

#### CONFIDENTIAL:

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		Job N	latches	Нау	Points		Salary Ran	ge Minimum		
2020 Model Job Code	Survey Job Title	No. of Companies	No. of Incumbents	P50	Average	P75	P50	P25	Average	P75
0000	President & CEO	6	6							
0001	Chief Operating Officer (COO)	2	2							
0002	Head of Operations and/or Engineering	3	3							
0003	CFO / Head of Finance	5	5							
0004	Head of Customer Service	1	1							
0005	Head of Regulatory Affairs	-	-							
0006	Head of Human Resources	3	3							
1000	Executive Assistant	4	4							
1001	Administrative Assistant	2	7							
2000	Director Engineering	1	1							
2001	Engineering Manager and/or Distribution Engineer	3	3							
2002	Project Engineer	1	2							
2003	Supervisor Engineering	2	3							
2500	Director Operations	2	4							
2501	Manager Operations	5	5							
2502	Manager Control Centre	_	_							
2503	Supervisor Control Centre	1	1							
2504	Supervisor Protection and Control	2	2							
2505	Supervisor Station Maintenance	3	6							
2506	Line Supervisor	3	7							
2507	Manager Meter Department	1	1							
2508	Supervisor Meter Department	-	-							
3000	Director Supply Chain Management	-	-							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet	2	2							
3002	Supervisor Stores/Inventory/Warehouse	1	1							
4000	Controller or Director Finance	2	2							
4001	Manager Accounting	3	3							
4002	Manager Risk Management	_	-							
4003	Supervisor Accounting	1	1							
4004	Financial or Business Analyst	-	-							
4005	Accountant	1	3							
5000	Director Customer Service	2	2							
5001	Manager Customer Service and/or Billing	3	3							
5002	Supervisor Customer Service and/or Billing and/or Collections	4	4							
5500	Director Communications	1	1							
5501	Manager Communications	3	3							
6000	Director Regulatory Affairs	1	1							
6001	Manager Regulatory Affairs	3	3							
6002	Regulatory Accountant	2	2							
7000	Settlement or Rate Analyst	1	1							
7001	Director or Officer, Conservation and Demand Management	-	-							
7002	Manager Conservation & Demand/Marketing	3	3							
8000	Director Information Systems	1	1							
8001	Manager Information Systems and/or Security	3	4							
8002	Systems/Program Administrator or Applications/Systems Support Professional	1	1							
9000	Human Resources Manager	1	1							
9001	Human Resources Generalist	1	1							
9002	Human Resources Coordinator	2	3							
9003	Payroll	-	-							
9004	Manager, Health & Safety	3	3							
N001	Executive Role - Non Regulated Business	-	-							
N002	Non-Executive Role - Non Regulated Business									



		Job	Rate			Salary Rang	ge Maximum	I		Target I	Bonus %
2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average	P75	P50	P25
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4000											
	Manager Accounting										
4002	Manager Risk Management										
4003	Supervisor Accounting										
4004	Financial or Business Analyst										
4005	Accountant										
5000	Director Customer Service										
5001	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections										
5500	Director Communications										
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										



