



British Columbia- Canada

Breakout Report
Report ID =

6/26/2012 5:59:12 AM
REPRESENTS: Employee Weighted Average

PAY TYPE DISPLAYED: Annual Rate

Vice President Sales

| | Average Current Annual Base Pay | Most Recent Average FY Bonus Payout | Average Current Total Annual Compensation | Total Number of Incumbents | Total Number of Companies | Relative Index |
|--------------------------|---------------------------------|-------------------------------------|---|----------------------------|---------------------------|----------------|
| CASE PRODUCTION | | | | | | |
| 50,000 - 99,999 | \$94,277 | | \$94,277 | 5 | 5 | 98.1 % |
| REGION | | | | | | |
| British Columbia | \$89,357 | \$27,667 | \$101,214 | 7 | 7 | 105.3 % |
| Other Canada | \$87,731 | \$7,500 | \$90,231 | 6 | 6 | 93.8 % |
| Total Job | | | | | | |
| Overall National Average | \$88,607 | \$19,600 | \$96,145 | 13 | 13 | 100.0 % |

Empty Cell = No data or insufficient data for analysis

Note: No breakout data is displayed where less than 3 companies are reporting to any region, product or revenue cut. All data for this job is used when calculating the relative index.



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Office Manager/Supervisor

| | Average Current Annual Base Pay | Most Recent Average FY Bonus Payout | Average Current Total Annual Compensation | Total Number of Incumbents | Total Number of Companies | Relative Index |
|--------------------------|---------------------------------|-------------------------------------|---|----------------------------|---------------------------|----------------|
| CASE PRODUCTION | | | | | | |
| 5,000 - 9,999 | \$40,206 | \$8,000 | \$41,349 | 7 | 7 | 87.9 % |
| 50,000 - 99,999 | \$44,100 | | \$44,100 | 5 | 5 | 93.7 % |
| REGION | | | | | | |
| British Columbia | \$45,453 | \$9,750 | \$48,703 | 12 | 12 | 103.5 % |
| Other Canada | \$44,214 | | \$44,214 | 7 | 7 | 94.0 % |
| Total Job | | | | | | |
| Overall National Average | \$44,997 | \$9,750 | \$47,049 | 19 | 19 | 100.0 % |

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Winemaker

| | Average Current Annual Base Pay | Most Recent Average FY Bonus Payout | Average Current Total Annual Compensation | Total Number of Incumbents | Total Number of Companies | Relative Index |
|--------------------------|---------------------------------|-------------------------------------|---|----------------------------|---------------------------|----------------|
| CASE PRODUCTION | | | | | | |
| 5,000 - 9,999 | \$68,778 | \$12,800 | \$75,889 | 9 | 9 | 82.2 % |
| 50,000 - 99,999 | \$102,276 | \$31,667 | \$121,276 | 5 | 5 | 131.4 % |
| REGION | | | | | | |
| British Columbia | \$80,611 | \$11,083 | \$88,000 | 18 | 18 | 95.4 % |
| Other Canada | \$89,488 | \$26,250 | \$99,988 | 10 | 10 | 108.4 % |
| Total Job | | | | | | |
| Overall National Average | \$83,781 | \$14,875 | \$92,281 | 28 | 28 | 100.0 % |

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Tasting Room Manager

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|--------------------------|---------------------------------|-------------------------------------|---|----------------------------|---------------------------|----------------|
| CASE PRODUCTION | | | | | | |
| 5,000 - 9,999 | \$36,000 | \$8,625 | \$40,929 | 7 | 7 | 88.5 % |
| 25,000 - 49,999 | \$48,173 | \$7,519 | \$52,684 | 5 | 5 | 114.0 % |
| 50,000 - 99,999 | \$49,159 | \$1,200 | \$49,399 | 5 | 5 | 106.9 % |
| REGION | | | | | | |
| British Columbia | \$40,894 | \$7,584 | \$45,160 | 16 | 16 | 97.7 % |
| Other Canada | \$46,787 | \$6,250 | \$48,349 | 8 | 8 | 104.6 % |
| Total Job | | | | | | |
| Overall National Average | \$42,859 | \$7,341 | \$46,223 | 24 | 24 | 100.0 % |

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Vineyard Manager

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|--------------------------|---------------------------------|-------------------------------------|---|----------------------------|---------------------------|----------------|
| CASE PRODUCTION | | | | | | |
| 5,000 - 9,999 | \$52,833 | \$12,000 | \$56,833 | 6 | 6 | 88.1 % |
| 25,000 - 49,999 | \$71,252 | \$6,022 | \$73,661 | 5 | 5 | 114.2 % |
| 50,000 - 99,999 | \$70,333 | | \$70,333 | 5 | 5 | 109.0 % |
| REGION | | | | | | |
| British Columbia | \$59,712 | \$7,009 | \$61,902 | 16 | 16 | 96.0 % |
| Other Canada | \$67,604 | \$8,500 | \$69,729 | 8 | 8 | 108.1 % |
| Total Job | | | | | | |
| Overall National Average | \$62,342 | \$7,435 | \$64,511 | 24 | 24 | 100.0 % |

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