



LMIAComply

Recruitment compliance recordkeeping

EXECUTIVE COMPLIANCE REPORT

LMIA Recruitment Compliance Package

Prepared for employers, regulated consultants and legal counsel

MANUAL REVIEW REQUIRED

The recruitment file for Cook requires review before submission.

Assessed against the high-wage requirements applicable to the Standard High-Wage / Low-Wage pathway in Alberta, using the official sources listed under Government References. 1 requirement cannot be concluded without further supporting documentation. Review is required before the file is submitted.

COMPLIANCE SCORE

83%

STREAM

High-Wage

RECRUITMENT PERIOD

32 days

APPLICANTS

3

EMPLOYER

Maple Leaf Hospitality Ltd

POSITION

Cook

PROVINCE

Alberta

INTENDED SUBMISSION

September 1, 2026

OPERATING NAME

Maple Bistro Edmonton

NOC

63200

SUBMISSION PATHWAY

Standard High-Wage / Low-Wage

CASE IDENTIFIER

3bf68cb2-12ea-465d-b48b-8d1e9ace57d4

PREPARED FOR

Employer · Regulated Canadian Immigration Consultant · Legal counsel · Service Canada

PREPARED BY

LMIAComply · Software version 1.0.0 · Document version 1.0 · Generated Jul 30, 2026, 05:49 a.m.

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SECTION 1

Executive Summary

MANUAL REVIEW REQUIRED**The recruitment file for Cook requires review before submission.**

Assessed against the high-wage requirements applicable to the Standard High-Wage / Low-Wage pathway in Alberta, using the official sources listed under Government References. 1 requirement cannot be concluded without further supporting documentation. Review is required before the file is submitted.

ASSESSMENT AT A GLANCE

OVERALL ASSESSMENT

Review required

SUBMISSION READINESS

Review required — 1 item

COMPLIANCE SCORE

83%

HIGHEST COMPLIANCE RISK

Evidence attached for each method

OUTSTANDING DOCUMENTATION

Evidence attached for each method

RECOMMENDED NEXT ACTION

Open each listed advertising record and add an Evidence URL, or have an administrator confirm the evidence.

ENGAGEMENT DETAILS

EMPLOYER

Maple Leaf Hospitality Ltd

POSITION

Cook (NOC 63200)

STREAM

High-Wage

PATHWAY

Standard High-Wage / Low-Wage

INTENDED SUBMISSION

September 1, 2026

RECRUITMENT PERIOD

32 consecutive days

FINDINGS REQUIRING ATTENTION

- Evidence attached for each method — supporting documentation required

RECOMMENDATIONS

- Open each listed advertising record and add an Evidence URL, or have an administrator confirm the evidence.
- Evidence Vault Empty

SUPPORTING OBSERVATIONS

- 3 advertising methods recorded, with a continuous 32-day recruitment period.
- 3 domestic applicants assessed; 0 selected and 2 not selected against documented, job-related criteria.
- 0 supporting documents held on the case file and listed in the Evidence Register.
- Temporary foreign workers represent 7.7% of the workforce at this location.

