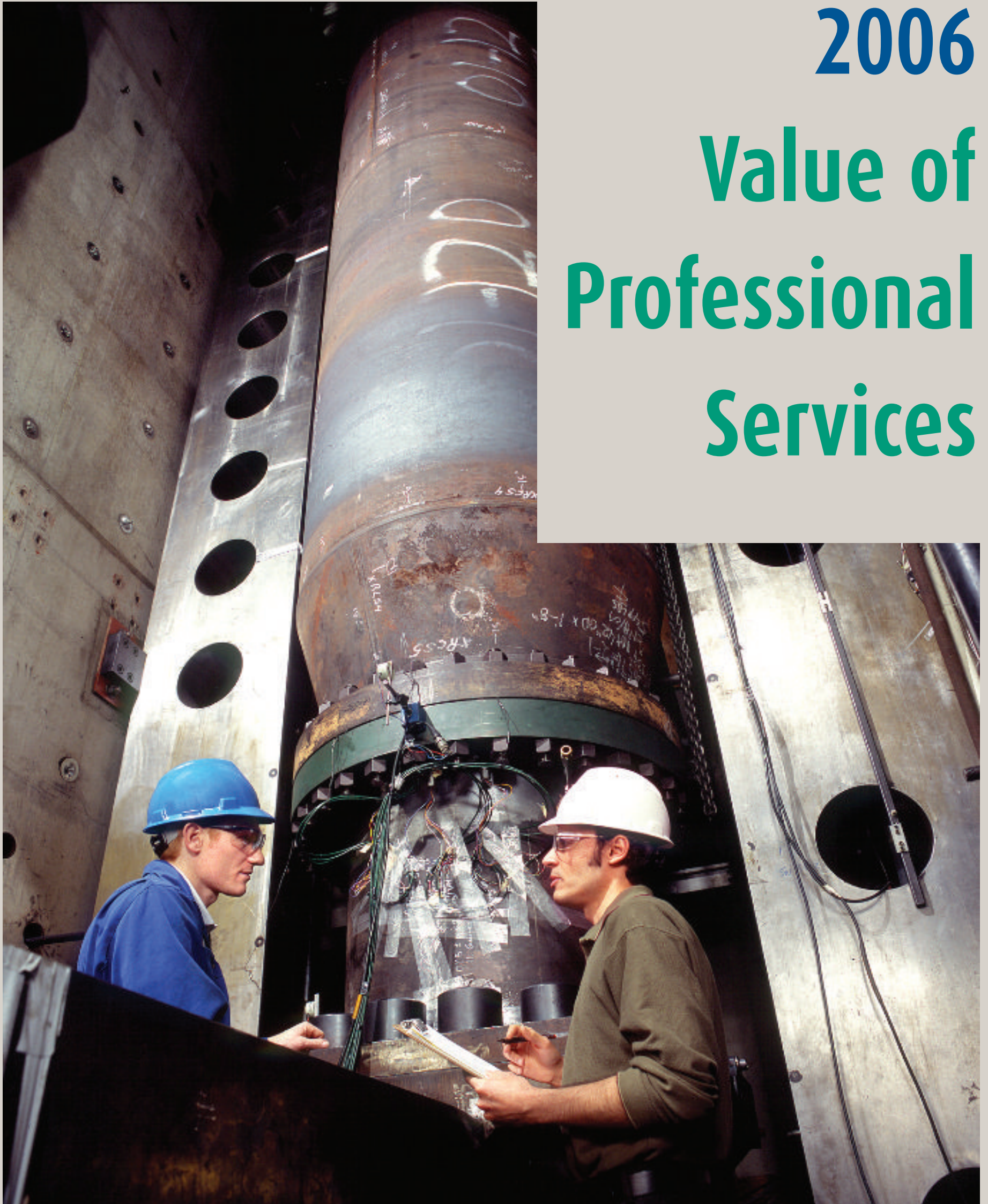


2006 Value of Professional Services



The Association of Professional Engineers,
Geologists and Geophysicists of Alberta

JUNE 2006 ANNUAL SALARY SURVEY

FIGURE 1
Job Classification Guide

Note: Ideally this Classification Guide applies to large and medium sized corporations or government agencies. However, with some extrapolation, most Engineering, Geological and Geophysical jobs can be classified as shown.

