






Participate in Canada's most innovative executive compensation database for the financial services industry. The database is anchored in our deep understanding of how executive compensation levels are determined to ensure you can draw meaningful insights to maintain competitiveness across all executive roles.

To participate, please contact us! surveys@southlea.com

The benefits of this survey include:

Benefit	Southlea's differentiators
Simplified participation	<ul style="list-style-type: none"> ▪ Simple data submission template for easy transfer of data from your HRIS ▪ Jobs matched by Southlea (and validated by you) using standard job families and roles ▪ Secure and encrypted online system to facilitate data reporting and ensure confidentiality
Holistic perspectives	<ul style="list-style-type: none"> ▪ Compensation data for the full executive team (up to 4 executive levels; varies by company) ▪ Ongoing engagement with participants to shape this survey to provide the most value to you ▪ Customized job matching for any tough-to-match jobs, including comprehensive review of factors that impact executive compensation levels
Improved reporting and insights	<ul style="list-style-type: none"> ▪ Detailed "Participant Report" with a summary of trends and market data by benchmark role ▪ Group call with all participants to review survey findings ▪ Availability for custom peer groups

 Target participants	 Pricing	 Timing
<ul style="list-style-type: none"> ▪ Financial services companies with executive roles in Canada – refer to the list of target participants below ▪ Including corporate, banking (retail and commercial) and insurance roles 	<ul style="list-style-type: none"> ▪ Introductory pricing of \$3,500 CAD for a participant report, with the data presented for different company size cuts based on survey participation ▪ Customized reporting available for additional cost; fees to be determined based on the overall scope of the request 	<ul style="list-style-type: none"> ▪ Survey submissions to be completed by June 28, 2024 ▪ Data will be reported as soon as possible in September 2024



Sample list of target participants (sorted alphabetically)

▪ AGF Management Limited	▪ E-L Financial Corporation Limited	▪ National Bank of Canada
▪ ATB Financial	▪ EQB Inc.	▪ Royal Bank of Canada
▪ Bank of Montreal	▪ Equitable Life	▪ Sagen MI Canada Inc.
▪ Brookfield Corporation	▪ First National Financial Corporation	▪ Servus Credit Union Ltd.
▪ Canadian Imperial Bank of Commerce	▪ First West Credit Union	▪ Sun Life Financial Inc.
▪ Canadian Western Bank	▪ Foresters Financial	▪ TD Bank
▪ CI Financial	▪ Great-West Lifeco Inc.	▪ The Bank of Nova Scotia
▪ Coast Capital Savings Federal Credit Union	▪ iA Financial Group	▪ The Canada Life Assurance Company
▪ Co-Operators General Insurance Company	▪ IGM Financial	▪ The Co-operators Group Limited
▪ Definity Financial Corporation	▪ Intact Financial Corporation	▪ TMX Group Limited
▪ Desjardins Groupe d’assurances Générales Inc.	▪ Laurentian Bank of Canada	▪ Vancouver City Savings Credit Union
	▪ Manulife Bank of Canada	▪ Wawanesa Insurance
	▪ Meridian Credit Union	

Benchmark roles

Compensation information will be collected, aggregated and reported for available executive roles in the following job families, including CEO and up to three position levels below CEO (to ensure we capture all “executive roles” at participating organizations). For larger organizations, we will ensure the level matches are appropriate (i.e. match third level bank executives to second level executives at other financial institutions). **Benchmarks will be added as appropriate based on survey participant submissions.**

Sample benchmarks include:

Top Executive / CEO	Head, Retail Banking	Chief Actuary
Top Finance Executive / CFO	Top Legal Executive / CLO	Second / Third Level Executives – Finance, Legal, HR, IT, etc.
Top Operations Executive / COO	Top HR Executive / CHRO	
Top Corporate Dev. / Strategy	Top Risk Executive / CRO	
Top IT Executive / CTO	Top Insurance Executive	<i>Other executives where enough data is provided</i>
Head, Commercial Banking	Top Investor Relations	



Data elements collected

As part of the survey submission, we will request the following information for **each Canadian-based executive role**. In the report shared with all participating organizations (Participant Report), compensation data will be aggregated (10th, 25th, 50th, 75th, 90th percentiles) for each pay element.

Incumbent position	Incumbent pay	Company information
<ul style="list-style-type: none">▪ Incumbent ID▪ Division▪ Internal position title▪ Internal salary grade▪ Manager incumbent ID▪ Location of incumbent▪ Gender▪ Date of hire▪ Date started in position	<ul style="list-style-type: none">▪ Current annual salary▪ Target and actual...<ul style="list-style-type: none">– Annual incentive, % of salary– Annual incentive, \$ value– Total cash– Long-term incentive, % of salary– Long-term incentive, \$ value– Total direct compensation	<ul style="list-style-type: none">▪ Revenue▪ Assets