SECTION 2

Employer Profile

BUSINESS INFORMATION

LEGAL BUSINESS NAME

Maple Leaf Hospitality Ltd

OPERATING NAME

Maple Bistro Edmonton

BUSINESS NUMBER

768452391RC0001

INDUSTRY

Full service restaurant & Hospitality

PRIMARY CONTACT

Sarah Mitchell

CONTACT EMAIL

hr@mapleleafhospitality.ca

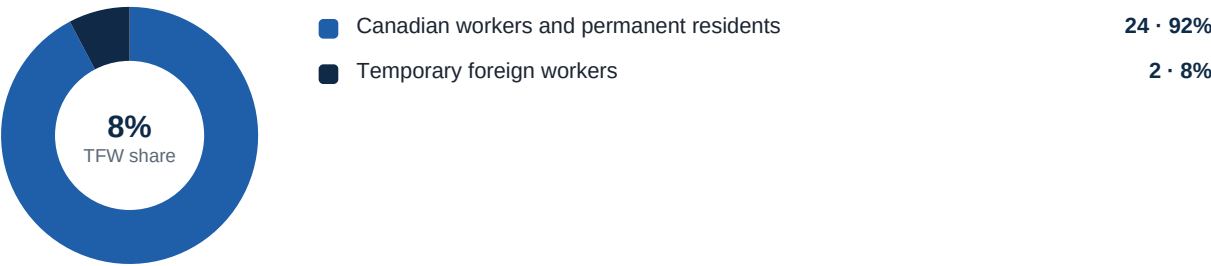
CONTACT TELEPHONE

780-555-2841

REGISTERED ADDRESS

10415 Jasper Ave Nw, Edmonton, Alberta, T5J 1Z7

WORKFORCE COMPOSITION



The employer reports a workforce of 26 at this location, comprising 24 Canadian workers or permanent residents and 2 temporary foreign workers.

SECTION 3
Position Details

JOB TITLE	NOC CODE
Cook	63200
PROVINCE	ECONOMIC REGION
Alberta	Edmonton Region
WORK LOCATION	POSITIONS REQUESTED
10415 Jasper Ave Nw, Edmonton, AB T5J 1Z7	1
HOURS PER WEEK	EMPLOYMENT DURATION
40	Permanent, Full time
EXPECTED START DATE	OFFERED HOURLY WAGE
October 1, 2026	\$38.50
REQUIRED SCHEDULE	PROGRAMME PATHWAY
Day, Evening, Weekend and Holiday shifts as required.	Standard High-Wage / Low-Wage

REQUIREMENTS OF THE POSITION

MINIMUM EDUCATION	MINIMUM EXPERIENCE
High school diploma	2 years of commercial cooking experience
LICENCES AND CERTIFICATIONS	LANGUAGE REQUIREMENT
Food Safety Certificate (preferred). No mandatory provincial licence required.	As stated in the advertised duties

JOB DUTIES AS ADVERTISED

- Prepare and cook complete meals according to standardized recipes.
- Supervise kitchen helpers during food preparation.
- Ensure food quality, portion control and presentation standards are maintained.
- Maintain inventory and assist with ordering kitchen supplies.
- Follow all Alberta Health Services food safety and sanitation requirements.
- Maintain a clean, organized and safe kitchen environment.

SECTION 4

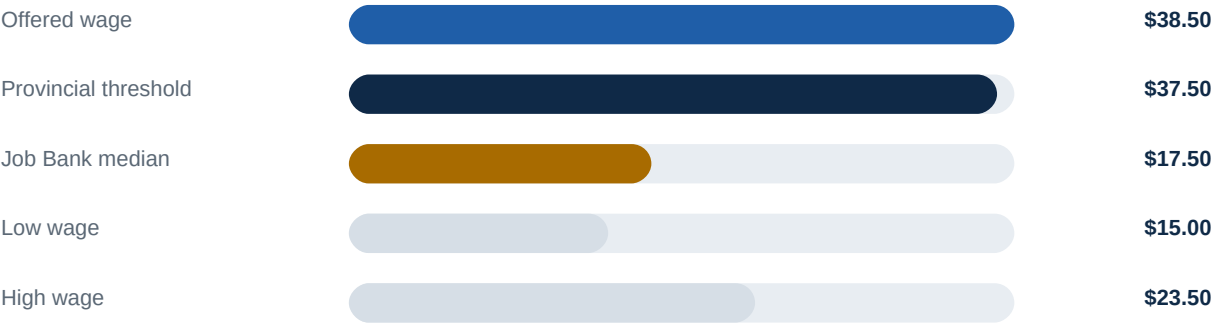
Wage Assessment

PASS

Wage assessment

The offered wage of \$38.50 per hour meets or exceeds the published median for NOC 63200 in Alberta, consistent with the High-Wage determination for this position. Offered wage of \$38.50/hour is equal to or above the published median wage of \$17.50/hour for NOC 63200 in Alberta.

WAGE COMPARISON



BASIS OF ASSESSMENT

Basis	Detail
Applicable stream	High-Wage — Offered wage of \$38.50/hour is at or above Alberta's applicable threshold of \$37.50/hour. Standard pathway result: High-Wage Stream.
Provincial threshold	\$37.50 per hour
Published median	\$17.50 per hourly
Geographic match	province · Alberta
Dataset version	JOBBANK-WAGES-2025
Dataset effective date	November 19, 2025
Government source	Government of Canada Job Bank
Date assessed	Jul 30, 2026, 05:49 a.m.
Assessment outcome	PASS

SECTION 5

Recruitment Timeline



Dates are taken from the advertising records and case settings held for this file.