				Total Ca	sh Design			Actual B	ase Salary		
2020 Model Job Code	Survey Job Title	Average	P75	P50	P25	Average	P75	P50	P25	Average	P75
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4001	Manager Accounting										
4002	Manager Risk Management										
4003	Supervisor Accounting										
4004	Financial or Business Analyst										
4005	Accountant										
5000	Director Customer Service										
5001	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections										
5500	Director Communications										
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										
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		Actual E	Bonus %			Actual T	otal Cash	
2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average
0000	President & CEO							
0001	Chief Operating Officer (COO)							1
0002	Head of Operations and/or Engineering							1
0003	CFO / Head of Finance							
0004	Head of Customer Service							
0005	Head of Regulatory Affairs							
0006	Head of Human Resources							
1000	Executive Assistant							
1001	Administrative Assistant							İ 👘
2000	Director Engineering							İ 🗌
2001	Engineering Manager and/or Distribution Engineer							İ 🗌
2002	Project Engineer							İ
2003	Supervisor Engineering							i —
2500	Director Operations							í – – – – – – – – – – – – – – – – – – –
2501	Manager Operations							í – – – – – – – – – – – – – – – – – – –
2502	Manager Control Centre							í — — — — — — — — — — — — — — — — — — —
2503	Supervisor Control Centre							i
2504	Supervisor Protection and Control							á <u> </u>
2505	Supervisor Station Maintenance							i
2506	Line Supervisor							1
2507	Manager Meter Department							1
2508	Supervisor Meter Department							
3000	Director Supply Chain Management							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet							
3002	Supervisor Stores/Inventory/Warehouse							
4000	Controller or Director Finance							
4000	Manager Accounting							
4002	Manager Risk Management							
4002	Supervisor Accounting							
	Financial or Business Analyst							
4004	-							<u> </u>
4005	Accountant Director Customer Service							<u> </u>
5000	Manager Customer Service and/or Billing							<u> </u>
5001								<u> </u>
5002	Supervisor Customer Service and/or Billing and/or Collections							<u> </u>
5500	Director Communications							<u> </u>
5501	Manager Communications							<u> </u>
6000	Director Regulatory Affairs							<u> </u>
6001	Manager Regulatory Affairs							<u> </u>
6002	Regulatory Accountant							<u> </u>
7000	Settlement or Rate Analyst						/	<u> </u>
7001	Director or Officer, Conservation and Demand Management						/	<u> </u>
7002	Manager Conservation & Demand/Marketing							
8000	Director Information Systems							
8001	Manager Information Systems and/or Security							
8002	Systems/Program Administrator or Applications/Systems Support Professional							
9000	Human Resources Manager							
9001	Human Resources Generalist							
9002	Human Resources Coordinator							
9003	Payroll							
9004	Manager, Health & Safety							1
N001	Executive Role - Non Regulated Business							
N002	Non-Executive Role - Non Regulated Business							



		Job M	latches	Hay	Points		Salary Ran	ge Minimum		
2020 Model Job Code	Survey Job Title	No. of Companies	No. of Incumbents	P50	Average	P75	P50	P25	Average	P75
0000	President & CEO	3	3							
0001	Chief Operating Officer (COO)	2	2							
0002	Head of Operations and/or Engineering	2	2							
0003	CFO / Head of Finance	3	3							
0004	Head of Customer Service	3	3							
0005	Head of Regulatory Affairs	-	-							
0006	Head of Human Resources	2	2							
1000	Executive Assistant	3	12							
1001	Administrative Assistant	-	-							
2000	Director Engineering	1	1							
2001	Engineering Manager and/or Distribution Engineer	3	8							
2002	Project Engineer	2	24							
2003	Supervisor Engineering	2	7							
2500	Director Operations	2	4							
2501	Manager Operations	3	7							
2502	Manager Control Centre	1	1							
2503	Supervisor Control Centre	2	3							
2504	Supervisor Protection and Control	-	-							
2505	Supervisor Station Maintenance	1	3							
2506	Line Supervisor	3	17							
2507	Manager Meter Department	2	2							
2508	Supervisor Meter Department	1	4							
3000	Director Supply Chain Management	1	1							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet	3	4							
3002	Supervisor Stores/Inventory/Warehouse	1	2							
4000	Controller or Director Finance	1	1							
4001	Manager Accounting	2	4							
4002	Manager Risk Management	2	2							
4003 4004	Supervisor Accounting Financial or Business Analyst	3	0							
4004 4005	-	2	9							
4005 5000	Accountant Director Customer Service	<u>ک</u>	0							
5000	Manager Customer Service and/or Billing	2	5							
5002	Supervisor Customer Service and/or Billing and/or Collections	3	5							
5500	Director Communications	1	1							
5501	Manager Communications	2	3							
6000	Director Regulatory Affairs	1	1							
6001	Manager Regulatory Affairs	1	3							
6002	Regulatory Accountant	1	1							
7000	Settlement or Rate Analyst	1	1							
7001	Director or Officer, Conservation and Demand Management	_	-							
7002	Manager Conservation & Demand/Marketing	2	5							
8000	Director Information Systems	2	3							
8001	Manager Information Systems and/or Security	3	7							
8002	Systems/Program Administrator or Applications/Systems Support Professional	3	20							
9000	Human Resources Manager	2	4							
9001	Human Resources Generalist	3	21							
9002	Human Resources Coordinator	1	7							
9003	Payroll	1	1							
9004	Manager, Health & Safety	3	4							
N001	Executive Role - Non Regulated Business	2	3							
N002	Non-Executive Role - Non Regulated Business	2	3							



