



Burlingtonhydro inc.

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

February 22, 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:

1. 2020 MEARIE Management Salary Survey ("Report 1")
2. Korn Ferry 2019 Management and Non-Union Employee Pay Report ("Report 2")
3. 2016 Willis Towers Watson Incentive Program Review ("Report 3")

On February 17, 2021, BHI filed a redacted version of Report 3 on the public record. Regarding Reports 1 and 2, Burlington Hydro stated that it was prepared to file these reports in confidence but did not receive consent from the report providers.

On February 19, 2021, the Board issued Procedural Order No. 3 ordering BHI to file unredacted versions of the reports with the OEB and to provide to intervenors that have executed a Declaration and Undertaking, copies of Reports 1 and 2 redacted for personal information if applicable.

Please note that, in BHI's response to Interrogatory 1-SEC-2, when it provided copies of all benchmarking studies, reports, and analyses that the Applicant has undertaken, or participated in since its last rebasing application, it inadvertently neglected to include a 2019 Burlington Hydro CEO Pay Review that it undertook as part of the management and non-union compensation review (two separate reports were provided within the context of that one review). This report is being provided as:

4. 2019 Burlington Hydro CEO Pay Review Report ("Report 4")

Consistent with the Board's Practice Direction on Confidential Filings (the "Board's Practice Direction") and Procedural Order No. 3 dated February 17, 2021 (with the exception of Korn Ferry's databases as described in further detail below):



- copies of Reports 1, 2 and 4 filed with the OEB are unredacted;
- copies of Reports 1, 2 and 4 provided to the intervenors have been redacted to remove any “personal information” as that phrase is defined in FIPPA (where applicable)

2020 MEARIE Management Salary Survey (“Report 1”)

BHI is filing one version of Report 1 with the OEB and providing the same version to intervenors who have signed the OEB’s Declaration and Undertaking as the report contains no personal information.

Korn Ferry 2019 Management and Non-Union Employee Pay Report (“Report 2”) and 2019 Burlington Hydro CEO Pay Review Report (“Report 4”)

BHI is providing unredacted versions of Reports 2 and 4 to the OEB and redacted versions of Reports 2 and 4 to intervenors that have executed the Board’s form of Declaration and Undertaking with respect to confidentiality. The redacted information relates to Personal Information – Compensation information as identified in Table 1 on page 3 of this letter and Korn Ferry confidential information as identified in Table 2 on page 3 of this letter.

Personal Information – Compensation Information

BHI has made redactions to the compensation information associated with specific positions and individuals; 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.

Korn Ferry Information – Company Databases

Korn Ferry has insisted that its “All Industrial Market” and “Ontario Utilities Market” listing of companies in Reports 2 and 4 be permanently redacted from the versions of reports provided to intervenors who have signed the OEB’s Declaration and Undertaking. BHI takes no position in that regard and will abide by any OEB direction in this regard. BHI is of the opinion that the list of participants does constitute proprietary confidential information. The list of redactions related to this confidential information is provided in Table 2 on page 3 of this letter.



Table 1 – Listing of Redacted Personal Information – Compensation Information

The 2019 Management & Non-Union Employee Pay Report (December 4, 2019)			
Page Title	Pg. #	Redaction	Notes
Job Evaluation	6	Col 3 of Table - 2019 KF Hay Points	Hay points combined w title or name is personal information
Actual and Target Remuneration by various components	13-20	All columns except Name and Position; leave page title and table title	Includes individual's Hay points, salary and comparison to all industrial and utilities market; and comparison to others in organization
Compensation Table by Incumbent	22-51	Whole table except for Title and Name; remove all Hay points (table and title)	Includes individual's Hay points, salary and comparison to all industrial and utilities market
Thank you	59	Redact email and phone #	contact information
The 2019 CEO Pay Report (November 20, 2019)			
Page Title	Pg. #	Redaction	Notes
Methodology	5	"X Hays Points" under #1	BHI CEO's Hay points
Key Observations	11	All bullets under each of the three headings	CEO's pay position compared to All Industrial, Ontario Utilities and GSC positions
Results - Using the KF database	12	Whole table except for Title and Name; remove all Hay points (table and title)	Includes individual's Hay points, salary and comparison to all industrial and utilities market
Thank you	22	Redact email and phone #	contact information

Table 2 – Listing of Redacted Korn Ferry Information – KF Database

The 2019 Management & Non-Union Employee Pay Report (December 4, 2019)		
Page Title	Pg. #	Notes
Appendix A - All Industrial Market (N=441)	53-55	list of customers (companies in KF database)
Appendix B - Ontario Utilities Market (N=38)	56	list of customers (LDCs in KF database)
The 2019 CEO Pay Report (November 20, 2019)		
Page Title	Pg. #	Notes
Appendix A - All Industrial Market (N=441)	15-17	list of customers (companies in KF database)
Appendix B - Ontario Utilities Market (N=38)	18	list of customers (LDCs in KF database)

Respectively submitted,

Sally Blackwell
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