

Business Continuity Compensation Report - Canada



***Compensation Review
May 2011***

***Table of Contents for
Comprehensive Report***

*Data collected between March – December
2010 with a focus on 2009 compensations.*



Benchmarking. Plan Ahead. Be Ahead.

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BC Management is pleased to provide the Table of Contents belonging to the Comprehensive BCM Compensation Report. This brief overview of the subject matter contained in the comprehensive report along with viewing an outdated version of a similar report at (<http://www.bcmanagement.com/complimentary-reports.html>) - Comprehensive Review - Published March 2010) should provide a picture of what to expect in the March 2011 Compensation Review. info@bcmanagement.com



Reporting History

Since 2001 BC Management, Inc. has been gathering data on business continuity management programs and compensations to provide professionals with the information they need to elevate their programs. Each year our organization strives to improve upon the study questions, distribution of the study and the reporting of the data collected. Below is a timeline detailing BC Management's eight years of business continuity reporting expertise.

2001 - First BC Management Study Launched

- BC Management's first annual business continuity management study was launched. The study focused exclusively on the factors that impact compensations within business continuity and related disciplines.

2005 - Program Management Section Added

- The study expanded to also include issues of importance in managing a business continuity program.
- BC Management published the first Business Continuity Management Benchmarking report.

2006 - Study Gained International Recognition

- BC Management launched an international distribution campaign to increase respondents worldwide.
- For the first time BC Management published customized business continuity compensation reports for Canada, the United Kingdom, India, and Asia Pacific.
- BC Management began offering customized program management benchmarking reports tailored to a companies specifications including, but not limited to industry, revenue, number of company employees and or number of company locations.

2009 - Study Elevated with Benchmarking Advisory Board and Advancement in Reporting

- The BC Management International Benchmarking Advisory Board * was formed to review the study and reporting to ensure it reflects topics of importance.
- WorldAPP Key Survey, a leader in survey technology, was selected to host the on-line study and assess the data. The reporting technology built into the study has significantly enhanced our ability to assess the data and thus given BC Management the ability to offer a true business intelligence dashboard assessment tool tailored for business continuity.
- The study was distributed in 5 languages, including: English, Spanish, French, Japanese and Chinese.

* The advisory board is composed of 22 international thought leaders coming from the United States of America, Canada, Latin America, the United Kingdom, Singapore, Australia, China, Japan, India, Middle East, Eastern Europe and Africa. Our board is comprised of professionals in not only business continuity, but also risk management, emergency management, high availability and environmental health and safety.



Study Methodology

The on-line study was developed by the BC Management team in conjunction with the BC Management International Benchmarking Advisory Board. WorldAPP Key Survey, an independent company from BC Management, maintains the study and assesses the data collected. The study was launched in March of 2010 and the study remained open through December 2010. Participants were notified of the study primarily through e-newsletters and notifications from BC Management and from many other industry organizations. A listing of participating organizations is included within this report. The study has been translated in five languages and it accommodates professionals who are permanently employed on a full-time or part-time basis, self-employed as an independent contractor or unemployed. Respondents receive a unique path of branching questions, which is dependent upon their experience and employment status. The study is coded with extensive logic to ensure a correct question branching path and to eliminate unintelligible data. It is comprised of two sections spanning over 100 questions. The first section focuses on the factors that impact compensations within the business continuity and related professions. The second section focuses on business continuity program management initiatives, which includes budgets, dedicated personnel, organizational reporting structure, maturity of the program, exercises, auditing, vendor utilization, program activation during an event and much more. Respondents to the study have the option to complete one or both sections. Only those respondents who manage a program within business continuity or a related discipline qualify to complete the program management portion of the study. All participants are given the option of keeping their identity confidential.



Assessment of Data & Reporting

BC Management is continuously reviewing and verifying the data points received in the study. Data points in question are confirmed by contacting the respondent that completed that study. If the respondent did not include their contact information, than their response to the study may be removed. With our eight years of expertise in collecting and assessing such data points, BC Management has an exceptional understanding of what is considered questionable or unintelligible data. To date BC Management has contacted over 200 professionals to confirm their individual study response. We then have the ability to log into the respondent's study and update their answers on their behalf to ensure valid data points.

WorldAPP Key Survey built a customized reporting tool for BC Management, which enables us to quickly assess data and prepare reports. We have the ability to prepare reports with no data filtering or analyze the data in applying any combination of filters from any of the study questions. **Data findings in many of the figures were rounded to whole numbers, thus the total percent may not equal 100%.**



Participant Data & Respondent Characteristics

2,644 study participants from 50 countries as of December 15, 2010. Incomplete/ partial study responses were included as appropriate within the report. Study was divided into 2 sections.

- Business Continuity Compensation – 1,946 professionals participated in the compensation section from 57 countries. Incomplete study responses were included within this report along with the completed responses.
- Business Continuity Program Management – 1,135 professionals participated in the program management section from 41 countries. Incomplete study responses were included within this report along with the completed responses.
 - Complete responses were received from the following countries: Australia, Bahrain, Bermuda, Brazil, Canada, Cayman Islands, China, Costa-Rica, Egypt, Finland, France, Germany, Greece, India, Indonesia, Ireland, Israel, Italy, Japan, Jordan, Kenya, Kuwait, Luxembourg, Malaysia, Mauritius, Mexico, Netherlands, New Zealand, Nigeria, Pakistan, Philippines, Poland, Russia, Saudi Arabia, Singapore, Switzerland, United Arab Emirates, United Kingdom, and United State of America.