		Job	Rate			Salary Rang	ge Maximum			Target I	Bonus %
2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average	P75	P50	P25
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4000	Manager Accounting										
4001	Manager Risk Management										
4002	Supervisor Accounting										
4003	Financial or Business Analyst										
4005	Accountant Director Customer Service										
5000											
5001	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections Director Communications										
5500											
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										



				Total Ca	sh Design			Actual B	ase Salary		
2020 Model Job Code	Survey Job Title	Average	P75	P50	P25	Average	P75	P50	P25	Average	P75
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4001	Manager Accounting										
4002	Manager Risk Management										
4003	Supervisor Accounting										
4004	Financial or Business Analyst										
4005	Accountant										
5000	Director Customer Service										
5001	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections										
5500	Director Communications										
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										



		Actual E	Bonus %			Actual T	otal Cash	
020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average
0000	President & CEO							
0001	Chief Operating Officer (COO)							
0002	Head of Operations and/or Engineering							
0003	CFO / Head of Finance							
0004	Head of Customer Service							
0005	Head of Regulatory Affairs							
0006	Head of Human Resources							
1000	Executive Assistant							
1001	Administrative Assistant							
2000	Director Engineering							
2001	Engineering Manager and/or Distribution Engineer							
2002	Project Engineer							
2003	Supervisor Engineering							
2500	Director Operations							
2501	Manager Operations							
2502	Manager Control Centre							
2503	Supervisor Control Centre							
2504	Supervisor Protection and Control							
2505	Supervisor Station Maintenance							
2506	Line Supervisor							
2507	Manager Meter Department							
2508	Supervisor Meter Department							
3000	Director Supply Chain Management							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet							
3002	Supervisor Stores/Inventory/Warehouse							
4000	Controller or Director Finance							
4001	Manager Accounting							
4002	Manager Risk Management							
4003	Supervisor Accounting							
4004	Financial or Business Analyst							
4005	Accountant							
5000	Director Customer Service							
5001	Manager Customer Service and/or Billing							
5002	Supervisor Customer Service and/or Billing and/or Collections							
5500	Director Communications							
5501	Manager Communications							
6000	Director Regulatory Affairs							
6001	Manager Regulatory Affairs							
6002	Regulatory Accountant							
7000	Settlement or Rate Analyst							
7000	Director or Officer, Conservation and Demand Management							
7002	-							
	Manager Conservation & Demand/Marketing							
8000 8001	Director Information Systems Manager Information Systems and/or Security							
8002	Systems/Program Administrator or Applications/Systems Support Professional							
9000	Human Resources Manager							
9001	Human Resources Generalist							
9002	Human Resources Coordinator							
9003	Payroll							
9004	Manager, Health & Safety							
N001	Executive Role - Non Regulated Business							



2020 Model Job Code			latches	Пау	Points		Salary Rall	ge Minimum		
0000	Survey Job Title	No. of Companies	No. of Incumbents	P50	Average	P75	P50	P25	Average	P75
0000	President & CEO	4	4							
0001	Chief Operating Officer (COO)	3	3							
0002	Head of Operations and/or Engineering	3	3							
0003	CFO / Head of Finance	4	4							
0004	Head of Customer Service	3	3							
0005	Head of Regulatory Affairs	1	1							
0006	Head of Human Resources	3	3							
1000	Executive Assistant	4	21							
1001	Administrative Assistant	2	1							
2000	Director Engineering	2	7							
2001	Engineering Manager and/or Distribution Engineer	4	4							
2002	Project Engineer	2	6							
2003	Supervisor Engineering	4	23							
2500	Director Operations	2	2							
2501	Manager Operations	3	11							
2502	Manager Control Centre	3	8							
2503	Supervisor Control Centre	2	4							
2504	Supervisor Protection and Control	2	3							
2505	Supervisor Station Maintenance	2	12							
2506	Line Supervisor	4	59							
2507	Manager Meter Department	2	2							
2508	Supervisor Meter Department	2	3							
3000	Director Supply Chain Management	1	1							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet	3	3							
3002	Supervisor Stores/Inventory/Warehouse	2	2							
4000	Controller or Director Finance	2	2							
4001	Manager Accounting	3	7							
4002	Manager Risk Management	1	1							
4003	Supervisor Accounting	2	2							
4004	Financial or Business Analyst	4	5							
4005	Accountant	1	2							
5000	Director Customer Service	1	1							
5001	Manager Customer Service and/or Billing	4	13							
5002	Supervisor Customer Service and/or Billing and/or Collections	3	6							
5500	Director Communications	1	1							
5501	Manager Communications	1	1							
6000	Director Regulatory Affairs	1	1							
6001	Manager Regulatory Affairs	3	4							
6002	Regulatory Accountant	2	1							
7000	Settlement or Rate Analyst	3	6							
7001	Director or Officer, Conservation and Demand Management	1	1							
7002	Manager Conservation & Demand/Marketing	2	1							
8000	Director Information Systems	2	4							
8001	Manager Information Systems and/or Security	3	3							
8002	Systems/Program Administrator or Applications/Systems Support Professional	3	9							
9000	Human Resources Manager	2	5							
9001	Human Resources Generalist	2	4							
9002	Human Resources Coordinator	3	4							
9003	Payroll	2	3							
9003	Manager, Health & Safety	2	5							
N001	Executive Role - Non Regulated Business	2	2							
N001	Non-Executive Role - Non Regulated Business	2	2							



