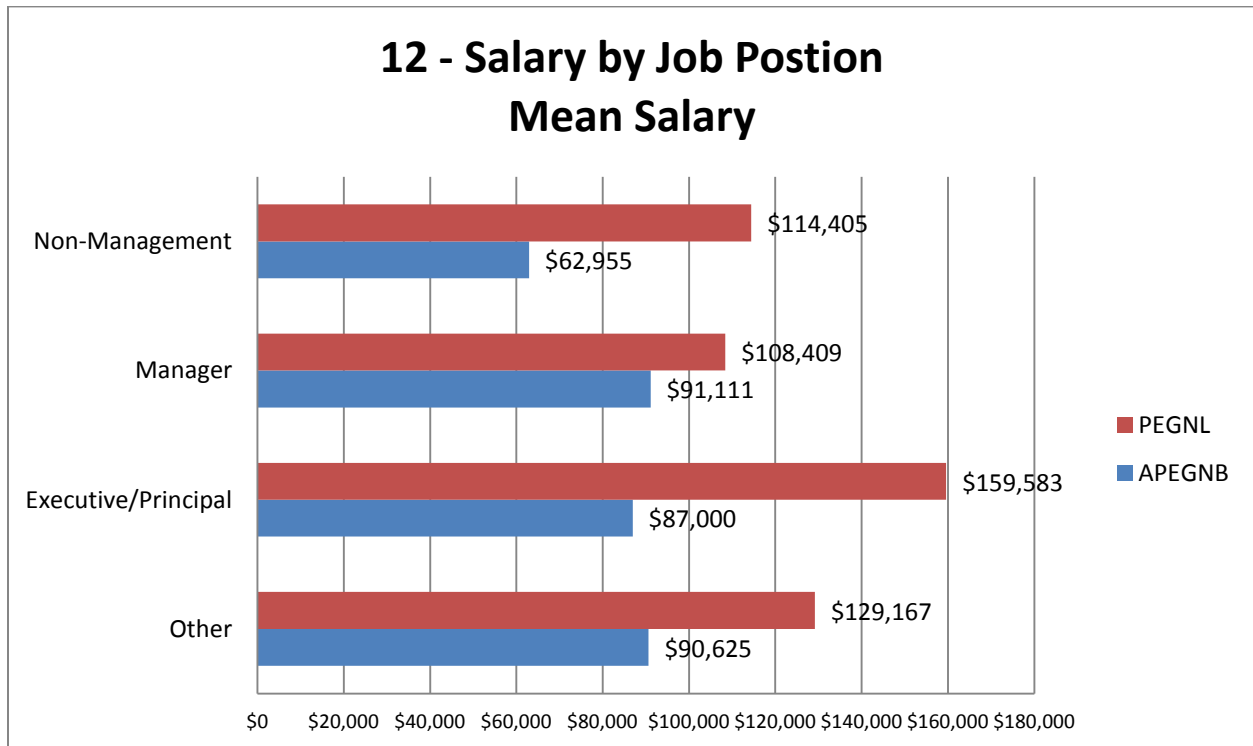
Salary by Years of Experience



Member Salary Survey 2018

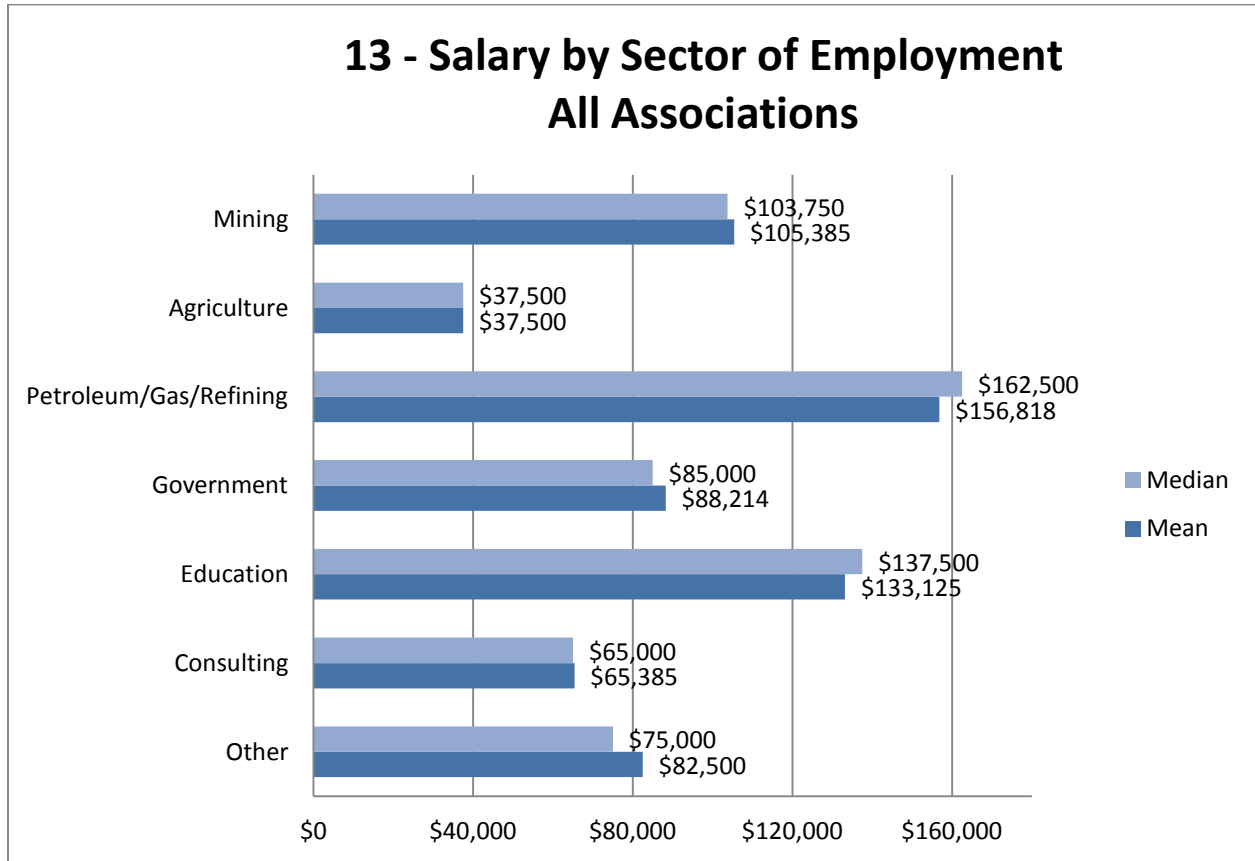
Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1 year	All Associations	2	\$108,750	\$108,750	\$81,875	\$135,625
	APEGNB	1	\$55,000	\$55,000	\$55,000	\$55,000
	PEGNL	1	\$162,500	\$162,500	\$162,500	\$162,500
1 to < 2 years	All Associations	5	\$69,500	\$65,000	\$65,000	\$85,000
	APEGNB	1	\$37,500	\$37,500	\$37,500	\$37,500
	PEGNL	4	\$77,500	\$75,000	\$65,000	\$87,500
2 - <4 years	All Associations	2	\$125,000	\$125,000	\$118,750	\$131,250
	APEGNB	0				
	PEGNL	2	\$125,000	\$125,000	\$118,750	\$131,250
4 - <6 years	All Associations	10	\$108,000	\$90,000	\$77,500	\$137,500
	APEGNB	1	\$75,000	\$75,000	\$75,000	\$75,000
	PEGNL	9	\$111,667	\$95,000	\$85,000	\$137,500