BC Management's 9th Annual BCM Study received over **2,600** participants internationally. **1,946** professionals participated in the compensation portion of the study. **302** professionals from Canada participated in the compensation study while **161** professionals from Canada completed the compensation section of the study. Of those respondents, **149** were full-time employees (FTE), **10** were independent contractors, **0** were part-time employees (PTE) and **2** were unemployed. **INCOMPLETE STUDY RESPONSES WERE INCLUDED WITHIN THIS REPORT ALONG WITH THE COMPLETED RESPONSES.**

* * * * *

A special thanks to all the professionals who continue to participate in our annual study. This incredible support has aided in the enhancement of our reporting format. This report is, without a doubt, our most extensive compensation report. As always, we appreciate the opportunity in providing the business continuity profession with informative reports and we welcome your feedback – info@bcmanagement.com.

*Sincerely,
The BC Management Team*



About BC Management, Inc.

BC Management, Inc., founded in 2000, is an executive staffing and research firm solely dedicated to the business continuity, disaster recovery, risk management, emergency management, crisis management and information security professions. With decades of industry expertise, our staff has a unique understanding of the challenges professionals face with hiring, benchmarking and analyzing best practices within these niche fields.

[BC Management's Complimentary Research](#) - BC Management has been collecting data on the factors that impact compensations and business continuity programs since 2001. To download our current complimentary reports please visit www.bcmanagement.com.

[We Value Your Comments](#) - Thank you for participating in our annual study. Your contribution adds value to our comprehensive reporting and allows us the opportunity to assess industry trends. Please share any comments or suggestions on how we can improve at info@bcmanagement.com.



Customize Your Compensation and/or Program Management Benchmarking Report

As a result of our advancement in reporting technology with World APP Key Survey, BC Management is able to offer a true benchmarking service exclusively for the business continuity management profession. Our benchmarking service includes a report (similar to this report) customized to your specific filters used to drill down to the data points that compare to your compensations or program planning initiatives. As a part of our benchmarking service, BC Management is also offering a business intelligence dashboard technology in which you will receive all the data points (based on your filter specifications) for further independent assessment. This technology will allow your organization to further assess the data within a flexible, intelligent, user friendly format.

COMPENSATION RESEARCH DATA:

[Benefits of Our Customized Compensation Benchmarking Service](#)

- Saves time and money in assessing compensations for current and future personnel.
- Provides a fair comparison on compensation bands based on expertise, degree, certification and geography.
- Assists in retaining current personnel based on compensations in the same geography and job title.

[Filters Available to Customize Your Compensation Report](#)

- **Employment Status** – may choose from full-time permanent, part-time permanent, independent contractor and unemployed.
- **Geography** – may choose country, state/providence, or city.
- **Job Title/ Position** – may choose from a selection of job titles.
- **Discipline** – may choose multiple disciplines that are managed with the program (17 to choose from).
- **Years of Experience** – may choose from an experience band of your choice.

PROGRAM MANAGEMENT RESEARCH DATA:

[Benefits of Our Customized Program Management Benchmarking Service](#)

- Allows you to assess the maturity of your business continuity program focusing on industry best practices, dedicated staff, budget breakouts, reporting structure, vendor utilization, program activation and much more.
- Provides assistance in presenting business case objectives to your executives to substantiate and expand your program.
- Prioritizes key initiatives in elevating the maturity of your programs.
- Assists in building a road map to advance your program and meet your goals.
- Makes you more efficient by eliminating the need to do research on your own.
- Provides an unbiased source on how your company compares to the industry; specifically other “like” organizations, which can be used to support your recommendations.

Filters Available to Customize Your Program Management Report

- **Industry** – may choose more than one industry.
- **Company Revenue** – may choose a revenue band of your choice.
- **Number of Employees** – may choose a selection from number of company employees.
- **Number of Locations** – may choose a selection from number of company locations in either operational and/or retail interfacing.
- **Geographic Distribution** – may choose multiple countries as well as how the company locations are dispersed (global, multi-country, one country, regionally within one country, statewide or citywide).
- **Disciplines within program** – may choose multiple disciplines that are managed with the program (17 to choose from).
- **Scope of program** – may choose a combination of the following: global, multi-country, one country or regionally within one country.
- **Maturity Rating of Program** – may choose on a scale of 1 to 5 with 1 being Very Immature and 5 being Very Mature (please note this is a self rating by the study participant).
- **Names of Organization** – may choose a list of company names that have participated in our study and completed the program management portion of the study. Please keep in mind that not all respondents indicated their company name. Many respondents kept their organizational name private. Also, not all study respondents qualified for the program management portion of the study. Only those respondents who managed a program were encouraged to participate in the second section of the study. **ALL RESPONDENT CONTACT INFORMATION IS KEPT CONFIDENTIAL AND IS NEVER REVEALED!**

Inquiries

For more information or to order a report please email us at info@bcmanagement.com or call us at (714) 969-8006 or toll free within the United States (888) 250-7001

Purpose of Table of Contents

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