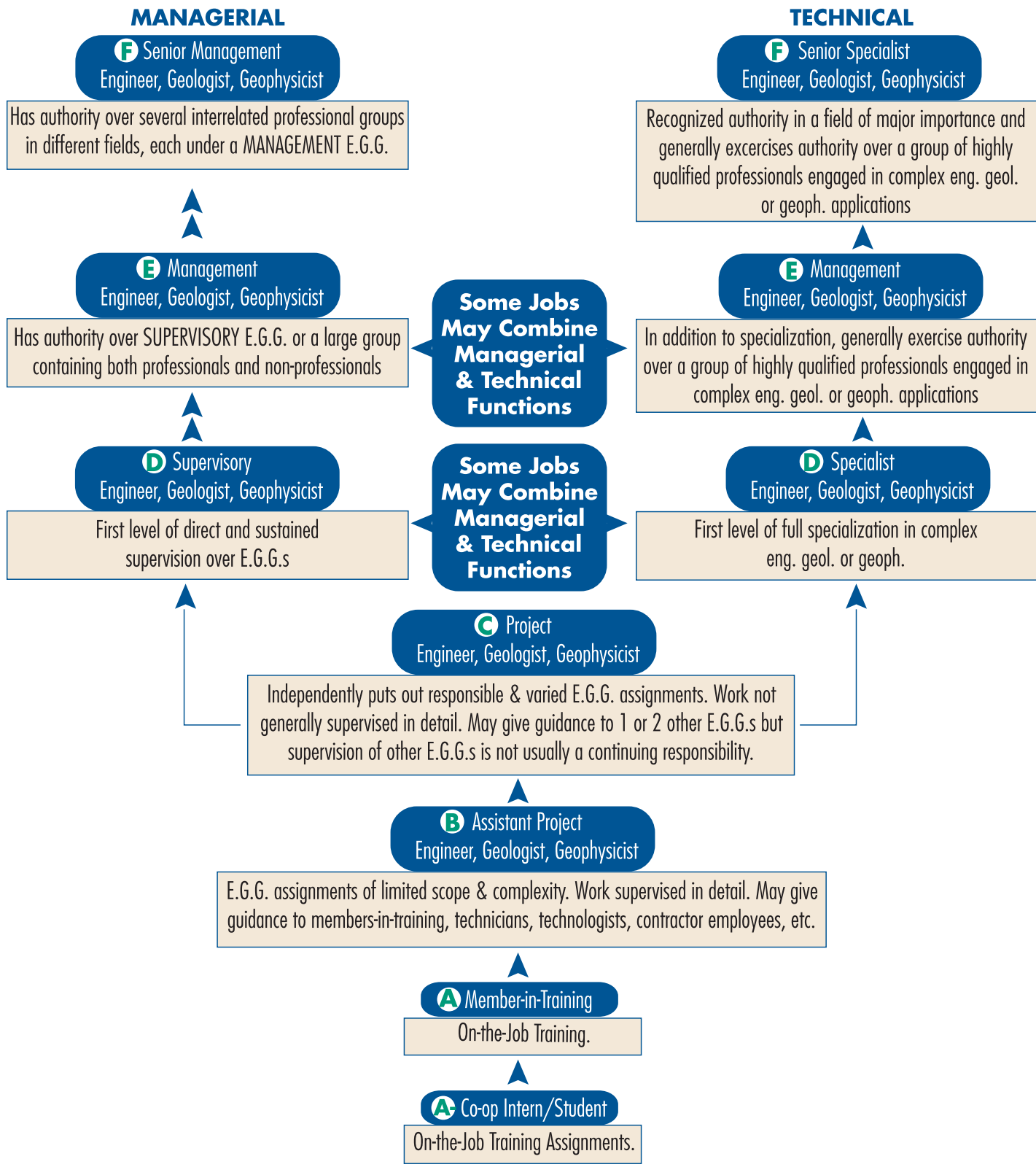


TABLE 1
ENGINEERS – ALL INDUSTRIES

LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$
A-	416	10.7%	42,226	35,520	37,856	42,226
A	1,009	7.0%	55,408	45,760	50,376	55,408
B	1,168	4.1%	63,443	52,200	58,000	63,443
C	1,750	5.2%	77,510	64,573	70,836	77,510
D	2,583	6.9%	97,377	81,510	88,900	97,377
E	1,992	5.7%	118,806	97,680	108,498	118,806
F	1,188	4.9%	141,769	116,000	129,760	141,769
F+	363	2.2%	172,017	132,435	150,000	172,017

TABLE 4
SUMMER, CO-OP AND INTERN STUDENTS – ALL PROFESSIONS

ANTICIPATED GRAD YEAR	# OF MEMBERS	MEAN \$/HOUR	D1 \$/HOUR	Q1 \$/HOUR	MEDIAN \$/HOUR
2006	26	25.07	18.18	20.05	27.14
2007	119	22.07	17.95	20	22.5
2008	97	20.70	17.09	18	20.5
2009	33	18.53	16.55	17.25	19.0

TABLE 5-C
RESOURCE EXPLOITATION (EXCEPT OIL)

LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$
A-	4	-2.9%	40,500			INSUFFICIENT RESPON
A	11	4.6%	57,059	54,000	55,370	57,059
B	11	2.9%	61,414	60,000	60,000	61,414
C	11	1%	74,030	69,900	69,900	73,000
D	21	3.1%	93,149	84,500	88,500	94,000
E	14	4.8%	111,546	105,800	110,000	111,546
F	11	9.1%	133,513	123,250	125,678	132,000
F+	2	—				INSUFFICIENT RESPON

TABLE 5-F
MANUFACTURING (NON DURABLE)

LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$
A-	12	-1.1%	38,373	35,640	35,640	38,373
A	15	1.2%	56,826	55,000	55,200	55,800
B	43	0.0%	67,108	60,864	62,700	65,000
C	59	1.3%	79,544	70,836	74,760	78,000
D	101	3.9%	93,793	86,316	91,068	95,000
E	100	2.4%	109,203	100,032	101,352	109,203
F	47	-6.1%	127,677	116,628	116,628	122,000
F+	14	5.0%	167,478	147,048	161,400	166,000

2006 EMPLOYER SALARY SURVEY HIGHLIGHTS

APEGGA extends special thanks to the 156 employers who supplied 11,818 salary data points for our annual survey of engineering, geological and geophysical positions. In response to requests from employers to obtain survey information earlier in the budgeting process, the Survey was conducted one month earlier than in previous years (salaries reported are as of May 31 instead of June 30). This shift, along with a general increased interest in professional salaries, has made this year's Survey our largest ever, with 16 per cent more companies reporting 30 per cent more salaries than in 2005.

Participating organizations provided salary information based on the level of responsibility of each employee's position, data on year of graduation and gender of the employee (if available), and information on the industry and size of the organization. The average base salary for all members (including students) based on the responses received increased by 4.8 per cent over 2005, to \$97,467. Selected highlights from this year's survey are given in the tables and figures that follow. New this year is a breakdown of salaries paid to Co-op, summer, and intern students, reported as an hourly wage, and based on the expected year of graduation.

The complete results of the survey will be published in the 2006 Value of Professional Services booklet which will be available to members later this month. Contact the Calgary or Edmonton APEGGA office to request a copy, or you can

download a PDF copy for free off the APEGGA Web Site at www.apegga.org.

HOW TO USE SURVEY RESULTS

To use salary survey data as a guideline it is important to consider all reported results and to keep in mind the following remuneration concepts.

- Salary is basically determined by the level of responsibility of the position. (The Job Classification Guide should be used to determine your level of responsibility and the results reported in Tables 1-3 should be closely noted).
- Salary levels vary among industry sectors.
- Salaries by year of graduation (Figure 2) should only be used as a check on career progress relative to others of an equivalent age. Employers and members consistently want and use this information as a check on the more basic level-of-responsibility concept.