6 - < 9 years	All Associations	13	\$116,136	\$95,000	\$65,000	\$137,500
	APEGNB	4	\$85,000	\$80,000	\$48,750	\$95,000
	PEGNL	9	\$127,813	\$112,500	\$85,000	\$162,500
9 - <12 years	All Associations	15	\$109,833	\$112,500	\$95,000	\$112,500
	APEGNB	4	\$87,500	\$95,000	\$87,500	\$95,000
	PEGNL	11	\$117,955	\$112,500	\$112,500	\$125,000
12 - <16 years	All Associations	12	\$105,417	\$103,750	\$82,500	\$112,500
	APEGNB	3	\$87,500	\$85,000	\$75,000	\$98,750
	PEGNL	9	\$111,389	\$112,500	\$95,000	\$112,500
16 - 20 years	All Associations	11	\$132,500	\$112,500	\$37,500	\$137,500
	APEGNB	6	\$90,833	\$37,500		\$82,500
	PEGNL	5	\$157,500	\$162,500	\$112,500	\$200,000
More than 20 years	All Associations	25	\$123,977	\$95,000	\$85,000	\$162,500
	APEGNB	11	\$88,611	\$85,000	\$56,250	\$90,000
	PEGNL	14	\$148,462	\$162,500	\$99,375	\$187,500

