

1 **Q. In Korn Ferry’s opinion does compensation for executive and senior managers in**  
2 **Atlantic Canada in large organizations generally trend at the national level or**  
3 **higher or lower? Does compensation in Newfoundland and Labrador for large**  
4 **organizations generally trend higher or lower than in (i) Atlantic Canada and (ii)**  
5 **Canada?**  
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7 A. Korn Ferry does not know. The relativity depends on the types of Atlantic organizations  
8 and their respective ownership structure. Many larger Newfoundland and Labrador  
9 organizations are broader public sector organizations. Because of ownership and funding,  
10 their executive and senior manager compensation tends to be lower than the Canadian  
11 national market that consists of private and public sector organizations. In Korn Ferry’s  
12 opinion, the comparison of executive compensation should consider various factors  
13 including ownership, funding, business model, industry etc. A simple geographic factor is  
14 not considered a fair comparison.