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BY COURIER

December 12, 2017

Ms. Kirsten Walli
Board Secretary
Ontario Energy Board
Suite 2700, 2300 Yonge Street
P.O. Box 2319
Toronto, ON M4P 1E4

Dear Ms. Walli,

**EB-2017-0049 - Hydro One Networks Inc.'s 2018-2022 Distribution Custom IR Application
- Filing Additional Compensation Evidence**

On December 1, 2017, the Ontario Energy Board ("OEB") issued its Decision on Issues List and Interim Rates and Procedural Order No. 2 in this proceeding. In that document, the OEB ordered Hydro One Networks Inc. ("Hydro One") to file its explanation for the differences among what it proposed for compensation in its 2017-2018 transmission rate proceeding (EB-2016-0160), what the OEB decided in that transmission proceeding and what is in its compensation evidence in this proceeding.

Hydro One has filed Attachment 7 to Exhibit C1, Tab 2, Schedule 1 which outlines the differences in methodologies used to calculate compensation costs in this proceeding and in Hydro One's 2017-2018 transmission rate proceeding. The OEB also asked Hydro One to file its total compensation, and allocation to distribution and transmission, using the methodology shown in Undertaking J10.2 of Hydro One's 2017-2018 transmission rate proceeding. This evidence has been provided as Attachment 8 to Exhibit C1, Tab 2, Schedule 1.

Sincerely,

ORIGINAL SIGNED BY FRANK D'ANDREA

Frank D'Andrea

Encls.

cc: EB-2017-0049 parties (electronic)

COMPLIANCE FILING – COMPENSATION EVIDENCE

1. OEB DECISION OF DECEMBER 1, 2017

This Exhibit Attachment contains the additional information ordered by the OEB in its Decision on Issues List and Interim Rates and Procedural Order No. 2 (“P.O. 2”) issued on December 1, 2017 in this proceeding. It explains the differences between the total compensation evidence in Exhibit J10.2 in the proceeding for Hydro One’s 2017-2018 transmission application (EB-2016-0160) (the “Tx Case”) and Attachment 6 of this Exhibit which was filed on October 11, 2017 to comply with the OEB’s decision of September 28, 2017 in the Tx Case. As requested by the OEB, Attachment 8 of this Exhibit also presents Hydro One’s total compensation for its distribution and transmission businesses, reflecting the methodology used Exhibit J10.2 in the Tx Case covering the period 2013 to 2018.

2. HISTORICAL CONTEXT ON COMPENSATION EVIDENCE

2.1 HYDRO ONE’S HISTORICAL APPROACH

As described in Attachment 6 to this Exhibit, in each of Hydro One’s rate applications leading up to this Application, Hydro One presented total compensation costs *at a point in time*, specifically, December 31st of each year, *for both its transmission and distribution businesses, combined*. Hydro One presented combined compensation data for its transmission and distribution businesses for a few reasons: (a) its payroll data systems are limited, and (b) Hydro One believed that the combined data provided continuity between filings and showed trending over multiple applications.

1 To clarify, evidence in past applications only captured the total compensation for
2 employees on payroll on December 31st, but not all of Hydro One's employees are on
3 payroll at that time. This is particularly true for Hydro One's temporary and casual
4 employees.

5
6 The historical approach included in "total compensation" only base pay, overtime, short-
7 term incentives, and other allowances for PWU and Society and Management employees.
8 It did not include other compensation items, such as pension and OPEBs.

