



Building Owners & Managers Association - 2009 Salary Guide





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From the President of BOMA BC



Dear BOMA BC members,

It is with great pleasure that BOMA BC is able to provide you with this valuable industry benchmarking resource.

Produced for BOMA BC by Hays Specialist Recruitment (Canada) Inc., this publication is the result of BOMA's third comprehensive compensation survey for our local market.

While the economic downturn has impacted virtually every business sector, the Vancouver office market remains fairly tight. Sub-lease space has increased significantly while spending on capital improvements has decreased but the need for qualified employees remains in high demand.

BOMA BC would like to thank those individuals who participated by providing us with the compensation data contained herein.

A handwritten signature in black ink, appearing to read "Mike Bishop".

Mike Bishop
President, BOMA BC

BOMA BC offers this publication as a service to the commercial buildings industry and to the public. The survey was voluntary and undertaken following reasonable procedures to provide meaningful results and to protect the confidentiality of the data. The data presented is for informational purposes only and is not intended to raise, lower, stabilize or otherwise affect prices, fees, terms or other aspects of compensation.



About Hays Specialist Recruitment



Headquartered in London, England, Hays plc is the leading global specialist recruitment group. It is market leader in the UK and Australia, and one of the market leaders in Continental Europe and North America. Hays has operations in 27 countries.

Key Facts

- 8,300 staff
- 380 offices
- 80,000 candidates placed last year into permanent jobs
- 300,000 people into temporary assignments

Since opening the first Canadian office in September 2001, Hays has expanded rapidly to have offices in Calgary, Edmonton, Kitchener, London, Mississauga, Montreal, North York, Ottawa, Toronto and Vancouver. Hays specializes in nine areas including Construction & Property, Accounting & Finance, Human Resources, Information Technology, Manufacturing & Logistics, Office Support, Oil & Gas, Pharma and Sales & Marketing.



About Hays Construction & Property



Hays Construction & Property places permanent, contract and temporary candidates in positions in Property & Facilities, Construction & Development, Mechanical & Electrical, Civil, Structural & Environmental Engineering and Architecture & Interior Design. Our consultants are constantly developing and maintaining an in-depth knowledge of their disciplines, and gathering a sophisticated network of contacts. This allows us to quickly and effectively identify and evaluate candidates and to act as a reliable and current source of information on best hiring practices, job descriptions, compensation and market trends. Our clients can rely on us to have relevant and available candidates when they need them, and up-to-the-minute information on the employment market.

The Hays Construction & Property team are professionals and experts in their field. Many of our staff have come to us from previous careers within the industry and are active within a number of industry associations, helping to educate members and clients on recruitment topics by staying current on our clients' needs and key industry trends.

As your specialist recruiter, you can be confident that we can source the niche skills required to fill a role in every professional discipline—cost effectively and efficiently. For more information about Hays, call our Vancouver office at **604-648-HAYS (4297)** or visit **www.hays.ca**.



How the Salary Guide works



Organizations of all sizes in the commercial, residential and industrial property markets can utilize the following salary information.

The guide aims to provide a cross section of average salaries, with a minimum-typical-maximum range for property and facilities professionals as well as an overview of some of the trends from the industry. We have sourced the information in the guide from:

- 1) Our current market knowledge of temporary and permanent placements made in British Columbia in 2008.
- 2) Qualitative and quantitative data gathered throughout December 2008 in a confidential survey sent to companies in the property and facilities sector in British Columbia, comprising of BOMA members and Hays clients.

The salary ranges shown are exclusive of any additional bonuses, compensation or benefits which are documented separately. Other factors such as personal work experience, individual performance and company discretion will obviously influence actual salaries.



2008 In review



The first ten months of 2008 saw steady job growth. Demand was high across the board, with a number of growth opportunities and newly created positions. Companies continued to experience challenges in finding qualified candidates in all sectors at all levels. Salaries continued to rise with inflation and were still a major factor in staff changing jobs.

In British Columbia, attracting candidates from other regions continued to prove difficult due to the province's higher cost of living. To make up that shortfall, we noted significant local movement within the property industry. Employers continued to ensure salaries and benefits were competitive to maintain low attrition. For new employees, requirements such as good communication skills, academic qualifications and a stable work history became standard regardless of position.

