



Burlingtonhydro inc.

Registrar
Ontario Energy Board
27th Floor
2300 Yonge Street
Toronto, ON
M4P 1E4

February 17, 2021

Dear Ms. Long,

Re: Electricity Distribution License ED-2003-0004
2021 Cost of Service Application for Electricity Distribution Rates (EB-2020-0007)

Burlington Hydro Inc. ("BHI") filed its 2021 Cost of Service Rate Application ("the Application") on October 30, 2020 and received interrogatories related to the Application on January 14, 2021. In BHI's responses to interrogatories 1-SEC-2 and 4-Staff-53 (a) and (d), BHI indicated that it was unable to provide copies of the following reports because it had entered into non-disclosure agreements with the report providers:

- a) 2020 MEARIE Management Salary Survey
- b) Korn Ferry 2019 Management and Non-Union Employee Pay Report
- c) 2016 Willis Towers Watson Incentive Program Review ("Willis Towers Watson Report")

On February 10, 2021, School Energy Coalition asked BHI to reconsider its position and provide copies of the reports as soon as possible. BHI has permission from Willis Towers Watson to file Report c) in confidence which is discussed in further detail below. BHI is prepared to file Reports a) and b) in confidence and asked the report providers for their consent to do so but it is not forthcoming.

Willis Towers Watson Report

BHI is filing a redacted version of the Willis Towers Watson Report on the public record in accordance with the Ontario Energy Board's Practice Direction on Confidential Filings (the "Board's Practice Direction") and the Board's Rules of Practice and Procedure. The redacted information relates to Personal Information – Compensation information as follows:

BHI has made a redaction to the incentive pay information associated with specific positions; and is requesting that the Board allow the redacted information to remain in confidence in this proceeding. BHI submits that the redacted information constitutes personal information as that phrase is defined in the FIPPA. Specifically, the information is recorded information about identifiable individual(s) compensation. Accordingly, it should not be disclosed to any parties in this proceeding, in accordance with Rule 9A.02 of the Board's Rules of Practice and Procedure and Section 4.3 of the Board's Practice Direction; including those who have executed the Board's form of Declaration and Undertaking with respect to confidentiality.



Burlingtonhydro^{inc.}

The redactions have been made in the following areas of the document:

- Page 2 Bullets 1 and 2
- Page 4 Summary of Interview Findings
- Page 5 Level, Target Incentive (% of Salary) and Max Incentive (% of Salary)
- Page 10 reference to individual incentive compensation under the heading “Burlington Hydro”
- Page 11 Annual Review Process, Bullet 3

Respectively submitted,

Sally Blackwell
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