2020 Model John ControlBurkey John TillePfiol <t< th=""><th></th><th></th><th>Job</th><th>Rate</th><th></th><th></th><th>Salary Rang</th><th>ge Maximum</th><th>I</th><th></th><th>Target I</th><th>8onus %</th></t<>			Job	Rate			Salary Rang	ge Maximum	I		Target I	8onus %
001   Child Operating Office (COD)   Image: Constraints's Exploreing   Image: Child Operation and/or Exploreing   I	2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average	P75	P50	P25
002Head of Control Englatory FinanceII <td>0000</td> <td>President &amp; CEO</td> <td></td>	0000	President & CEO										
003CF0 / Head of Pinnole <th< td=""><td>0001</td><td>Chief Operating Officer (COO)</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>	0001	Chief Operating Officer (COO)										
0014Head of Customs' ServiceIII <td>0002</td> <td>Head of Operations and/or Engineering</td> <td></td>	0002	Head of Operations and/or Engineering										
D005Head of Regulatory MariaIII </td <td>0003</td> <td>CFO / Head of Finance</td> <td></td>	0003	CFO / Head of Finance										
0000   Head of Hum Resources   Image and the sesterat   Image and the sester	0004	Head of Customer Service										
1000   Exacutory Assistant   Image and or Director Engineers </td <td>0005</td> <td>Head of Regulatory Affairs</td> <td></td>	0005	Head of Regulatory Affairs										
1001Aministrative AssistantImage<	0006											
2000Director EngineeringImage and/or Director OperationsImage American Director Director American Director OperationsImage American Director OperationsImage American Director OperationsImage American Director OperationsImage American Director OperationsImage American Director OperationsImage American Director OperationsImage American Director OperationsImage American Director OperationsImage American Director Oper	1000	Executive Assistant										
2001Engineering Manager and/or Distribution EngineeringImage: Control ControlImage: Control Control ControlImage: Control Control ControlImage: Control Control ControlImage: Control Control Control Control ControlImage: Control	1001	Administrative Assistant										
2001Engineering funger engineering <t< td=""><td>2000</td><td>Director Engineering</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	2000	Director Engineering										
2002Project EngineerImage OperatorsImage Operators												
2003Superviser Engineering<												
2500Director OperatorsImage Operators<												
2501   Manager Operations   Imager Operations   Imager Operations   Imager Operations     2503   Supervisor Control Centre   Imager Operations   Imager Operations   Imager Operations     2504   Supervisor Centrel Centre   Imager Operations   Imager Operations   Imager Operations     2505   Supervisor Maintenance   Imager Operations   Imager Operations   Imager Operations     2506   Supervisor Marce Operations   Imager Operations   Imager Operations   Imager Operations     2507   Manager Operations   Imager Operations   Imager Operations   Imager Operations   Imager Operations     2508   Supervisor Marce Operations   Imager Operations   Im												
2502   Manage Control Centre   Image Main Centre   Image Main Centre   Image Main Centre     2504   Supervisor Totaction and Control   Image Main Centre   Image Main Centre   Image Main Centre     2505   Supervisor Station Mainterance   Image Main Centre   Image Main Centre   Image Main Centre     2506   Line Supervisor Mainterance   Image Mainterance   Image Mainterance   Image Mainterance   Image Mainterance     2507   Manage Mainterance   Image Mainterance   Image Mainterance   Image Mainterance   Image Mainterance     2508   Supervisor Mainterance   Image Mainterance   Ima												
2503Supervisor Control CentreImage: Supervisor Station MaintenanceImage:												
2504Supervisor Noticetion and ControlImage Method MaintenanceImage Method Maintenance <td></td> <td>-</td> <td></td>		-										
2005SignarisorImage Netro DepartmentImage Netro De												
2506     Line Supervisor     Image Meter Department     Image Me												
2507   Manager Meter Department <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>												
2508   Supervisor Meter Department   Imager Procurement and/or Inventory and/or Facilities and/or Fleet   Imager Procurement and/or Fleet   Imager Procurement												
3000Director Supply Chain ManagementImage Procurement and/or Inventory and/or Facilities and/or FleetImage Procurement and/or FleetImage Procurement and/or FleetImage Procurement and/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or FleetImage Procure And/or Fleet <th< td=""><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>		-										