In the final two months of the year, the economic downturn being experienced in other parts of the world began to have an effect on job growth. We saw dramatic reduction in the number of companies prepared to hire or use outsourced recruitment. A number of our clients also experienced redundancies over the last quarter of 2008.

The Construction and Development sectors have been hardest hit thus far, with a significant knock-on effect in Property and Facilities with redundancies and hiring freezes. Candidates are now worried about job security. As a result, while there is suddenly an increase in the total number of candidates in the market due to job losses, qualified candidates are harder to find as they are unwilling to leave the security of their current positions.



Retention



Concerns about job security have led to a decline in overall staff movement. As a result, employers are seeing a stabilization in their workforces. However, competitive remuneration is still important. Candidates will enter the job market if they feel they are not being paid market rates. Non-compensation related factors such as job satisfaction, career advancement, professional development, and the opportunity for autonomy also continue to be highly ranked by employees. Professional advancement remains the number one reason employees change jobs.

Employers are continuing their efforts to improve their recruitment and retention initiatives with the goal of increasing overall job satisfaction. They are also addressing the need for professional advancement and the issue of overall work/life balance, providing employees with greater job flexibility and growth opportunities.

Finally, a large number of baby boomers are approaching retirement age. To protect staff losses in this group, some employers are providing incentives to workers at or approaching retirement age to stay on with the company longer. At the same time, these workers have expressed interest in postponing retirement to stay with their companies.



2009 Outlook



Economists are predicting rising unemployment and increased job loss numbers through at least the first half of 2009. Recruitment trends are expected to continue, though at a slower pace, as companies take a “wait and see” approach to the economy.

According to Central 1 Credit Union's five-year economic forecast, BC's unemployment rate will climb to 6.7%, up from 4.5% in 2008. We expect that qualified candidates will be harder to find than ever as they will likely cling to their current roles over concerns about job security. Companies seeking the best candidates will need the expertise of recruiters to assist in finding and enticing these candidates to move. Conversely, companies will find themselves inundated with applications from unqualified candidates. Job cuts have flooded the market with workers of various skill levels.

Employers are anticipating cautious hiring in the upcoming quarter. Twenty percent of employers plan to add employees in Q1 2009. Twelve percent will decrease headcount while 59 percent anticipate no change and 10 percent are unsure. What we are seeing in the market now are full time postings that are meant to replace employees rather than net new jobs. For those sectors that are still seeing some growth, employers are continuing to express concern with the shortage of skilled labor. We expect that the time required to fill jobs will grow longer. Furthermore, even as companies explore ways to cut costs, employers still plan to increase salaries in the 2009. This is to counteract the heightened expectations of employees, where staff are now expected to perform more duties and longer hours. Companies are also turning to contract or temporary employees as a short term fix for their labour shortages.



Compensation Information - Property Management



Vice President, Property / Operations / Asset Management

Department head. Has senior Property Manager(s) reporting to this position. Responsible for a portfolio greater than 2 million square feet. Responsible for all aspects of Property Management including Leasing and Financial Reporting. Accountable for the profitability of the department.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 90,000	90,000 to 114,999	175,000 to 189,999
5 - 10 Years Experience	90,000 to 99,999	115,000 to 129,999	Greater than 205,000
10 - 15 Years Experience	90,000 to 99,999	130,000 to 144,999	Greater than 205,000
15 Years or More	100,000 to 109,999	145,000 to 159,999	Greater than 205,000

Director of Property Management / Real Estate Manager

Reports to VP of Real Estate / Property Management. Supervising other Property Managers and support staff and all areas of property management. Responsible for Financial Reporting and Budget Control.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 80,000	85,000 to 89,999	105,000 to 109,999
5 - 10 Years Experience	Less than 80,000	90,000 to 94,999	110,000 to 114,999
10 - 15 Years Experience	Less than 80,000	95,000 to 99,999	Greater than 115,000
15 Years or More	80,000 to 89,999	100,000 to 104,999	Greater than 115,000