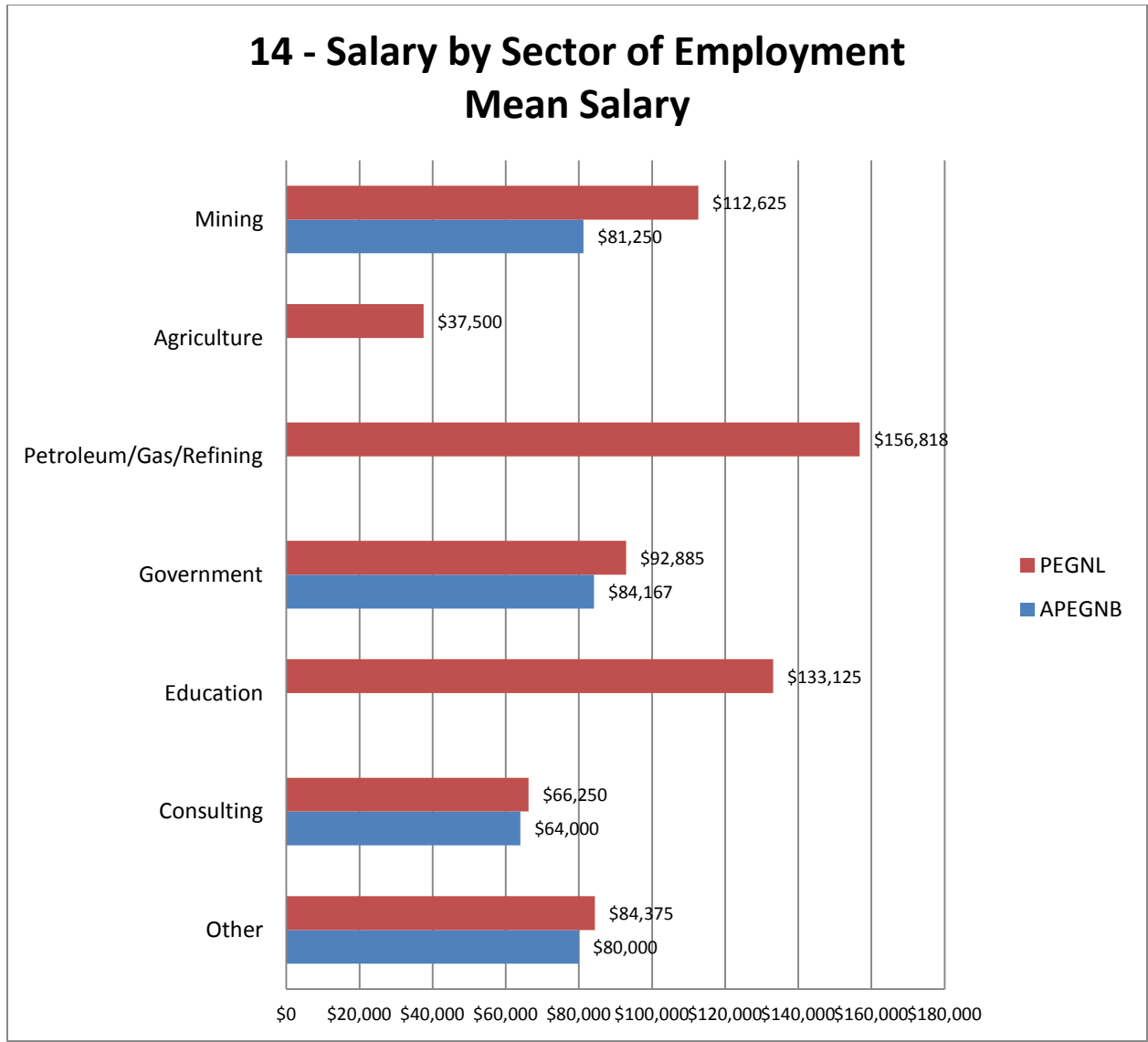
Salary by Job Position



Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non- Management	All Associations	53	\$103,726	\$85,000	\$65,000	\$137,500
	PEGNL	11	\$62,955	\$65,000	\$46,250	\$80,000
	APEGNB	42	\$114,405	\$112,500	\$75,000	\$162,500
Manager	All Associations	31	\$103,387	\$95,000	\$85,000	\$112,500
	PEGNL	9	\$91,111	\$95,000	\$85,000	\$95,000
	APEGNB	22	\$108,409	\$103,750	\$85,000	\$112,500
Executive/ Principal	All Associations	11	\$126,591	\$112,500	\$95,000	\$175,000
	PEGNL	5	\$87,000	\$95,000	\$95,000	\$95,000
	APEGNB	6	\$159,583	\$175,000	\$125,000	\$196,875
Other	All Associations	7	\$107,143	\$112,500	\$80,000	\$125,000
	PEGNL	4	\$90,625	\$80,000	\$72,500	\$98,125
	APEGNB	3	\$129,167	\$112,500	\$112,500	\$137,500