3001   Manager Procurement and/or Inventory and/or Facilities and/or Fleet   Imager Procurement and/or Inventory Warehouse   Imager Procurement/Warehouse   Ima												
3002Supervisor Stores/Inveniory/WarehouseImage<												
4000Controller or Director FinanceImag		· · ·										
4001   Manager Accounting   Imager Risk Management   Imager Risk Manager R												
4002   Manager Risk Management   Imager Risk Manager Risk Management   Imager Risk Man												
4003   Supervisor Accounting   Image: Conservation and Usiness Analyst   Image: Conservation analyst   Image: Conservation analyst   Im												
4004Financial or Business AnalystImage of the second and the s												
4005AccountantImage: Customer Service and/or BillingImage: Customer Service and/or Service and/or Settemer Service and/or Settemer Service and/or Settemer Service and/or Settemer Service and Demand ManagementImage: Customer Service and/or Settemer Service and/or												
5000Director Customer Service and/or BillingImager Customer Service and/or Billing and/or CollectionsImager Customer Service and/or Billing and/or Customer Service and/or Billing and/or Customer Service and/or Billing and/or Customer Service and/or Billing and/or Customer Service and/or Billing and/or Customer Service and/or Billing and/or Customer Service and/or Billing and/or Customer Service and/or Billing and/or Customer Service and/or Billing and/or Settimer to rate AnalystImager Customer Service and/or Billing and/or Service and/or Billing and/or Settimer Sett	4004	Financial or Business Analyst										
5001Manager Customer Service and/or BillingImage: Customer Service and/or Billing and/or CollectionsImage: Customer Service and/or Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or Customer Billing and/or SecurityImage: Customer Billing and/or Billing and/or Billing and/or Billing and/or SecurityImage: Customer Billing and/or Billing and/or Billing and/or Billing and/or Billing and/or SecurityImage: Customer Billing and/or Bil												
5002Supervisor Customer Service and/or Billing and/or CollectionsImage CommunicationsImage												
5500Director CommunicationsImage Communi												
5501Manager CommunicationsImager												
6000Director Regulatory AffairsImage Regulatory AffairsImage Regulatory AffairsImage Regulatory AffairsImage Regulatory AffairsImage Regulatory AffairsImage Regulatory AffairsImage Regulatory AccountantImage Regulatory Ac												
6001Manager Regulatory AffairsImage: Regulatory AccountantImage: Regulatory Acc	5501	Manager Communications										
6002Regulatory AccountantImage: Conservation and Demand ManagementImage: Conservation and Demand ManagementImage: Conservation and Demand ManagementImage: Conservation & Demand/MarketingImage:	6000	Director Regulatory Affairs										
7000Settlement or Rate AnalystImage: Conservation and Demand ManagementImage: Conservation and Demand M	6001	Manager Regulatory Affairs										
7001Director or Officer, Conservation and Demand ManagementImage Conservation & Demand/MarketingImage Conservation & Demand/MarketingImage Conservation & Demand/MarketingImage Conservation & Demand/MarketingImage Conservation & Director Information SystemsImage Conservation & Director & Director Information SystemsImage Conservation & Director & Direc	6002	Regulatory Accountant										
7002Manager Conservation & Demand/MarketingImage: Conservation & Director Information SystemsImage: Conservation & SystemsImage: Con	7000	Settlement or Rate Analyst										
8000Director Information Systems and/or SecurityImage: Information Systems and/or SecurityImage: Image: Im	7001	Director or Officer, Conservation and Demand Management										
8000Director Information Systems and/or SecurityImage: Information Systems and/or SecurityImage: Information Systems and/or SecurityImage: Image:	7002	Manager Conservation & Demand/Marketing										
8001Manager Information Systems and/or SecurityImage: Information Systems Support ProfessionalImage: Image:												
8002Systems/Program Administrator or Applications/Systems Support ProfessionalImage: Constraint of Applications/Systems Support ProfessionalImage: Constraint of Applications/Systems Support Professional9000Human Resources ManagerImage: Constraint of Applications/Systems Support ProfessionalImage: Constraint of Applications/												
9000Human Resources ManagerImage: Semigration of the se												
9001Human Resources GeneralistImage: CoordinatorImage: Coor												
9002Human Resources CoordinatorImage: Coo												
9003 Payroll 2012 2012 2012 2012 2012 2012 2012 20												
N001 Executive Role - Non Regulated Business												
N001 Non-Executive Role - Non Regulated Business   N002 Non-Executive Role - Non Regulated Business												