Compensation Information - Property Management



Asset Manager

Responsible for approval of budgets. Will often have a background in finance. Oversee and analyse, and finalize all financial reports for investors and clients.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 60,000	70,000 to 74,999	Greater than 95,000
5 - 10 Years Experience	60,000 to 64,999	75,000 to 79,999	Greater than 95,000
10 - 15 Years Experience	65,000 to 69,999	80,000 to 84,999	Greater than 95,000
15 Years or More	70,000 to 74,999	80,000 to 84,999	Greater than 95,000

Senior Property Manager

Responsible for all areas of Property Management. Is responsible for more than 1 million sf. Supervises other property managers, operators and staff for the portfolio.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 60,000	70,000 to 79,999	110,000 to 119,999
5 - 10 Years Experience	Less than 60,000	80,000 to 89,999	110,000 to 119,999
10 - 15 Years Experience	60,000 to 69,999	80,000 to 89,999	110,000 to 119,999
15 Years or More	60,000 to 69,999	90,000 to 99,999	Greater than 130,000



Compensation Information - Property Management



Property Manager (I)

Assigned to a specific building or portfolio with a minimum 500,000 sf. Has overall functional responsibility for building operations, records and budgets. Reports to a Senior Property Manager or to Senior Management.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 50,000	60,000 to 64,999	85,000 to 89,999
5 - 10 Years Experience	50,000 to 54,999	65,000 to 69,999	Greater than 90,000
10 - 15 Years Experience	55,000 to 59,999	70,000 to 74,999	Greater than 90,000
15 Years or More	60,000 to 69,999	75,000 to 79,999	Greater than 90,000

Property Manager (II)

Responsible for a building or portfolio less than 500,000 sf. Reports to a Senior Property Manager or similar Senior Management.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 40,000	50,000 to 54,999	70,000 to 74,999
5 - 10 Years Experience	40,000 to 44,999	55,000 to 59,999	70,000 to 74,999
10 - 15 Years Experience	45,999 to 49,999	60,000 to 69,999	Greater than 75,000
15 Years or More	50,000 to 59,999	60,000 to 69,999	Greater than 75,000



Compensation Information - Property Management



Residential Property Manager - Strata

Responsible for a portfolio of up to 1,000 units. Dealing with Strata requests, attending Strata meetings, budgeting.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 40,000	50,000 to 54,999	70,000 to 74,999
5 - 10 Years Experience	40,000 to 44,999	55,000 to 59,999	75,000 to 79,999
10 - 15 Years Experience	40,000 to 44,999	60,000 to 64,999	Greater than 80,000
15 Years or More	45,000 to 49,999	60,000 to 64,999	Greater than 80,000

Residential Property Manager - Rental

Managing a portfolio of up to 1,000 units. Dealing with tenant requests, budgeting and supervising Resident Managers and Contractors.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 50,000	50,000 to 54,999	60,000 to 64,999
5 - 10 Years Experience	Less than 50,000	55,000 to 59,999	70,000 to 74,999
10 - 15 Years Experience	50,000 to 54,999	55,000 to 59,999	70,000 to 74,999
15 Years or More	50,000 to 54,999	60,000 to 64,999	80,000 to 84,999



Compensation Information - Leasing



Leasing Manager / Representative

Formulates marketing strategies and leasing assumptions for the relevant portfolio and executes the marketing program, including the negotiation of Offers to Lease with potential tenancies. Reporting and evaluation of the program either internally or to clients on an ongoing basis.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 60,000	60,000 to 69,999	90,000 to 99,999
5 - 10 Years Experience	Less than 60,000	70,000 to 79,999	110,000 to 119,999
10 - 15 Years Experience	Less than 60,000	90,000 to 99,999	Greater than 130,000
15 Years or More	Less than 60,000	90,000 to 99,999	Greater than 130,000

Leasing Assistant

Usually licensed, preparing Offers to Lease and Subject Removals. Managing the websites for the Leasing Team. Reports to the Leasing Manager.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 30,000	35,000 to 39,999	50,000 to 54,999
3 - 6 Years Experience	30,000 to 34,999	40,000 to 44,999	55,000 to 59,999
6 - 10 Years Experience	35,000 to 39,999	45,000 to 49,999	Greater than 65,000
10 Years or More	35,000 to 39,999	45,000 to 49,999	Greater than 65,000