Salary by Sector of Employment

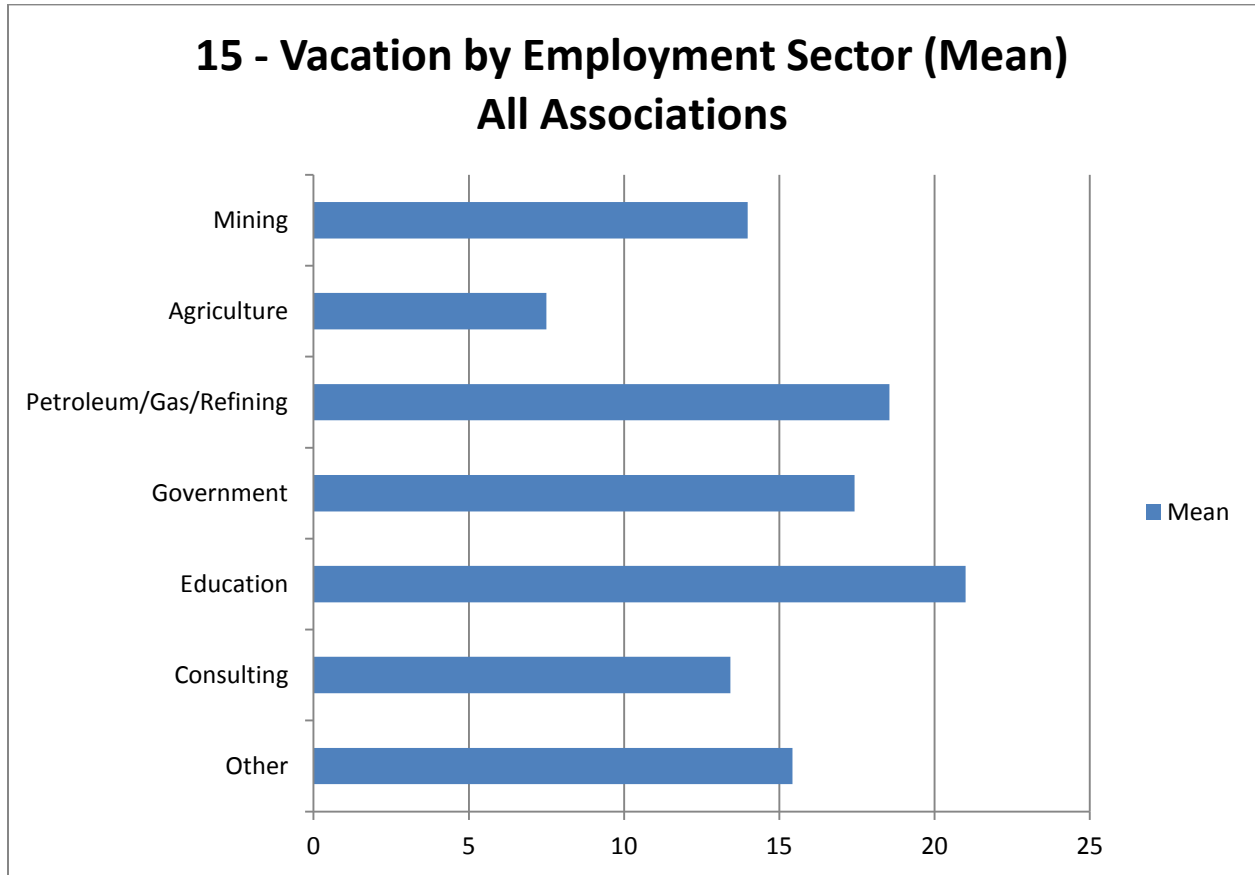




Salary by Sector of Employment: Comparison Between 2015 and 2018

Sector of Employment	Association	#	2018				2015				
			Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Mining	All Associations	26	\$105,385	\$103,750	\$85,000	\$112,500	17	\$107,941	\$95,000	\$80,000	\$110,000
	PEGNL	6	\$81,250	\$75,000	\$75,000	\$103,125	5	\$91,000	\$90,000	\$62,500	\$106,250
	APEGNB	20	\$112,625	\$112,500	\$85,000	\$112,500	12	\$115,000	\$95,000	\$85,000	\$130,000
Petroleum/Gas/Refining	All Associations	22	\$156,818	\$162,500	\$137,500	\$187,500	17	\$146,323	\$150,000	\$110,000	\$170,000
	PEGNL	0					1	\$95,000	\$95,000	\$95,000	\$95,000
	APEGNB	22	\$156,818	\$162,500	\$137,500	\$187,500	16	\$149,531	\$150,000	\$110,000	\$170,000
Government	All Associations	28	\$88,214	\$85,000	\$75,000	\$95,000	20	\$79,000	\$75,000	\$72,500	\$85,000