				Total Ca	sh Design			Actual B	ase Salary		
2020 Model Job Code	Survey Job Title	Average	P75	P50	P25	Average	P75	P50	P25	Average	P75
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4001	Manager Accounting										
4002	Manager Risk Management										
4003	Supervisor Accounting										
4004	Financial or Business Analyst										
4005	Accountant										
5000	Director Customer Service										
5001	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections										
5500	Director Communications										
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										



		Actual E	Bonus %			Actual T	otal Cash	
020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average
0000	President & CEO							
0001	Chief Operating Officer (COO)							
0002	Head of Operations and/or Engineering							
0003	CFO / Head of Finance							
0004	Head of Customer Service							
0005	Head of Regulatory Affairs							
0006	Head of Human Resources							
1000	Executive Assistant							
1001	Administrative Assistant							
2000	Director Engineering							
2001	Engineering Manager and/or Distribution Engineer							
2002	Project Engineer							
2003	Supervisor Engineering							
2500	Director Operations							
2501	Manager Operations							
2502	Manager Control Centre							
2503	Supervisor Control Centre							
2504	Supervisor Protection and Control							
2505	Supervisor Station Maintenance							
2506	Line Supervisor							
2507	Manager Meter Department							
2508	Supervisor Meter Department							
3000	Director Supply Chain Management							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet							
3002	Supervisor Stores/Inventory/Warehouse							
4000	Controller or Director Finance							
4001	Manager Accounting							
4002	Manager Risk Management							
4003	Supervisor Accounting							
4004	Financial or Business Analyst							
4005	Accountant							
5000	Director Customer Service							
5001	Manager Customer Service and/or Billing							
5002	Supervisor Customer Service and/or Billing and/or Collections							
5500	Director Communications							
5501	Manager Communications							
6000	Director Regulatory Affairs							
6001	Manager Regulatory Affairs							
6002	Regulatory Accountant							
7000	Settlement or Rate Analyst							
7001	Director or Officer, Conservation and Demand Management							
7002	Manager Conservation & Demand/Marketing							
8000	Director Information Systems							
8001	Manager Information Systems and/or Security							
8002	Systems/Program Administrator or Applications/Systems Support Professional							
9000	Systems/Program Administrator of Applications/Systems Support Professional Human Resources Manager							
	Human Resources Manager Human Resources Generalist							
9001								
9002	Human Resources Coordinator							
9003	Payroll							
9004	Manager, Health & Safety							
N001 N002	Executive Role - Non Regulated Business Non-Executive Role - Non Regulated Business							



