

**HORIZON UTILITIES CORPORATION (“HORIZON UTILITIES”)  
SUBMISSION OF ORAL HEARING UNDERTAKING**

**DELIVERED: April 11, 2011**

**NO. J2.3: TO PROVIDE UPDATE OF TABLE IN RESPONSE TO VECC TECHNICAL CONFERENCE QUESTION NO. 10(A) TO INCLUDE EXECUTIVE PAYOUTS THAT WERE ORIGINALLY EXCLUDED**

**Response:**

Please find the updated table for 2010 corporate incentive pay, below. Horizon Utilities has broken down the “Executive” category further to reflect incentive payments made to Executives separate from those made to Directors in the organization.

<b>Employee Category</b>	<b>Total Corporate Incentive Paid For 2010 (Gross)</b>
Executive	\$177,500
Director	\$92,000
Management	\$203,000
Non Union	\$88,500
Union	\$0. There is no incentive for unionized employees.

The table above represents payouts for 2010 for the corporate metrics. However, as identified in the Annual Incentive Plan, previously filed in confidence, there are both corporate and “personal” components to the incentive payments. The table below identifies the total actual incentive payout for each of the employee categories comprised of both corporate and personal components.

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<b>Employee Category</b>	<b>Total Incentive Paid For 2010 (Gross)</b>
Executive	\$355,000
Director	\$151,925
Management	\$398,000
Non Union	\$170,660
Union	\$0. There is no incentive for unionized employees.

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