Compensation Information - Operations & Maintenance



Director of Operations

Responsible for overseeing the operations and maintenance of the portfolio. Ensures building codes are adhered to, supervises and manages all operations staff. Responsible for preventative maintenance programs and budgets for the department.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 80,000	80,000 to 84,999	100,000 to 104,999
5 - 10 Years Experience	Less than 80,000	85,000 to 89,999	110,000 to 114,999
10 - 15 Years Experience	80,000 to 84,999	90,000 to 94,999	Greater than 115,000
15 Years or More	80,000 to 84,999	95,000 to 99,999	Greater than 115,000

Chief Engineer / Operations Manager

Responsible for overall building operations. Implements preventative maintenance programs. Supervises all building operators. Operates within and is accountable for operating budget. Minimum of 4th Class Power Engineering Ticket. Responsible for building or portfolio greater than 400,000 sf.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 50,000	55,000 to 59,999	80,000 to 84,999
5 - 10 Years Experience	50,000 to 54,999	65,000 to 69,999	Greater than 85,000
10 - 15 Years Experience	55,000 to 59,999	65,000 to 69,999	Greater than 85,000
15 Years or More	60,000 to 64,999	70,000 to 74,999	Greater than 85,000



Compensation Information - Operations & Maintenance



Assistant Operations Manager / Assistant Chief Engineer

Has responsibilities similar to Chief Engineer / Operations Manager, with building or portfolio less than 400,000 sf, or is subordinate to and in support of the Senior Operator in complexes greater than 400,000 sf.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 40,000	45,000 to 49,999	Greater than 75,000
5 - 10 Years Experience	40,000 to 44,999	55,000 to 59,999	Greater than 75,000
10 - 15 Years Experience	45,000 to 49,999	60,000 to 64,999	Greater than 75,000
15 Years or More	50,000 to 54,999	60,000 to 64,999	Greater than 75,000

Building Operator - 4th Class

Responsible for the maintenance of a building or portfolio, including all building systems. Holds 4th Class Power Engineering Ticket. Reports to Chief Engineer.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 40,000	45,000 to 49,999	60,000 to 64,999
5 - 10 Years Experience	40,000 to 44,999	50,000 to 54,999	65,000 to 69,999
10 - 15 Years Experience	45,000 to 49,999	55,000 to 59,999	Greater than 70,000
15 Years or More	50,000 to 54,999	55,000 to 59,999	Greater than 70,000



Compensation Information - Operations & Maintenance



Building Operator - 5th Class or Unticketed

Responsible for the maintenance of a building or portfolio. Includes some basic maintenance of building systems, tenant requests, general maintenance. Reports to Chief Engineer.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 35,000	35,000 to 39,999	50,000 to 54,999
5 - 10 Years Experience	35,000 to 39,999	40,000 to 44,999	55,000 to 59,999
10 - 15 Years Experience	40,000 to 44,999	45,000 to 49,999	Greater than 60,000
15 Years or More	35,000 to 39,999	45,000 to 49,999	Greater than 60,000

Maintenance Worker

Responsible for general building and grounds maintenance of building or small portfolio of buildings.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 30,000	30,000 to 34,999	50,000 to 54,999
3 - 6 Years Experience	30,000 to 34,999	35,000 to 39,999	Greater than 55,000
6 - 10 Years Experience	30,000 to 34,999	40,000 to 44,999	Greater than 55,000
10 Years or More	30,000 to 34,999	40,000 to 44,999	Greater than 55,000



Compensation Information - Facilities Management



Facilities Manager

Overseeing the daily operations and maintenance of the buildings as well as preparing the annual budgets for the portfolio. Overseeing tenders for service contracts. Reporting to VP Operations.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 50,000	55,000 to 59,999	Greater than 85,000
5 - 10 Years Experience	50,000 to 54,999	60,000 to 64,999	Greater than 85,000
10 - 15 Years Experience	55,000 to 59,999	65,000 to 69,999	Greater than 85,000
15 Years or More	55,000 to 59,999	70,000 to 74,999	Greater than 85,000