		Job N	latches	Hay	Points		Salary Ran	ge Minimum		
2020 Model Job Code	Survey Job Title	No. of Companies	No. of Incumbents	P50	Average	P75	P50	P25	Average	P75
0000	President & CEO	8	8							
0001	Chief Operating Officer (COO)	4	4							
0002	Head of Operations and/or Engineering	5	6							
0003	CFO / Head of Finance	10	10							
0004	Head of Customer Service	2	2							
0005	Head of Regulatory Affairs	1	1							
0006	Head of Human Resources	3	3							
1000	Executive Assistant	5	6							
1001	Administrative Assistant	4	7							
2000	Director Engineering	3	3							
2001	Engineering Manager and/or Distribution Engineer	6	9							
2002	Project Engineer	5	7							
2003	Supervisor Engineering	5	8							
2500	Director Operations	2	2							
2501	Manager Operations	6	7							
2502	Manager Control Centre	-	-							
2503	Supervisor Control Centre	4	4							
2504	Supervisor Protection and Control	2	2							
2505	Supervisor Station Maintenance	3	3							
2506	Line Supervisor	10	28							
2507	Manager Meter Department	1	1							
2508	Supervisor Meter Department	5	5							
3000	Director Supply Chain Management	1	1							
3001 3002	Manager Procurement and/or Inventory and/or Facilities and/or Fleet	4	4							
4000	Supervisor Stores/Inventory/Warehouse Controller or Director Finance	3	5							
4000	Manager Accounting	5 3	3							
4001	Manager Risk Management	3	3							
4002	Supervisor Accounting	- 2	-							
4003	Financial or Business Analyst	5	5							
4004	Accountant	3	1							
5000	Director Customer Service	-	-							
5000	Manager Customer Service and/or Billing	6	6							
5002	Supervisor Customer Service and/or Billing and/or Collections	7	12							
5500	Director Communications	2	2							
5501	Manager Communications	3	3							
6000	Director Regulatory Affairs	1	1							
6001	Manager Regulatory Affairs	4	4							
6002	Regulatory Accountant	4	4							
7000	Settlement or Rate Analyst	3	3							
7001	Director or Officer, Conservation and Demand Management	-	-							
7002	Manager Conservation & Demand/Marketing	1	1							
8000	Director Information Systems	3	3							
8001	Manager Information Systems and/or Security	7	10							
8002	Systems/Program Administrator or Applications/Systems Support Professional	6	10							
9000	Human Resources Manager	4	4							
9001	Human Resources Generalist	3	3							
9002	Human Resources Coordinator	1	1							
9003	Payroll	6	6							
9004	Manager, Health & Safety	4	4							
N001	Executive Role - Non Regulated Business	1	1							
N002	Non-Executive Role - Non Regulated Business	-	-							



		Job	Rate			Salary Rang	ge Maximum		Target Bonus %				
2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average	P75	P50	P25		
0000	President & CEO												
0001	Chief Operating Officer (COO)												
0002	Head of Operations and/or Engineering												
0003	CFO / Head of Finance												
0004	Head of Customer Service												
0005	Head of Regulatory Affairs												
0006	Head of Human Resources												
1000	Executive Assistant												
1001	Administrative Assistant												
2000	Director Engineering												
2001	Engineering Manager and/or Distribution Engineer												
2002	Project Engineer												
2003	Supervisor Engineering												
2500	Director Operations												
2501	Manager Operations												
2502	Manager Control Centre												
2503	Supervisor Control Centre												
2504	Supervisor Protection and Control												
2505	Supervisor Station Maintenance												
2506	Line Supervisor												
2507	Manager Meter Department												
2508	Supervisor Meter Department												
3000	Director Supply Chain Management												
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet												
3002	Supervisor Stores/Inventory/Warehouse												
4000	Controller or Director Finance												
4001	Manager Accounting												
4002	Manager Risk Management												
4002	Supervisor Accounting												
4004	Financial or Business Analyst												
4005	Accountant												
5000	Director Customer Service												
5000	Manager Customer Service and/or Billing												
5002	Supervisor Customer Service and/or Billing and/or Collections												
5500	Director Communications												
5501	Manager Communications												
6000	Director Regulatory Affairs												
6001	Manager Regulatory Affairs												
6002	Regulatory Accountant												
7000	Settlement or Rate Analyst												
7000	Director or Officer, Conservation and Demand Management												
7001	Manager Conservation & Demand/Marketing												
8000	Director Information Systems												
8000	Manager Information Systems and/or Security												
8001													
9000	Systems/Program Administrator or Applications/Systems Support Professional Human Resources Manager												
9000 9001	Human Resources Manager Human Resources Generalist												
	Human Resources Generalist Human Resources Coordinator												
9002													
9003	Payroll												
9004	Manager, Health & Safety												
N001	Executive Role - Non Regulated Business												
N002	Non-Executive Role - Non Regulated Business												