	PEGNL	15	\$84,167	\$85,000	\$80,000	\$95,000	14	\$77,500	\$75,000	\$75,000	\$85,000
	APEGNB	13	\$92,885	\$85,000	\$75,000	\$95,000	6	\$82,500	\$80,000	\$67,500	\$92,500
Education	All Associations	4	\$133,125	\$137,500	\$108,125	\$162,500	8	\$116,250	\$120,000	\$98,750	\$150,000
	PEGNL	0					3	\$101,666	\$110,000	\$87,500	\$120,000
	APEGNB	4	\$133,125	\$137,500	\$108,125	\$162,500	5	\$125,000	\$150,000	\$110,000	\$150,000
Consulting	All Associations	13	\$65,385	\$65,000	\$55,000	\$65,000	11	\$96,363	\$95,000	\$70,000	\$110,000
	PEGNL	5	\$64,000	\$65,000	\$37,500	\$85,000	7	\$92,857	\$95,000	\$65,000	\$110,000
	APEGNB	8	\$66,250	\$65,000	\$62,500	\$65,000	4	\$102,500	\$102,500	\$90,000	\$115,000
Other	All Associations	7	\$82,500	\$75,000	\$65,000	\$98,750	5	\$73,000	\$75,000	\$55,000	\$85,000
	PEGNL	3	\$80,000	\$65,000	\$51,250	\$101,250	2	\$55,000	\$55,000	\$55,000	\$55,000
	APEGNB	4	\$84,375	\$80,000	\$72,500	\$91,875	3	\$85,000	\$85,000	\$80,000	\$90,000