9
10 **2.2 EXHIBIT J10.2 IN TX CASE**

11
12 In the Tx Case, parties expressed concerns regarding Hydro One's historical approach to
13 its compensation evidence. As a result, Hydro One filed Exhibit J10.2 during the oral
14 hearing which showed, on a best efforts basis, its total compensation data with the
15 following changes:

- 16 • an expanded definition of total compensation, which included long-term incentives,
17 employee stock options, payroll burdens, and pension and OPEBs; and
18 • total compensation data for only its transmission business, applying the "labour
19 content" method from the Black & Veatch study "Review of Overhead Capitalization
20 Rates" (filed as Exhibit B1-3-10-1 in the Tx Case) to the combined
21 transmission/distribution compensation data.
22

23 Exhibit J10.2 still reflected compensation costs for only those employees on payroll on
24 December 31st.

2.3 ATTACHMENT 6 TO THIS EXHIBIT

As described in Attachment 6, Hydro One improved its compensation evidence filed in this Application on March 31, 2017. Specifically, Appendix B of Exhibit C, Tab 2, Schedule 1:

- uses the expansive definition of “total compensation”, consistent with Exhibit J10.2 in the Tx Case;
- reflects total compensation costs for full years, rather than a point in time, which is inconsistent with Exhibit J10.2 in the Tx Case;
- refines the allocation of casual employee compensation based on management’s expertise regarding the relative contribution of casual employees to the transmission and distribution work programs;
- isolates total compensation costs for its distribution business only; and
- reflects the Distribution Business Plan (vintage December 2016).

In the OEB’s decision in the Tx Case, the OEB ordered Hydro One to file additional evidence on compensation in this proceeding. In response, Hydro One filed Attachment 6 to this Exhibit which shows total compensation for its transmission and distribution businesses, using its improved approach.

To enable a comparison to Exhibit J10.2 in the Transmission Case, as described in section 1 of this Attachment, the OEB has ordered the production of additional evidence.

**3. EXPLANATION ON DIFFERENCES BETWEEN ATTACHMENT 6 AND
 EXHIBIT J10.2 IN TX CASE**

Table 1 compares the similarities and differences between the methodologies used to
 generate the compensation evidence in the Tx Case and Attachment 6 of this proceeding.

Table 1: Comparing Tx Case Evidence and Attachment 6

	Exhibit C1-4-1-1 (TX Case)	Exhibit J10.2 (Tx Case)	Attachment 6 (EB-2017-0049)
Compensation Data	Based on compensation for employees on payroll December 31st	Based on compensation for employees on payroll December 31st	Based on compensation of all employees employed in the year
Compensation Elements	Base salary, Overtime, Incentive (STI) and other allowances	Base pay, burdens, other allowances, STIP, LTIP, ESOP, Share Grants	Base pay, burdens, other allowances, STIP, LTIP, ESOP, Share Grants
Headcount/ FTE's	Based on year-end headcount	Based on year-end headcount	Total & year-end count provided but FTE's used to calculate compensation costs
Compensation Costing	Average unit cost X headcount X escalation based on negotiated wage escalation/budget non represented wage escalation	Average unit cost X headcount X escalation based on negotiated wage escalation/budget non represented wage escalation	FTE X average unit cost X escalation based on negotiated wage escalation/budget non represented wage escalation
Allocation methodology	No allocation	Black and Veatch	Black and Veatch for regular employees. Casual employees compensation costs allocated by % used by line of business