MILESTONES

Milestone	Date	Notes
Advertising commenced	July 29, 2026	First activation date recorded across all methods.
Continuous recruitment period	32 days	No minimum period applies to this stream.
Intended submission	September 1, 2026	As entered on the case.
Package prepared	Jul 30, 2026, 05:49 a.m.	Document version 1.0.

SECTION 6

Recruitment Compliance

MANUAL REVIEW REQUIRED

Advertising requirements

Advertising requirements cannot be concluded without further supporting documentation. Recruitment ran for 32 continuous days. One or more required advertising checks could not be determined. Provide the missing information to complete validation.

Evidence attached for each method

MANUAL REVIEW

Position on file: 0 of 3 method(s) have evidence; 3 unconfirmed Requirement: Evidence attached for every claimed method

Evidence required:

- Government of Canada Job Bank
- Indeed Canada
- Maple Leaf Hospitality Careers Supporting documentation is required before this requirement can be concluded.

Recommended action — Open each listed advertising record and add an Evidence URL, or have an administrator confirm the evidence.

Stream rule found

PASS

Position on file: Standard High-Wage — CA-TFWP-ADVERTISING-2026 Requirement: Active rule version for the determined stream

Rules from active version CA-TFWP-ADVERTISING-2026 apply to the Standard High-Wage stream.

Minimum consecutive advertising duration**PASS**

Position on file: 32 consecutive days (2026-07-29 to 2026-08-29 inclusive)
Requirement: 28 consecutive days

The advertising record "Government of Canada Job Bank" ran for 32 calendar days (inclusive of start and end date).

Recruitment within pre-application window**PASS**

Position on file: Recruitment started 2026-07-29; 1 month(s) before 2026-09-01

Requirement: Within the 3 months before the intended LMIA submission

Recruitment began within the 3-month window preceding the intended submission date.

Job Bank method present**PASS**

Position on file: 1 Job Bank record(s)

Requirement: At least one Government of Canada Job Bank posting

A Job Bank posting has been recorded.

Required additional recruitment methods**PASS**

Position on file: 2 additional method(s) recorded

Requirement: At least 2 additional methods beyond Job Bank

2 recruitment methods beyond Job Bank are on file.

At least one national-scope additional method**PASS**

Position on file: 1 national-scope method(s)

Requirement: At least one additional method national in scope

A national-scope additional method is on file.

At least one method ongoing until LMIA decision**PASS**

Position on file: 3 method(s) confirmed ongoing: Government of Canada Job Bank, Indeed Canada, Maple Leaf Hospitality Careers

Requirement: At least one recruitment method confirmed as ongoing until the LMIA decision

At least one recruitment method has been explicitly confirmed as ongoing until the LMIA decision is issued.

Specialized variation review**PASS**

Position on file: Pathway: Standard High-Wage / Low-Wage

Requirement: Standard pathway, or a verified specialized rule set

This case uses the standard pathway; specialized-variation rules do not apply.

Written rationale for Job Bank alternative**NOT APPLICABLE**

Not applicable — Job Bank is in use or the alternative pathway is not permitted.

Youth-targeting method present**NOT APPLICABLE**

Not required by the active rule for this stream.

Different underrepresented groups targeted**NOT APPLICABLE**

Not required by the active rule for this stream.

SECTION 7**Programme Requirements**

The requirements below are assessed at case level and are reported once only. Wage and advertising outcomes are presented in their dedicated sections and are not repeated here.

Domestic applicant log**PASS**

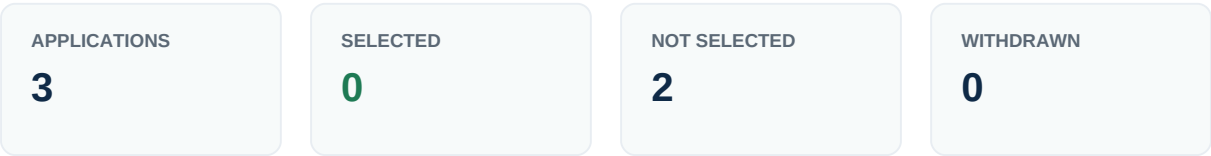
Position on file: Domestic applicants logged: 3

3 applicant record(s) logged.