Facilities Co-ordinator

Supporting and assisting the Facility Managers, managing work orders, assisting with budget preparation, issuing purchase orders, financial reporting.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 30,000	35,000 to 39,999	50,000 to 54,999
3 - 6 Years Experience	30,000 to 34,999	40,000 to 44,999	55,000 to 59,999
6 - 10 Years Experience	35,000 to 39,999	45,000 to 49,999	60,000 to 64,999
10 Years or More	40,000 to 44,999	50,000 to 54,999	Greater than 65,000



Compensation Information - Marketing



Marketing Director

Oversees and supervises marketing staff. Responsible for promotional budgets, analyzing and researching the current market, event coordinating and renovations in commercial and retail properties.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 50,000	55,000 to 59,999	Greater than 75,000
5 - 10 Years Experience	Less than 50,000	55,000 to 59,999	Greater than 75,000
10 - 15 Years Experience	50,000 to 54,999	60,000 to 64,999	Greater than 75,000
15 Years or More	50,000 to 54,999	65,000 to 69,999	Greater than 75,000

Marketing / Promotions Manager

Implements building marketing and promotional activities within major buildings or portfolios. Retail or commercial properties.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 40,000	40,000 to 44,999	50,000 to 54,999
3 - 6 Years Experience	40,000 to 44,999	50,000 to 54,999	Greater than 70,000
6 - 10 Years Experience	40,000 to 44,999	50,000 to 54,999	Greater than 70,000
10 Years or More	40,000 to 44,999	55,000 to 59,999	Greater than 70,000



Compensation Information - Accounting



Controller

Oversees the financial operations and assets of the company. Prepares trading accounts, profit and loss accounts and balance sheets. Manages the accounting function. Holds a professional accounting designation.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 70,000	75,000 to 79,999	100,000 to 104,999
5 - 10 Years Experience	70,000 to 74,999	85,000 to 89,999	Greater than 110,000
10 - 15 Years Experience	70,000 to 74,999	90,000 to 94,999	Greater than 110,000
15 Years or More	70,000 to 74,999	90,000 to 94,999	Greater than 110,000

Accounting Manager

Manages the company's day to day accounts and bookkeeping. Responsible for the accounting team. Reporting to the Controller or CFO.

	Minimum	Typical	Maximum
0 - 5 Years Experience	Less than 50,000	55,000 to 59,999	70,000 to 74,999
5 - 10 Years Experience	Less than 50,000	60,000 to 64,999	80,000 to 84,999
10 - 15 Years Experience	Less than 50,000	60,000 to 64,999	80,000 to 84,999
15 Years or More	Less than 50,000	65,000 to 69,999	Greater than 85,000



Compensation Information - Accounting



Senior Property Accountant

Responsible for a large portfolio and/or manages and supervises one or more property accountants. Has, or is studying towards a professional accounting designation. Reporting to the Accounting Manager or Controller.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 50,000	50,000 to 54,999	70,000 to 74,999
3 - 6 Years Experience	Less than 50,000	55,000 to 59,999	Greater than 80,000
6 - 10 Years Experience	Less than 50,000	55,000 to 59,999	75,000 to 79,999
10 Years or More	55,000 to 59,999	60,000 to 64,999	75,000 to 79,999

Property Accountant

Responsible for all financial records, reports and CAM calculations for a large building or portfolio of smaller buildings. Reports to a Senior Property Accountant or similar management position.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 30,000	30,000 to 34,999	50,000 to 54,999
3 - 6 Years Experience	Less than 30,000	35,000 to 39,999	55,000 to 59,999
6 - 10 Years Experience	30,000 to 34,999	40,000 to 44,999	55,000 to 59,999
10 Years or More	30,000 to 34,999	45,000 to 49,999	Greater than 60,000



Compensation Information - Accounting



Property Accounting Assistant

Performs AP and/or AR functions for a building or portfolio of buildings. Provides information for a Property Accountant.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 25,000	30,000 to 34,999	40,000 to 44,999
3 - 6 Years Experience	25,000 to 29,999	30,000 to 34,999	45,000 to 49,999
6 - 10 Years Experience	25,000 to 29,999	35,000 to 39,999	Greater than 50,000
10 Years or More	25,000 to 29,999	40,000 to 44,999	Greater than 50,000