4. DX TABLES (AS FILED ON OCTOBER 11, 2017) COMPARED TO EXHIBIT J10.2 (AS DIRECTED IN PROCEDURAL ORDER #2)

Table 2 - Variance Summary

	Consolidated Tx and Dx Compensation as per Order #2 (updated J10.2)					Transmission Compensation (J10.2)					Distribution Compensation (using same methodology as J10.2)				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Compensation MCP	133,852,144	136,917,207	134,770,393	141,269,500	147,152,721	63,045,596	63,576,452	64,599,092	68,808,583	69,157,078	70,806,548	73,340,755	70,171,301	72,460,917	77,995,643
Compensation Society	243,626,131	244,893,993	217,820,921	227,665,028	226,527,876	114,374,026	113,480,871	102,812,746	110,170,524	105,512,289	129,252,105	131,413,122	115,008,175	117,494,505	121,015,587
Compensation PWU	575,643,741	578,102,897	552,955,777	566,475,918	567,057,582	267,903,386	266,458,363	251,591,352	270,529,781	261,296,861	307,740,355	311,644,534	301,364,425	295,946,137	305,760,721
Compensation Temps	166,049,081	159,771,268	175,557,422	188,194,957	194,509,900	77,224,661	73,613,339	79,980,793	89,838,758	89,591,926	88,824,420	86,157,929	95,576,630	98,356,199	104,917,974
Total	1,119,171,097	1,119,685,365	1,081,104,513	1,123,605,403	1,135,248,079	522,547,669	517,129,026	498,983,983	539,347,645	525,558,154	596,623,428	602,556,339	582,120,530	584,257,758	609,689,925

	Consolidated Tx and Dx Compensation as per October 11, 2017 filing					Transmission Compensation as per October 11, 2017 filing					Distribution Compensation as per October 11, 2017 filing				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Compensation MCP	137,756,810	142,237,587	144,213,420	168,062,108	174,704,521	64,884,730	66,046,929	64,754,323	81,811,052	81,997,567	72,872,080	76,190,658	79,459,097	86,251,056	92,706,954
Compensation Society	246,177,271	248,645,345	229,669,943	249,479,699	256,801,566	115,609,754	115,225,928	101,818,351	122,189,149	121,097,885	130,567,516	133,419,417	127,851,592	127,290,550	135,703,681
Compensation PWU	593,840,285	589,604,960	561,262,211	582,932,358	585,102,092	276,393,635	271,779,845	240,239,691	290,779,220	282,089,950	317,446,650	317,825,115	321,022,520	292,153,138	303,012,142
Compensation Temps	257,516,811	238,054,274	260,558,779	258,030,241	266,185,981	149,715,971	140,191,954	149,887,362	156,976,501	159,830,252	107,800,840	97,862,320	110,671,417	101,053,740	106,355,729
Total	1,235,291,177	1,218,542,167	1,195,704,354	1,258,504,405	1,282,794,160	606,604,090	593,244,657	556,699,728	651,755,921	645,015,654	628,687,087	625,297,510	639,004,626	606,748,484	637,778,506

Filed: 2017-12-12
 EB-2017-0049
 Exhibit C1
 Tab 2
 Schedule 1
 Attachment 7
 Page 6 of 10

1

	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Consolidated Tx and Dx Compensation: Variance between Oct 11 filing and Order #2						Transmission Compensation					Distribution Compensation				
1. Total Compensation v Year-End Compensation	24,652,349	20,573,796	15,888,566	65,063,718	75,870,000	11,565,110	9,537,017	6,486,534	45,270,533	49,219,174	13,087,239	11,036,779	9,402,032	19,793,186	26,650,826
2. Casual employee Method Change	91,467,731	78,283,006	85,001,357	69,835,284	71,676,081	42,792,855	36,228,151	39,553,786	37,996,396	37,734,132	48,674,876	42,054,855	45,447,571	31,838,888	33,941,949
3. Casual employee Allocation Change	-	-	-	-	-	29,698,456	30,350,464	30,352,784	29,141,347	32,504,194	(29,698,456)	(30,350,464)	(30,352,784)	(29,141,347)	(32,504,194)
4. Change in 2016 Actual Payroll	13,709,918					6,483,926					7,225,992				
5. Change in 2016 Allocation Split (based on Actuals %)	-					(25,161,284)					25,161,284				

2

3

1 **5. SUMMARY OF DIFFERENCES**

2
3 As Table 2 shows, the differences between the 2013-2018 total compensation figures for
4 Hydro One's transmission business shown in (a) Attachment 6 and (b) Exhibit J10.2 in
5 the Tx Case are the result of:

- 6
- 7 1. for 2013-2018, the difference in time period that the compensation data covers
8 (i.e. Attachment 6 reflects total annual compensation costs while Exhibit J10.2
9 reflects total compensation for employees on payroll as at December 31st) for all
10 non-casual employees;
 - 11 2. for 2013-2018, compensation for casual employees was calculated on a FTE basis
12 rather than on year-end headcount. Due to the seasonal nature of casual employee
13 requirements (resourcing ramps up in March /April, peaks in the summer and
14 reduces in the fall with the lowest complement at year end), there is a significant
15 variance between compensation costs using a FTE compared to a year-end, point
16 in time basis.
 - 17 3. for 2013 -2018, the allocation for casual employees was updated. In the TX filing,
18 the allocation for casual employees was based on the Black and Veatch allocation
19 methodology. In Attachment 6, the approach was refined to reflect a more
20 accurate allocation based upon management expertise for these resources. On an
21 overall basis, consolidated compensation is not changed, however a greater share
22 of costs were allocated to Hydro One Transmission, as a result.
 - 23 4. 2016 figures being different because Attachment 6 reflects actual 2016
24 compensation rather than the forecast 2016 compensation that was included in
25 J10.2 of the Tx Case.

1 5. An updated (actual) allocation between Transmission and Distribution
2 compensation was used in Attachment 6 as compared to the forecasted allocation
3 in J10.2. This shifted compensation to Hydro One Distribution with an equal
4 offset to Hydro One Transmission.

5
6 As directed by the OEB in Procedural Order No. 2 for this case, Attachment 8 contains
7 the detailed consolidated compensation data and the allocation to Hydro One's
8 Distribution and Hydro One Transmission businesses using the same methodology used
9 in Undertaking J10.2 of the Tx Case.

10 11 **6. RECONCILIATION WITH EB-2016-0180 DECISION**

12
13 In its decision in Hydro One's 2017-2018 transmission rate application, the OEB
14 expressed concerns over the increases to Hydro One's Corporate Management costs.
15 Specifically the OEB stated:

16
17 The OEB is concerned that the difference between two amounts of
18 approximately \$10.5 million per year of Corporate Management Costs,
19 incremental to those incurred before the transformation of the parent
20 holding company, are being allocated for recovery from transmission and
21 distribution ratepayers when the delivery of essential delivery services by
22 Networks remains essentially as it was before that transformation.

23
24 The OEB stated that Hydro One's holding company "should have greater responsibility
25 for the compensation amounts that relate to its transformation and its commitments to
26 increase shareholder value."

27
28 In P.O. 2 the OEB asked Hydro One to provide an explanation regarding "what it
29 proposed for compensation in the transmission proceeding, what the OEB decided in the
30 transmission proceeding and what is in its compensation evidence in this proceeding."

1 At the Executive Presentation held at the OEB's offices on December 7, 2017, Hydro
2 One noted that it intends to file an update to the Application which will include a
3 modification to the proposal regarding compensation costs.

4
5 As stated by Mr. Lopez on page 30 of the transcript:

6
7 Hydro One has reviewed the concerns raised by the OEB in its decision
8 and will be revising its proposal for the allocation of these costs.

9
10 Under the new proposal the transformation-related costs allocated to
11 ratepayers will be changed to the pre-IPO amounts adjusted for inflation.
12 The remainder of the transformation-related costs will be allocated to the
13 shareholder. These costs include the CEO, the chief financial officer, the
14 chief legal officer, and board costs.

15
16 Hydro One proposes:

- 17 • Increasing 2015 OEB-approved Corporate Management expense by inflation from
18 \$2.4 million¹ to \$2.5 million in the 2018 test year plus recovery for \$1.3 million in
19 costs associated with Hydro One's Ombudsman;
20 • Decreasing 'Other OM&A – Other Costs' (page 33 of Exhibit C1, Tab 1,
21 Schedule 7) by \$1.3 million to remove Long Term Incentive Plan ("LTIP") costs
22 related to the CEO, CFO and CLO

23
24 Under this approach, the proposed 2018 Corporate Management expense will reduce
25 from \$5.7 million to \$3.8 million. The proposed 2018 'Other OM&A – Other Costs'
26 credit will increase from \$10.5 million to a credit of \$11.8 million. This results in a net

¹ 2015 OEB-approved Corporate Management Expenses can be found in Table #5 of Exhibit 1, Tab 1, Schedule 7 of the Application.

