

4.0 VECC 31 (b)

2013 Positions		
<b>Management</b>		
President & CEO	1	
HR Manager	1	
VP, Corporate Services	1	
VP, Engineering & Operations	1	
CFO	1	
Customer Service Manager	1	
Accounting Manager	1	
Regulatory/CDM Manager	1	
Engineering Manager	1	
Operations Manager	1	
Metering/IT Manager	1	
<b>Total Positions</b>	<b>11</b>	
<b>Non-Management (Union &amp; Non-Union)</b>		
HR Assistant/Reg Support	1	
Customer Service Reps.	7	
Meter Technician	1	
Network Administrator	1	
Engineering Technologist	1	
Engineering Technician	2	
Engineering & Ops. Assistant	1	
Purchaser/Stockkeeper	2	
Line Crew	4	
Sub Foreman	1	
Auto/Cad Technician	1	
Smart Grid Engineer	1	
Accounting Clerks	2	
Financial Analyst	1	
CDM Rep.	0	
Customer Accounts Rep.	1	
<b>Total Positions</b>	<b>27</b>	
CO-OP Students	6	2
Contract	0	0
<b>Total Non-Management (Union &amp; Non Union)</b>	<b>29</b>	
<b>Total Management &amp; Non-Management</b>	<b>40</b>	

2017 Positions		Equiv FTE's
<b>Management</b>		
President & CEO	1	0.5
HR Manager	1	1
VP, Corporate Services	1	1
VP, Engineering & Operations	1	1
CFO	1	1
Cust. Relations & Engage Mgr	1	1
Accounting Manager	1	1
Regulatory/CDM Manager	1	1
Engineering Manager	1	1
Operations Manager	1	2
<b>Total Positions</b>	<b>10</b>	<b>10.5</b>
<b>Non-Management (Union &amp; Non-Union)</b>		
HR Assistant	1	1
Customer Service Reps.	6	6
Meter Technician	1	1
Network Administrator	1	1
IS Analyst	1	1
Engineering Technologist	1	1
Engineering Technician	2	2
Engineering & Ops. Assistant	1	1
Purchaser/Stockkeeper	2	2
Line Crew	4	4
Sub Foreman	1	1
Auto/Cad Technician	1	1
Operations Engineer	1	1
Accounting Clerks	2	2
Financial Analyst	2	2
CDM Rep/Regulatory Support	2	0.6
Customer Accounts Rep.	3	2.6
Project Manager	1	1
<b>Total Positions</b>	<b>33</b>	<b>31.2</b>
CO-OP Students	4	1.3
Contract	1	0.6
<b>Total Non-Management (Union &amp; Non Union)</b>		<b>33.1</b>
<b>Total Management &amp; Non-Management</b>		<b>43.6</b>
Net Incremental Change 2017 over 2013 (FTE's)		3.6