Compensation Information - Support Staff



Secretary / Receptionist

Responsible for word processing, filing, telephone duties. Supports property management function.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 25,000	25,000 to 29,999	40,000 to 44,999
3 - 6 Years Experience	25,000 to 29,999	30,000 to 34,999	45,000 to 49,999
6 - 10 Years Experience	30,000 to 34,999	35,000 to 39,999	45,000 to 49,999
10 Years or More	30,000 to 34,999	40,000 to 44,999	Greater than 50,000

Property Management / Lease Administrator

Deals directly with Property Management, tenants, preparing leasing documentation and property financing requirements. Supports Property Management positions.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 35,000	40,000 to 44,999	55,000 to 59,999
3 - 6 Years Experience	35,000 to 39,999	40,000 to 44,999	Greater than 60,000
6 - 10 Years Experience	35,000 to 39,999	45,000 to 49,999	Greater than 60,000
10 Years or More	35,000 to 39,999	45,000 to 49,999	Greater than 60,000



Compensation Information - Support Staff



Tenant Services Representative

Coordinates tenant requests and services either by phone or internet.

	Minimum	Typical	Maximum
0 - 3 Years Experience	Less than 30,000	30,000 to 34,999	45,000 to 49,999
3 - 6 Years Experience	Less than 30,000	35,000 to 39,999	50,000 to 54,999
6 - 10 Years Experience	30,000 to 34,999	40,000 to 44,999	55,000 to 59,999
10 Years or More	30,000 to 34,999	40,000 to 44,999	50,000 to 54,999



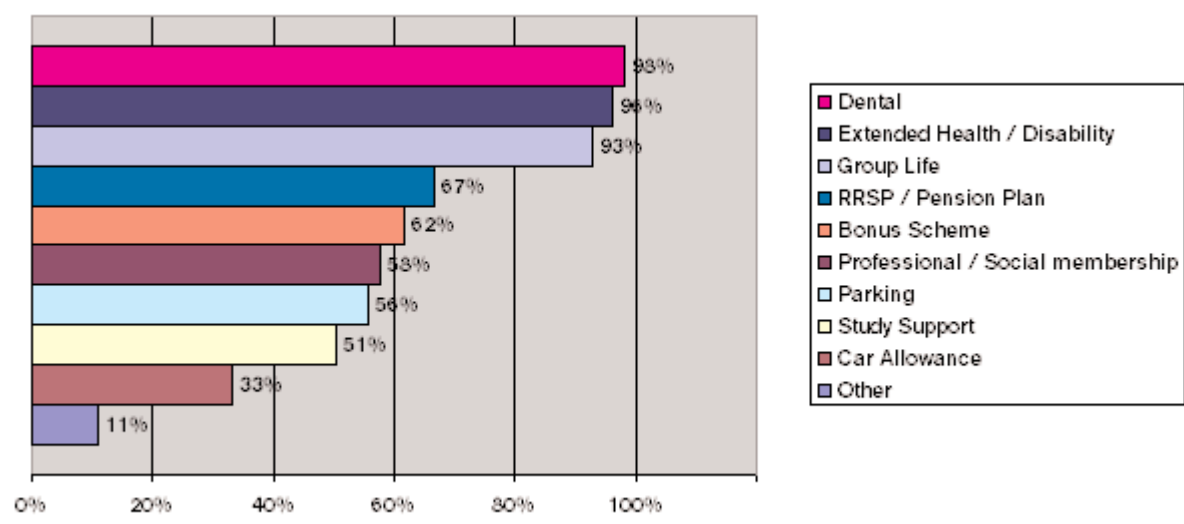
Vacation & Benefits



Vacation entitlement based on length of service:

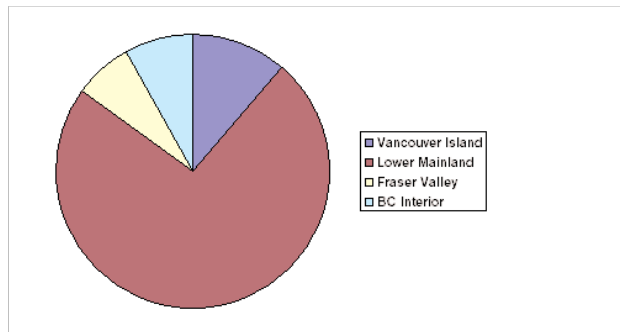
	1 week	2 weeks	3 weeks	4 weeks	5 weeks
Less than 1 year	11%	38%	47%	4%	0%
1 - 2 years	0%	36%	60%	5%	0%
2 - 3 years	0%	17%	78%	6%	0%
3 - 4 years	0%	8%	78%	14%	0%
4 - 5 years	0%	3%	69%	28%	0%
5+ years	0%	1%	19%	62%	19%