Filed: 2017-12-12

EB-2017-0049

Exhibit C1

Tab 2

Schedule 1

Attachment 7

Page 10 of 10

- 1 OM&A reduction of \$3.2 million in the 2018 test year. Hydro One will provide this
- 2 reduction to OM&A in its application update to be filed later in December.

Total Compensation - Transmission (as per J10.2)

MCP	2013	2014	2015	2016	2017	2018
Base Pay	33,809,609	33,403,974	34,123,844	34,849,010	36,112,363	35,382,042
Burdens	22,652,438	22,440,789	23,186,431	18,300,538	19,136,366	18,961,872
Other Allowances	1,996,627	3,122,164	1,862,959	1,962,964	2,023,887	1,964,916
Short Term Incentive	4,374,928	4,078,670	4,403,218	7,563,773	7,781,560	7,575,929
Long Term Incentive				941,353	2,763,137	4,271,137
Employee Share Ownership				981,455	991,270	1,001,182
Transmission Total	62,833,601	63,045,596	63,576,452	64,599,092	68,808,583	69,157,078

Society	2013	2014	2015	2016	2017	2018
Base Pay	59,219,915	66,479,040	65,846,926	65,888,139	69,476,526	66,432,079
Overtime	2,223,563	3,234,367	2,892,349	1,665,676	2,565,423	2,503,795
Lump Sums				658,568	1,312,146	-
Burdens	39,677,343	44,660,619	44,741,596	34,600,362	36,816,429	35,602,144
Share Grants						974,271
Transmission Total	101,120,821	114,374,026	113,480,871	102,812,746	110,170,524	105,512,289

PWU	2013	2014	2015	2016	2017	2018
Base Pay	134,138,104	143,634,042	143,273,208	153,322,467	159,963,690	153,432,958
Overtime	22,835,014	27,775,994	24,488,731	14,942,723	23,043,480	22,986,409
Lump Sums			1,345,306	2,810,715	-	-
Burdens	89,872,530	96,493,350	97,351,119	80,515,447	84,766,642	82,227,477
Share Grants					2,755,969	2,650,016
Transmission Total	246,845,648	267,903,386	266,458,363	251,591,352	270,529,781	261,296,861

Temporary Resources	2013	2014	2015	2016	2017	2018
Casual Trades	44,489,030	52,518,110	50,641,118	57,137,565	62,644,095	62,340,282
MCP	530,830	719,625	826,616	664,724	662,329	649,603
Society	1,315,390	1,342,574	1,479,288	1,395,867	1,369,308	1,323,249
PWU	2,945,762	2,141,011	2,033,436	3,162,294	3,117,836	2,945,744
Overtime	5,347,679	7,972,313	6,685,080	4,346,674	7,350,168	7,602,294
Other Allowances	6,723,983	7,920,057	7,480,599	8,435,951	9,232,648	9,182,714
Burdens	3,889,760	4,610,969	4,467,202	4,837,717	5,462,373	5,548,041
Transmission Total	65,242,434	77,224,661	73,613,339	79,980,793	89,838,758	89,591,926

Transmission Total Compensation	476,042,503	522,547,669	517,129,026	498,983,983	539,347,645	525,558,154
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	2013	2014	2015	2016	2017	2018
Estimated Labour in Capital Exp	317,396,377	362,360,860	362,315,956	365,303,753	354,849,786	351,973,855
Estimated Labour in OM&A	158,646,126	160,186,809	154,813,070	133,680,230	184,497,859	173,584,299
Transmission Total Compensation	476,042,503	522,547,669	517,129,026	498,983,983	539,347,645	525,558,154

