



# 2025 Management Salary Survey & Survey on Board of Director Compensation Registration Form

Please complete the form below along with the attached Confidentiality Policy to participate in the 2025 Management Salary Survey and/or the 2025 Survey on Board of Director Compensation.

**Management Salary Survey and/or Survey on Board of Director Compensation and Confidentiality Policy:**

All parties with access to the information provided in the Management Salary Survey Report and/or Survey on Board of Director Compensation and the data in the related supplemental files MUST abide by the Confidentiality Policy.

As part of your participation, you will receive an electronic copy of the Management Salary Survey Report and/or Survey on Board of Director Compensation and supplemental files.

**Please sign the Confidentiality Policy and complete the information below.**

**There are no additional costs to participate in these two surveys as they are included in your HCRM subscription.**

**Please indicate below:**

<input type="checkbox"/>	I would like to participate in the Management Salary Survey
<input type="checkbox"/>	I would like to participate in the Survey on Board of Director Compensation

**Company and Primary Contact Information**

Company Name	
Person submitting form (First, then Last name)	
E-mail address for confirmation messages	
Telephone	

**Additional Contact Information (requiring access to the survey)**

Person submitting form (First, then Last name)	
E-mail address for confirmation messages	
Telephone	

**Additional Contact Information (requiring access to the survey)**

Person submitting form (First, then Last name)	
E-mail address for confirmation messages	
Telephone	

# The MEARIE Group 2025 Management Salary Survey and/or Survey on Board of Director Compensation of Ontario Local Distribution Companies

## CONFIDENTIALITY POLICY

The MEARIE Group recognizes the importance of maintaining the security of your information and has developed the following policy that applies to all participants (and their delegates) in the Management Salary Survey and the Survey on Board of Director Compensation (each, a “Survey”), as well as the Survey Administrator and The MEARIE Group.

An individual LDC will provide its authorization for the sharing of information identified as being information of that LDC by completing the Survey Data Submission for a Survey. This will result in the LDC’s data being identified by name in the listing of participants. This enables participants to be aware of the names of the other participants in the Survey to determine the relevance of Survey data cuts (e.g. by geography or size).

All of the information obtained through a Survey will be treated with the utmost confidentiality. Data will be reported on an aggregate basis only, and in such a way as to ensure that individual participant data cannot be identified/attributed. Standards for minimum number of data will be strictly enforced to ensure confidentiality. Neither the Survey Administrator nor MEARIE Group will release or disclose to any other person whatsoever any information pertaining to any individual LDC participant.

Survey results will be reported only to those LDCs who participate in the Survey and provide comprehensive data. Comprehensive participation means that each LDC is expected to match as many of the Survey benchmark positions as they are able, and provide data for all incumbents of matched positions. **All participants must consider this information as strictly confidential.**

The results of a Survey will not be disclosed/sold to or shared with organizations that have not participated in that Survey, whether by The MEARIE Group or the Survey Administrator or Survey participants. **Participants may not share the Survey reports/results with non-participant LDCs or any entity under any circumstances.**

The data collected for a Survey will also be included in the Survey Administrator’s compensation database. Information in the Survey Administrator’s database is maintained with the highest standards of confidentiality; analysis and reporting of data is on an aggregate basis only, and in such a way as to ensure that individual participant data cannot be identified or attributed.

**The obligations of confidentiality set out in this policy are subject to the requirements of applicable law.** However, LDCs may not disclose the existence or results of a Survey to any regulatory body (or other person) unless compelled by law to do so, and if an LDC is compelled by law to make such a disclosure, it will give The MEARIE Group as much notice in advance as possible of the disclosure and the reasons the disclosure is legally required. In such circumstances, the LDC will take such steps as The MEARIE Group reasonably requests, or will co-operate with respect to any steps The MEARIE Group reasonably wishes to take, to contest or limit the scope of the disclosure.

**The MEARIE Group will not be liable for breaches by participating LDCs or the Survey Administrator of this Confidentiality Policy. By signing this form I bind my LDC, named below, to this Confidentiality Policy, and warrant that I have the authority to do so.**

Agreed on this day:	
Signature:	
Name:	
Title:	
LDC:	



Submit this form to:  
**David Ainslie**, Director, Business Services  
905.265.5320 | 1.800.668.9979  
3700 Steeles Ave West, Suite 1100,  
Vaughan, Ontario L4L 8K8  
[dainslie@mearie.ca](mailto:dainslie@mearie.ca)