

**EB-2016-0160 Hydro One Transmission 2017-18 Rates**

**Exhibit Kx.x : Energy Probe TC Peer Group Comparison 2012-18 Executive Bands 1-2**

<b>TC Study</b>	<b>Date/Purpose</b>	<b>Peer group(s)</b>	<b>Summary CEO and CFO (Bands (1-2) Total Compensation<sup>1</sup>)</b>
Mercer	2013/ Regulatory	Participants <sup>2</sup> : Hydro Quebec, BC Hydro, OPG, EPCOR, ENMAX, Toronto Hydro, Enbridge Gas, Transalta, Bruce Power, Manitoba Hydro, SaskPower, NB Power, PowerStream, Enersource, Horizon.	Not Specifically Identified, (included in Non-Represented) <sup>3</sup>
Hydro One	IPO 2015	<u>Utility Peer Group (8)</u> Alta Gas ATCO, Emera, Fortis , Inter Pipeline, Keyera, Pembina, Transalta <u>TSX 60 Smallest 30 (not specified)</u>	CEO P50 of Exec Peer Group TC \$3.6 million <sup>4</sup> CFO P50 of Exec Peer Group TC \$1.4 million
Hugesson Consulting	2016/ Hydro One Board	Primary Group <sup>5</sup> : <u>TSX Large Utilities</u> (Fortis, ATCO, Emera, Transalta) <u>TSX Pipeline/Storage Companies</u>	CEO P75 of Peer Group TC \$4 million <sup>6</sup> CFO P75 of Peer Group TC \$1.5 million
Towers Watson	2016/Hydro One	<u>Utility Peer Group</u> Alta Gas ATCO, Emera, Fortis , Inter Pipeline, Keyera, Pembina, Transalta <u>Executive Peer Group<sup>7</sup></u> Agrium, AltaGas, ATCO, Bombardier, CNR, CPR, Canadian Tire, Capital Power, CGI Group, Emera, Enbridge, Fortis, Intact Financial, Inter Pipeline, Keyera, Pembina Pipeline, Rogers, SNC, Telus, Transalta, TransCanada	CEO P50 of Utility Group TC \$3.6 million <sup>8</sup> CFO P50 of Utility Group TC \$1.4 million CEO P50 of Exec Peer Group TC \$4.0 million CFO P50 of Exec Peer Group TC \$1.5 million
Mercer 2016	2016/ 2017 Regulatory	Hydro One Indicates Similar Peer group to 2013 <sup>9</sup>	

<sup>1</sup> Total Compensation, including Benefits, but excluding Executive Share Option Plan participation

<sup>2</sup> EB-2013-0416 Exhibit C1-3-2 Attachment 1- Mercer Cost Benchmarking Study

<sup>3</sup> EB-2016-0160 Exhibit I Tab11 Schedule 23 HO indicates: "In 2014, Hydro One's CEO compensation was \$745,208, including benefits,

Hydro One's CFO compensation was \$521,635, including benefits".

<sup>4</sup> EB-2013-0416 Exhibit C1-3-2 Attachment 1- Mercer Cost Benchmarking Study Page 7

<sup>5</sup> EB-2016-0160 Exhibit I-06-057 -01 Hugesson Consulting Report Page 8

<sup>6</sup> Ibid Pages 17/18

<sup>7</sup> EB-2016-0160 Exhibit I-06-057 -02 Towers Watson Report Page 2

<sup>8</sup> Ibid Page 5

<sup>9</sup> EB-2016-0160 TC Transcript Vol 2 Page 21 EB-2016-0160 TC Transcript Vol 2 Page 21