Pension / OPEB	2013	2014	2015	2016	2017	2018
Pension	79,000,000	77,000,000	77,000,000	50,000,000	49,000,000	46,000,000
OPEB	53,000,000	57,000,000	51,000,000	44,000,000	52,000,000	50,000,000

Total Compensation - Distribution (as per J10.2)

MCP	2013	2014	2015	2016	2017	2018
Base Pay	41,032,642	37,516,023	39,364,708	37,947,246	38,139,818	40,277,208
Burdens	27,491,870	25,203,264	26,747,488	19,927,539	20,210,738	21,585,279
Other Allowances	2,423,183	3,506,504	2,149,079	2,137,481	2,137,514	2,236,766
Short Term Incentive	5,309,580	4,580,756	5,079,481	8,236,227	8,218,440	8,624,071
Long Term Incentive				941,353	2,763,137	4,271,137
Employee Share Ownership				981,455	991,270	1,001,182
Distribution Total	76,257,275	70,806,548	73,340,755	70,171,301	72,460,917	77,995,643

Society	2013	2014	2015	2016	2017	2018
Base Pay	71,871,566	74,662,651	75,959,938	71,745,896	73,377,144	75,623,070
Overtime	3,995,108	4,431,085	3,840,011	4,868,668	3,848,134	3,755,693
Lump Sums				717,118	1,385,814	-
Burdens	48,153,949	50,158,369	51,613,173	37,676,493	38,883,412	40,527,761
Share Grants						1,109,063
Distribution Total	124,020,624	129,252,105	131,413,122	115,008,175	117,494,505	121,015,587

PWU	2013	2014	2015	2016	2017	2018
Base Pay	162,795,162	161,315,481	165,277,630	166,953,537	168,944,527	174,660,668
Overtime	41,027,999	38,053,133	32,512,322	43,676,649	34,565,220	34,479,614
Lump Sums			1,551,922	3,060,600	-	-
Burdens	109,072,759	108,371,740	112,302,659	87,673,638	89,525,693	93,603,789
Share Grants					2,910,697	3,016,650
Distribution Total	312,895,920	307,740,355	311,644,534	301,364,425	295,946,137	305,760,721

Temporary Resources	2013	2014	2015	2016	2017	2018
Casual Trades	53,993,598	58,983,122	58,418,766	62,217,357	66,161,121	70,965,166
MCP	644,235	808,211	953,571	723,821	699,514	739,477
Society	1,596,408	1,507,846	1,706,482	1,519,966	1,446,185	1,506,322
PWU	3,575,089	2,404,571	2,345,739	3,443,436	3,292,881	3,353,293
Overtime	9,608,253	10,922,075	8,875,407	12,705,058	11,025,252	11,403,441
Other Allowances	8,160,485	8,895,021	8,629,497	9,185,946	9,750,996	10,453,158
Burdens	4,918,450	5,303,574	5,228,467	5,781,047	5,980,250	6,497,117
Distribution Total	82,496,518	88,824,420	86,157,929	95,576,630	98,356,199	104,917,974

Distribution Total Compensation	595,670,336	596,623,428	602,556,339	582,120,530	584,257,758	609,689,925
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	2013	2014	2015	2016	2017	2018
Estimated Labour in Capital Exp	397,156,988	413,728,721	422,168,870	426,167,616	384,397,230	408,318,112
Estimated Labour in OM&A	198,513,348	182,894,707	180,387,470	155,952,915	199,860,528	201,371,813
Distribution Total Compensation	595,670,336	596,623,428	602,556,339	582,120,530	584,257,758	609,689,925

Pension / OPEB	2013	2014	2015	2016	2017	2018
Pension	76,000,000	91,000,000	95,000,000	54,000,000	51,000,000	52,000,000
OPEB	61,000,000	60,000,000	62,000,000	56,000,000	54,000,000	57,000,000