SURVEY NOTES

- The salaries quoted are BASE salaries in effect as of May 31, 2006. The salaries include cost-of-living allowances and bonuses which have a continuing relationship to

salary. Commissions, fringe benefits, profit included. Total cash compensation figures in the full report, The Value of Professional

- The statistical measures used in compiling the survey are: median, quartiles (Q3, Q1), deciles (D9, D1). The median salary is the salary at which 50 per cent of respondent salaries are higher and 50 per cent are lower. The Q3 salary is the salary at which 25 per cent of respondent salaries are higher and 75 per cent are lower. The D9 salary has 10 per cent of the salaries at or below and 90 per cent lower.

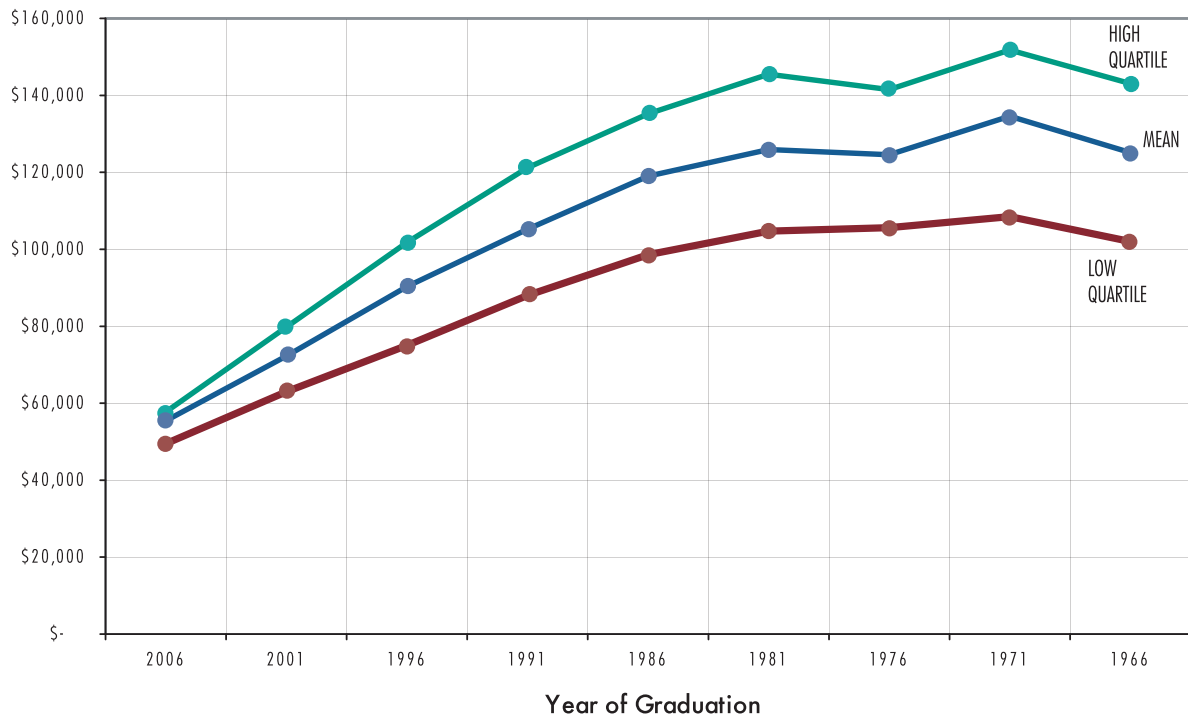


FIGURE 2
ANNUAL SALARIES OF ENGINEERS, GEOLOGISTS
AND GEOPHYSICISTS BY YEAR OF GRADUATION
MAY 2006

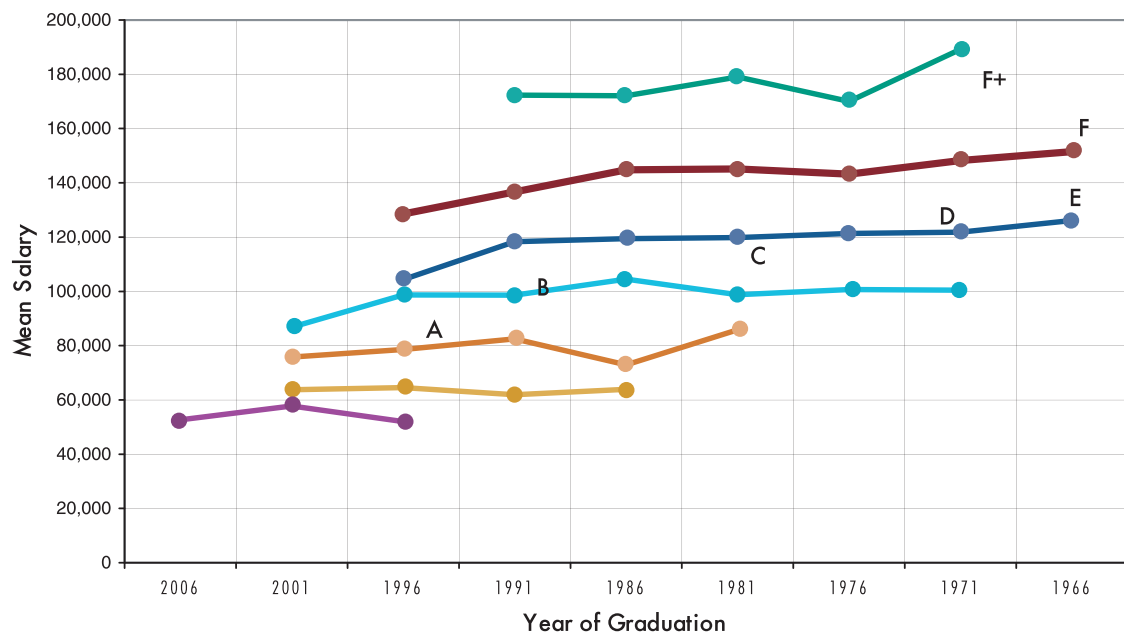


FIGURE 3
MEAN SALARIES BY YEAR OF GRADUATION
AND LEVEL OF RESPONSIBILITY
ALL PROFESSIONS (ENGINEERS,
GEOLOGISTS AND GEOPHYSICISTS
MAY 2006