Vacation by Employment Sector

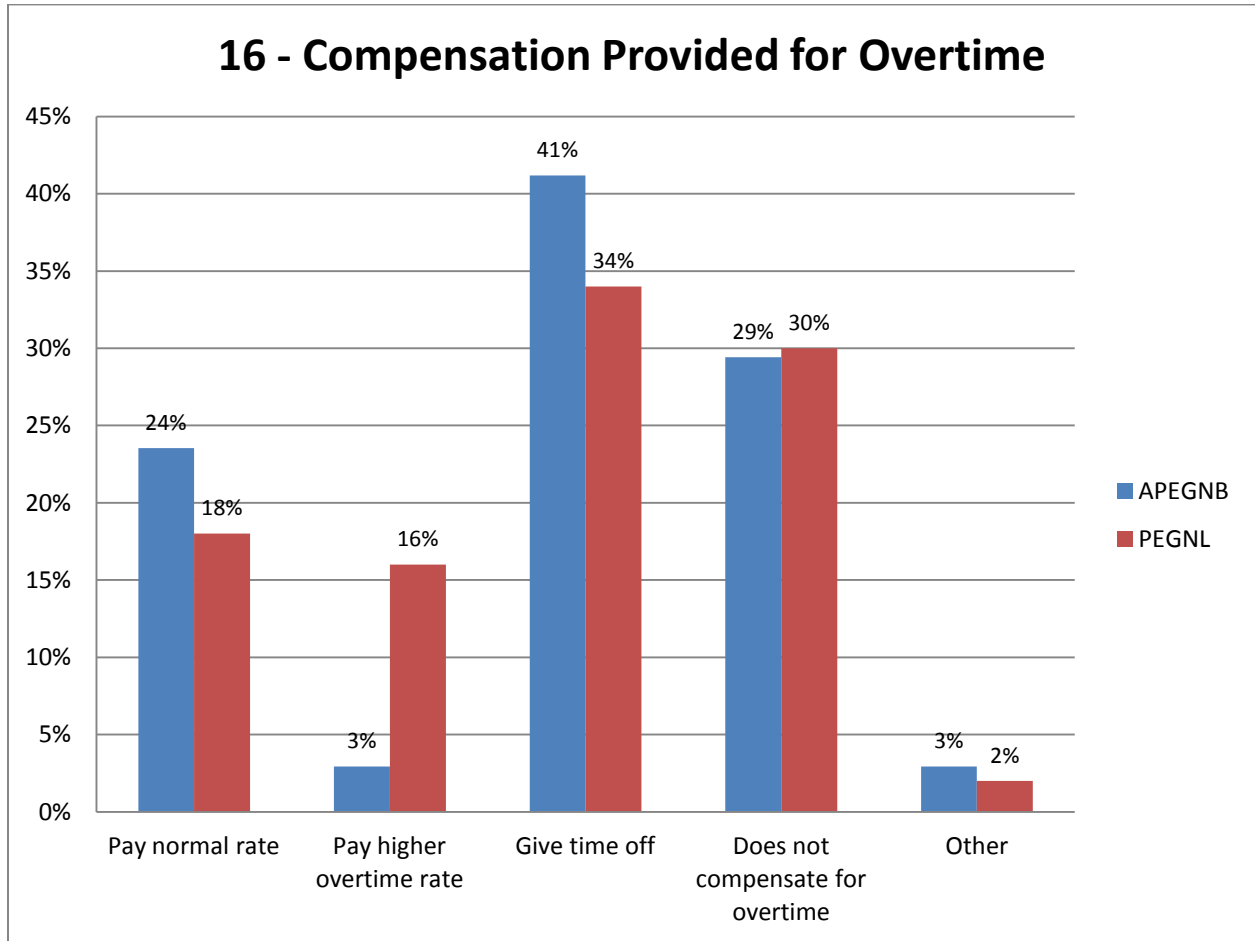


Sector	# of Responses	Mean	Median	Number of Vacation Days				
				< 5	5-10	11-15	16-20	20+
Mining	26	14	13	12%	12%	36%	16%	24%
Agriculture	1	8	8	0%	100%	0%	0%	0%
Petroleum/Gas/Refining	22	19	18	0%	0%	14%	45%	41%
Government	28	17	18	0%	0%	29%	43%	29%
Education	4	21	21	0%	0%	0%	0%	100%
Consulting	13	13	13	8%	8%	54%	31%	0%
Other	7	15	18	14%	0%	29%	29%	29%