Total Compensation - Distribution and Transmission (as per J10.2)

MCP	2013	2014	2015	2016	2017	2018
Base Pay	74,842,250	70,919,997	73,488,551	72,796,256	74,252,181	75,659,250
Burdens	50,144,308	47,644,054	49,933,919	38,228,077	39,347,105	40,547,151
Other Allowances	4,419,810	6,628,668	4,012,037	4,100,445	4,161,402	4,201,682
Short Term Incentive	9,684,508	8,659,426	9,482,699	15,800,000	16,000,000	16,200,000
Long Term Incentive				1,882,705	5,526,273	8,542,273
Employee Share Ownership				1,962,910	1,982,539	2,002,365
Transmission + Distribution Total	139,090,876	133,852,144	136,917,207	134,770,393	141,269,500	147,152,721

Society	2013	2014	2015	2016	2017	2018
Base Pay	131,091,481	141,141,692	141,806,864	137,634,035	142,853,670	142,055,149
Overtime	6,218,672	7,665,451	6,732,360	6,534,345	6,413,557	6,259,488
Lump Sums				1,375,686	2,697,960	-
Burdens	87,831,292	94,818,988	96,354,769	72,276,855	75,699,841	76,129,905
Share Grants						2,083,333
Transmission + Distribution Total	225,141,445	243,626,131	244,893,993	217,820,921	227,665,028	226,527,876

PWU	2013	2014	2015	2016	2017	2018
Base Pay	296,933,266	304,949,524	308,550,838	320,276,004	328,908,217	328,093,626
Overtime	63,863,013	65,829,127	57,001,053	58,619,373	57,608,700	57,466,023
Lump Sums			2,897,228	5,871,315	-	-
Burdens	198,945,288	204,865,090	209,653,778	168,189,085	174,292,335	175,831,266
Share Grants					5,666,667	5,666,667
Transmission + Distribution Total	559,741,568	575,643,741	578,102,897	552,955,777	566,475,918	567,057,582

Temporary Resources	2013	2014	2015	2016	2017	2018
Casual Trades	98,482,627	111,501,232	109,059,885	119,354,922	128,805,216	133,305,447
MCP	1,175,065	1,527,837	1,780,187	1,388,546	1,361,843	1,389,080
Society	2,911,798	2,850,420	3,185,769	2,915,832	2,815,493	2,829,571
PWU	6,520,851	4,545,582	4,379,175	6,605,730	6,410,717	6,299,037
Overtime	14,955,932	18,894,389	15,560,487	17,051,732	18,375,420	19,005,736
Other Allowances	14,884,468	16,815,079	16,110,096	17,621,897	18,983,644	19,635,872
Burdens	8,808,209	9,914,543	9,695,669	10,618,764	11,442,623	12,045,157
Transmission + Distribution Total	147,738,951	166,049,081	159,771,268	175,557,422	188,194,957	194,509,900

Tx + Dx Total Compensation	1,071,712,840	1,119,171,097	1,119,685,365	1,081,104,513	1,123,605,403	1,135,248,079
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	2013	2014	2015	2016	2017	2018
Estimated Labour in Capital Exp	714,553,365	776,089,581	784,484,826	791,471,368	739,247,016	760,291,966
Estimated Labour in OM&A	357,159,474	343,081,516	335,200,540	289,633,145	384,358,387	374,956,112
Tx + Dx Total Compensation	1,071,712,840	1,119,171,097	1,119,685,365	1,081,104,513	1,123,605,403	1,135,248,079

Pension / OPEB	2013	2014	2015	2016	2017	2018
Pension	155,000,000	168,000,000	172,000,000	104,000,000	100,000,000	98,000,000
OPEB	114,000,000	117,000,000	113,000,000	100,000,000	106,000,000	107,000,000