Percentage of employers offering benefits:

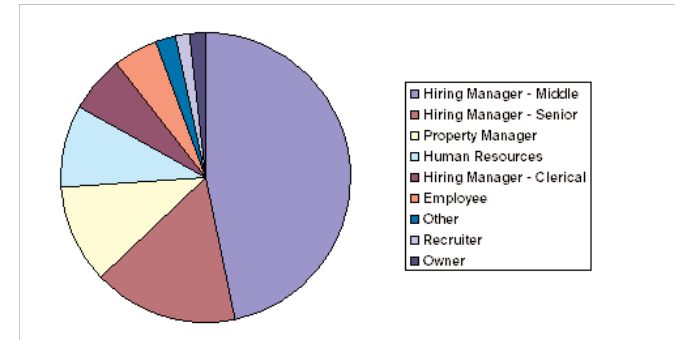


About the respondents

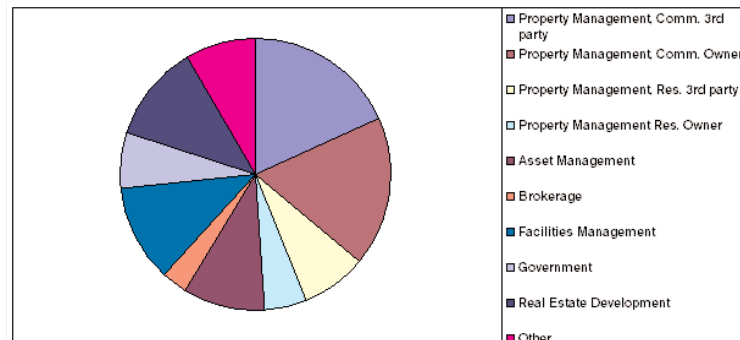
Respondents' location in British Columbia



Position within the company



Respondents' industries



Calgary
Bradie Building
630 6th Avenue SW
Suite 660
Calgary, Alberta
T2P 0S8
t. 403 269 HAYS (4297)

Don Mills
Rothmans Building
1500 Don Mills Road
Suite 402
North York, Ontario
M3B 3K4
t. 416 367 HAYS

Edmonton
Manulife Place
10180 - 101 Street
Suite 1150
Edmonton, AB
T5J 3S4
t. 780 469 HAYS

Kitchener / Waterloo
22 Frederick Street
Suite 1010
Kitchener, Ontario
N2H 6M6
t. 519 772 1000

London
150 Dufferin Street
Suite 702
London, ON
N6A 5N6
t. 519 850 HAYS

Mississauga
201 City Centre Drive
Suite 701
Mississauga, Ontario
L5B 2T4
t. 905 848 HAYS

North York
Place Nouveau
5775 Yonge Street
Suite 1802
North York, Ontario
M2M 4J1
t. 416 223 HAYS

Ottawa
World Exchange Plaza
45 O'Connor Street
Suite 320
Ottawa, Ontario
K1P 1A4
t. 613 288 HAYS

Toronto
The Lumsden Building
6 Adelaide Street East
Suite 600
Toronto, Ontario
M5C 1H6
t. 416 367 HAYS

Vancouver
Pender Place
1050 West Pender Street
Suite 2150
Vancouver, British Columbia
V6E 3S7
t. 604 648 HAYS

Specialist Recruitment hays.ca

Australia Austria Belgium Brazil Canada China Czech Republic Denmark France Germany Hong Kong Hungary India Ireland Italy Japan
Luxembourg Netherlands New Zealand Poland Portugal Singapore Spain Sweden Switzerland United Arab Emirates United Kingdom

The HAYS logo consists of the word "HAYS" in a bold, white, sans-serif font, centered within a dark blue rectangular box. The box has a slight 3D effect with a white shadow on the bottom right corner.