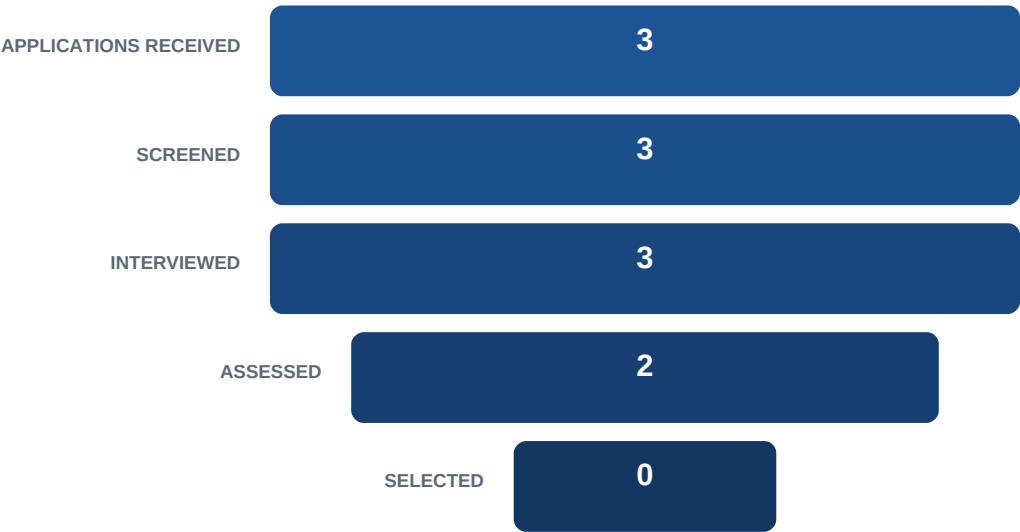
Recommended action — Add each applicant with the required fields and a structured non-selection category if applicable.

SECTION 8

Domestic Applicant Summary



RECRUITMENT FUNNEL



DOCUMENTED REASONS FOR NON-SELECTION

Reason	Applicants	Share
Unable to meet advertised shift requirement	1	50%
Accepted another position	1	50%
Insufficient advertised occupational experience	1	50%

Reasons recorded above reflect objective, job-related criteria captured at the time of assessment.

SECTION 9

Government References

Every result in this document was produced from the Government of Canada sources and dataset versions listed below. Dataset versions are retained so that historical assessments remain reproducible.

Area	Source	Version	Effective	Reference
Prevailing wage data	Government of Canada Job Bank	JOBANK-WAGES-2025	November 19, 2025	https://www.jobbank.gc.ca/trend-analysis/search-wages
Advertising requirements	Employment and Social Development Canada — Temporary Foreign Worker Program (Advertisement requirements)	CA-TFWP-ADVERTISING-2026	January 1, 2026	https://www.canada.ca/en/employment-social-development/services/foreign-workers/median-wage.html

SECTION 10

Software Provenance

SOFTWARE

SOFTWARE	SOFTWARE VERSION
LMIAComply	1.0.0
DOCUMENT VERSION	GENERATED
1.0	Jul 30, 2026, 05:49 a.m.

GOVERNMENT RULE VERSIONS

WAGE DATASET VERSION	ADVERTISING RULE VERSION
JOBANK-WAGES-2025	CA-TFWP-ADVERTISING-2026
THRESHOLD DATASET VERSION	
CA-TFWP-STREAM-THRESHOLDS-2026-07-17	

CASE METADATA

DOCUMENT ID	CASE ID
LMIA-3BF68CB212EA	3bf68cb2-12ea-465d-b48b-8d1e9ace57d4
EMPLOYER	POSITION
Maple Leaf Hospitality Ltd	Cook
NOC	PROVINCE
63200	Alberta

SCOPE OF THIS DOCUMENT

LMIAComply is a compliance recordkeeping and document-organization tool. It does not provide legal or immigration advice and does not guarantee LMIA approval. Users remain responsible for confirming current requirements with official government sources or qualified professionals before submission.