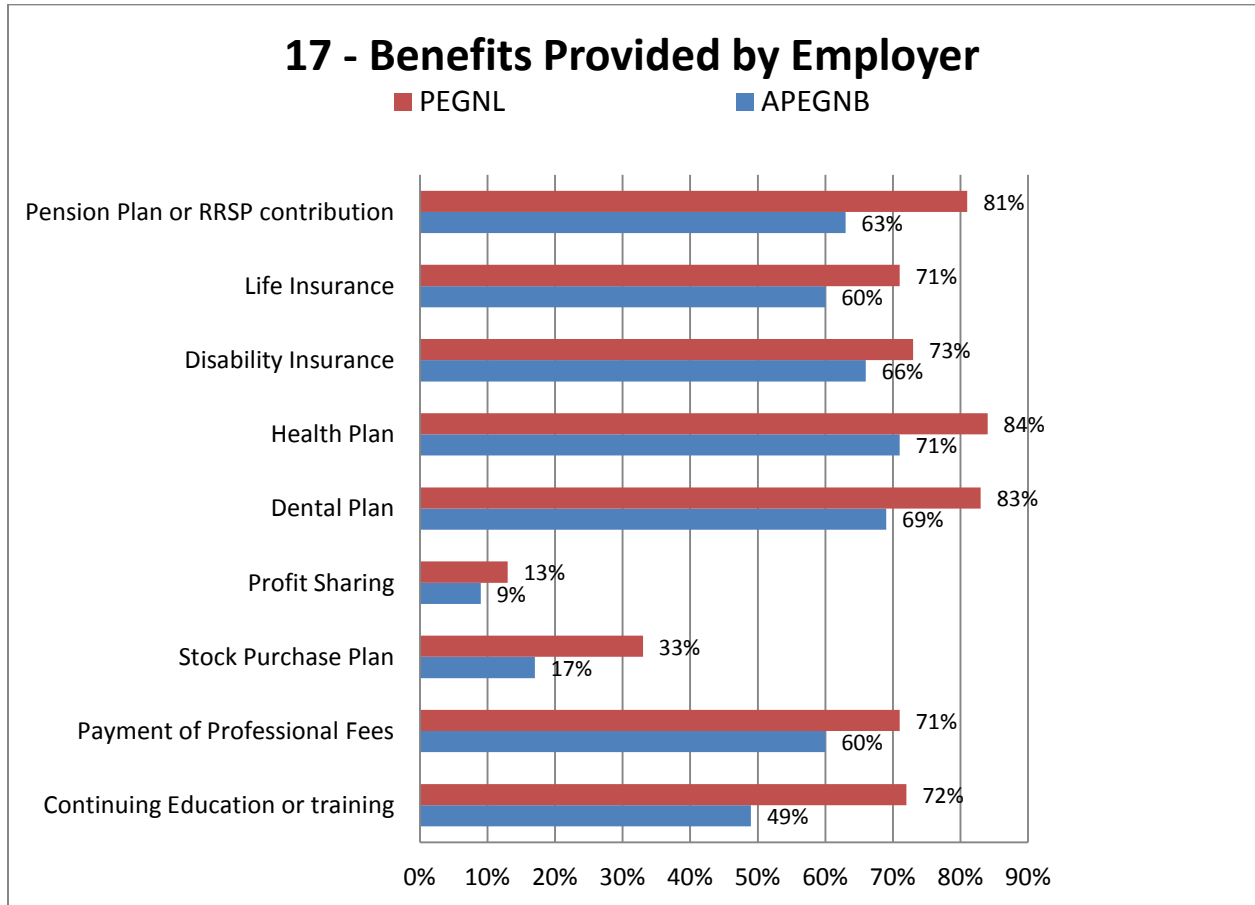
Vacation by Employment Sector

Sector	Association	Number of Responses	Number of Vacation Days				
			< 5	5-10	11-15	16-20	20+
Mining	All Associations	25	12%	12%	36%	16%	24%
	APEGNB	6	33%	17%	0%	17%	33%
	PEGNL	19	5%	11%	47%	16%	21%
Petroleum/Gas/Refining	All Associations	22	0%	0%	14%	45%	41%
	APEGNB	0					
	PEGNL	22	0%	0%	14%	45%	41%
Government	All Associations	28	0%	0%	29%	43%	29%
	APEGNB	15	0%	0%	20%	33%	47%
	PEGNL	13	0%	0%	38%	54%	8%
Education	All Associations	4	0%	0%	0%	0%	100%
	APEGNB	0					
	PEGNL	4	0%	0%	0%	0%	100%
Consulting	All Associations	13	8%	8%	54%	31%	0%
	APEGNB	5	0%	20%	20%	60%	0%
	PEGNL	8	13%	0%	75%	13%	0%
Other	All Associations	7	14%	0%	29%	29%	29%
	APEGNB	3	0%	0%	33%	33%	33%
	PEGNL	4	25%	0%	25%	25%	25%

Overtime Compensation



Benefits



Member Salary Survey 2018

Benefit	Association	Number of Responses	Provided/ Cost Shared	Provided/Not Cost Shared	Not Provided
