

Internal economies

Win some, lose some

If this year's Top 50 CEOs are any indication, the smallest companies (with less than 100 staff) and the largest (1,000-plus employees) are more likely to be non-unionized than mid-range companies (100 to 1,000 employees). And, they're your best bet for salary increases of six per cent or higher. The downside is that you're most likely to get no raise at all if you're part of an organization with one to 99 people.

2014 salary increases by organization size and union status:

% Wage Increase	UNIONIZED		NO. EMPLOYEES PER COMPANY			
	Yes	No	<=99	100-499	500-1,000	>1,000
0		4	4			
1		2	1		1	
2	10	12	3	7	6	6
3	6	17	5	8	4	6
4	1	7	1	2	2	3
5	1	6	2	2	1	2
6		3	1			2
7		3	1			2
8		4	2			2
9		4	2			2
10+		8	6			2
Unspecified	3	6	2	5	1	1

Note: number of respondents exceeds 50 due to multiple levels of wage increases within a single company/organization.

Role reversal

Curiously, the majority of Top 50 CEO-led companies are non-unionized, while most of the workers are unionized.

62% 
NON-UNIONIZED
COMPANIES

36% EMPLOYEES ARE
NON-UNIONIZED
13,607 employees

38% 
UNIONIZED
COMPANIES

64% EMPLOYEES ARE
NON-UNIONIZED
24,309 employees

Non-unionized Top 50 CEO-led workers

Largest salary increase **230%**

Lowest salary increase **0%**

Received salary increases
of 6% or higher **31%**

Unionized Top 50 CEO-led workers

Largest salary increase **5%**

Lowest salary increase **2%**

Received salary
increases of 2% **56%**

48% Top 50 CEOs who
didn't receive a wage
increase in 2014

20% Highest reported
wage increase for a
Top 50 CEO in 2014

% HOUSEHOLDS
WITH INCOMES ABOVE \$100,000



TOTAL HOUSEHOLDS
WITH INCOME ABOVE \$100,000



AVERAGE
HOUSEHOLD INCOME



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Exciting investment opportunities are now being offered in the Conception Bay South Industrial Park and at the gateway – our brand new, 80-acre commercial retail development. Ideally situated on one of the busiest roads in the province, adjacent to multi-million dollars worth of indoor and outdoor recreation facilities, the gateway will be a true one-stop retail destination. The Industrial Park provides easy access to all major transportation routes and is receiving applications for lots zoned for commercial and light industrial use. A bright future awaits your business in one of the most active, picturesque, and brightest towns in the province.

Retailers and commercial developers can contact Jennifer at **709-834-6518** or ecdev@conceptionbaysouth.ca



For more information please visit enterprisecbs.ca

Risk and reward

Not surprisingly, the lowest Top 50 CEO salaries (less than \$300,000 a year) include people working in the non-profit sector. Among the highest paid CEOs (earning salaries of at least \$500,000 per year), however, the overwhelming majority (64%) are entrepreneurs.

Top 50 CEOs by annual compensation *(including bonuses and stock options)*

Less than \$100,000	2%
\$100,001-\$300,000	50%
\$300,001-\$500,000	24%
\$500,001-\$750,000	8%
\$750,001-\$1,000,000	2%
\$1,000,001-\$1,500,000	2%
Over \$1,500,000	12%

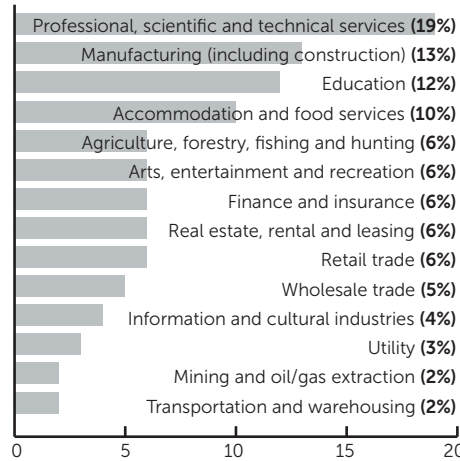
Industrial sectors represented by the Top 50 CEOs

For the 17th year in a row, the professional, scientific and technical services category is the dominant industrial activity among Top 50 CEOs.

24% GOODS PRODUCING SECTORS

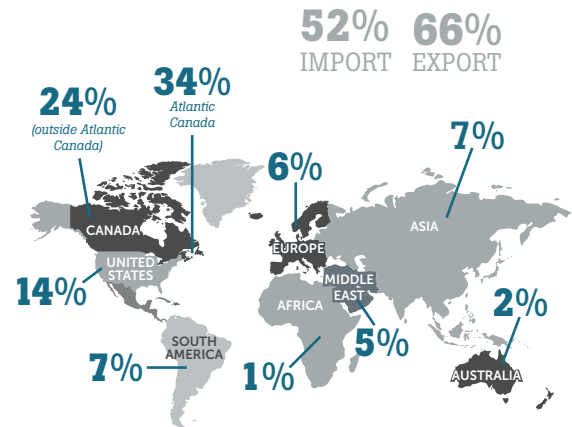
(manufacturing; agriculture, forestry, fishing and hunting; utility; mining and oil/gas extraction)

76% SERVICE SECTORS



Top 50 CEO market activity

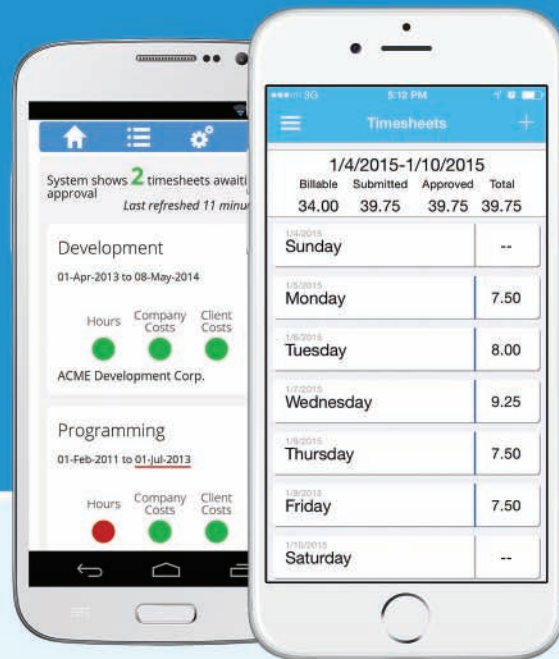
Despite the rising value of the U.S. dollar, its market importance for Top 50 CEOs has dropped for the second year in a row (it accounted for 17% of all Top 50 CEO markets last year). But if you look specifically at export activity, the United States rises as a destination for Top 50 CEO-produced goods and services to 33%. That's still significantly lower than the Canadian average; according to EDC, 70% of Canadian merchandise exports go to the United States.



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