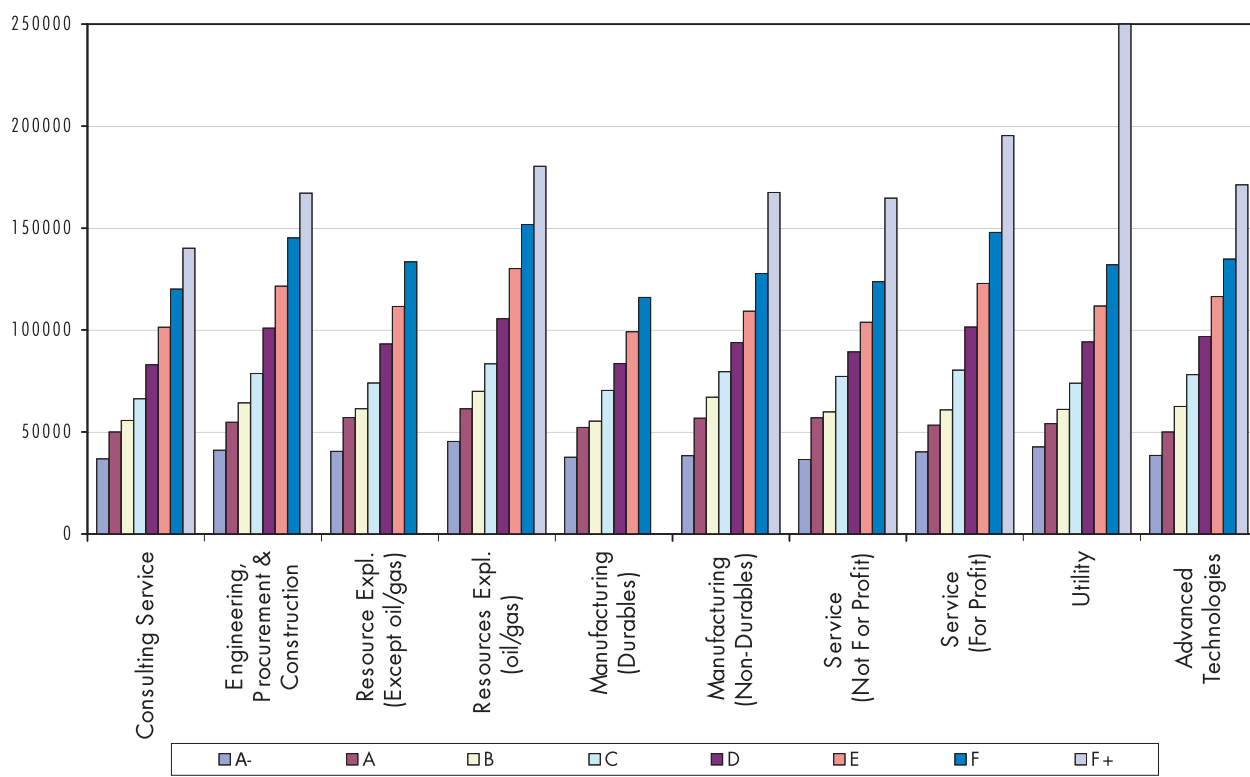


FIGURE 4
MEAN ANNUAL BASE SALARIES OF ENGINEERS,
GEOLOGISTS AND GEOPHYSICISTS BY INDUSTRY TYPE
MAY 2006

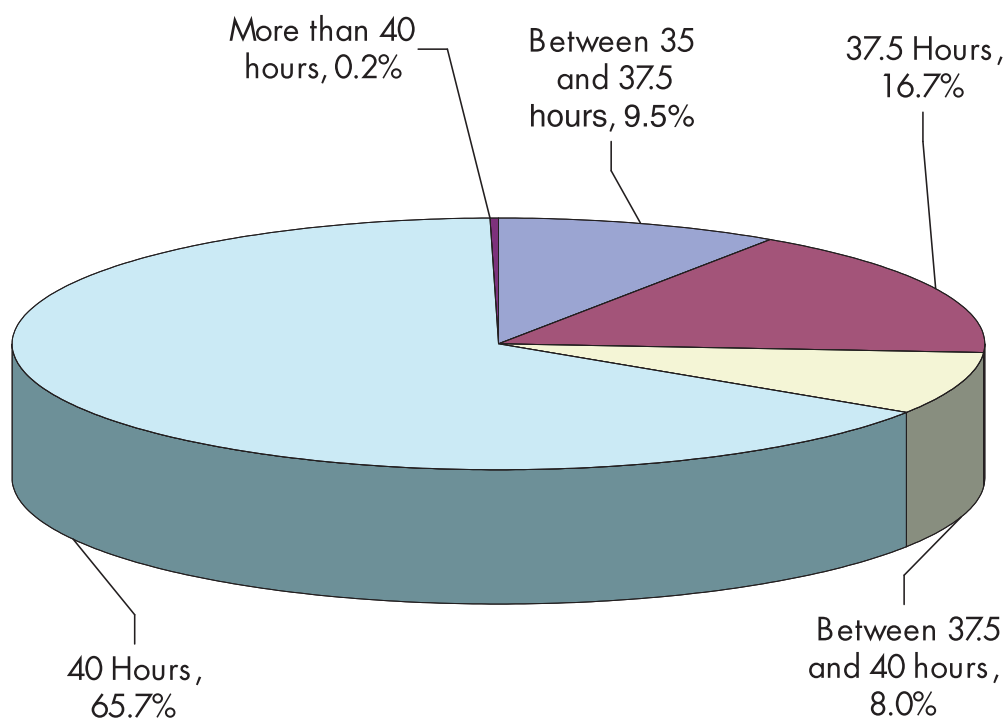


FIGURE 5
WEEKLY HOURS OF WORK
MAY 2006