Pension Plan or RRSP contribution	All Associations	95	4%	79%	17%
	APEGNB	24	4%	75%	21%
	PEGNL	71	4%	80%	15%
Life Insurance	All Associations	86	26%	53%	21%
	APEGNB	21	24%	57%	19%
	PEGNL	65	26%	52%	22%
Disability Insurance	All Associations	87	25%	55%	20%
	APEGNB	22	27%	55%	18%
	PEGNL	65	25%	55%	20%
Health Plan	All Associations	97	19%	70%	11%
	APEGNB	26	8%	81%	12%
	PEGNL	71	23%	66%	11%
Dental Plan	All Associations	95	19%	68%	13%
	APEGNB	25	12%	76%	12%
	PEGNL	70	21%	66%	13%
Profit Sharing	All Associations	74	7%	4%	89%
	APEGNB	20	5%	0%	95%
	PEGNL	54	7%	6%	87%
Stock Purchase Plan	All Associations	80	19%	14%	68%
	APEGNB	21	19%	0%	81%
	PEGNL	59	19%	19%	63%
Payment of Professional Fees	All Associations	92	61%	15%	24%
	APEGNB	25	60%	16%	24%
	PEGNL	67	61%	15%	24%
Continuing Education or training	All Associations	79	58%	19%	23%
	APEGNB	20	55%	15%	30%
	PEGNL	59	59%	20%	20%

OVERALL SATISFACTION WITH REMUNERATION