				Total Ca	sh Design			Actual B	ase Salary		
2020 Model Job Code	Survey Job Title	Average	P75	P50	P25	Average	P75	P50	P25	Average	P75
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4001	Manager Accounting										
4002	Manager Risk Management										
4003	Supervisor Accounting										
4004	Financial or Business Analyst										
4005	Accountant										
5000	Director Customer Service										
5001	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections										
5500	Director Communications										
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										



		Actual	Bonus %			Actual I	otal Cash	
2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average
0000	President & CEO							
0000	Chief Operating Officer (COO)						:	
0002	· · · · · · · · · · · · · · · · · · ·							
	Head of Operations and/or Engineering							/
0003	CFO / Head of Finance							/
0004	Head of Customer Service						<u> </u>	
0005	Head of Regulatory Affairs						<u> </u>	
0006	Head of Human Resources						·	
1000	Executive Assistant						·	<u> </u>
1001	Administrative Assistant						[	<u> </u>
2000	Director Engineering						[	<u> </u>
2001	Engineering Manager and/or Distribution Engineer						<u> </u>	<u> </u>
2002	Project Engineer						<u> </u>	
2003	Supervisor Engineering							I
2500	Director Operations						<u> </u>	<u> </u>
2501	Manager Operations						<u> </u>	<u> </u>
2502	Manager Control Centre							
2503	Supervisor Control Centre							
2504	Supervisor Protection and Control							
2505	Supervisor Station Maintenance						i la serie de la s	1
2506	Line Supervisor						i i i i i i i i i i i i i i i i i i i	i
2507	Manager Meter Department							i
2508	Supervisor Meter Department						i la la la la la la la la la la la la la	i — — —
3000	Director Supply Chain Management						i la la la la la la la la la la la la la	i — — —
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet						i la la la la la la la la la la la la la	i — — —
3002	Supervisor Stores/Inventory/Warehouse						i	i
4000	Controller or Director Finance						i <b>mana</b>	í
4001	Manager Accounting						i <b>mana</b>	í —
4002	Manager Risk Management						i <b>se se se se se se se se se se se se se s</b>	i —
4003	Supervisor Accounting						i <b>se se se se se se se se se se se se se s</b>	i —
4004	Financial or Business Analyst							
4005	Accountant						i	
5000	Director Customer Service						i	
5000	Manager Customer Service and/or Billing						:	
5002	Supervisor Customer Service and/or Billing and/or Collections						/	
5500	Director Communications							
5500								
	Manager Communications							/
6000	Director Regulatory Affairs							
6001	Manager Regulatory Affairs						·	
6002	Regulatory Accountant						·	
7000	Settlement or Rate Analyst							
7001	Director or Officer, Conservation and Demand Management						[	4
7002	Manager Conservation & Demand/Marketing						<u> </u>	<u> </u>
8000	Director Information Systems							
8001	Manager Information Systems and/or Security							
8002	Systems/Program Administrator or Applications/Systems Support Professional							
9000	Human Resources Manager							
9001	Human Resources Generalist							
9002	Human Resources Coordinator							
9003	Payroll							
9004	Manager, Health & Safety							
N001	Executive Role - Non Regulated Business							
N002	Non-Executive Role - Non Regulated Business							



		Job N	latches	Hay	Points		Salary Ran	ge Minimum		
2020 Model Job Code	Survey Job Title	No. of Companies	No. of Incumbents	P50	Average	P75	P50	P25	Average	P75
0000	President & CEO	8	8							
0001	Chief Operating Officer (COO)	3	3							
0002	Head of Operations and/or Engineering	7	8							
0003	CFO / Head of Finance	8	8							
0004	Head of Customer Service	2	2							
0005	Head of Regulatory Affairs	2	2							
0006	Head of Human Resources	4	4							
1000	Executive Assistant	6	14							
1001	Administrative Assistant	3	4							
2000	Director Engineering	5	5							
2001	Engineering Manager and/or Distribution Engineer	7	11							
2002	Project Engineer	4	7							
2003	Supervisor Engineering	4	4							
2500	Director Operations	1	1							
2501	Manager Operations	7	9							
2502	Manager Control Centre	-	-							
2503	Supervisor Control Centre	3	3							
2504	Supervisor Protection and Control	2	2							
2505	Supervisor Station Maintenance	2	2							
2506	Line Supervisor	1	20							
2507	Manager Meter Department	1	1							
2508	Supervisor Meter Department	3	3							
3000	Director Supply Chain Management	1	1							
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet	5	5							
3002	Supervisor Stores/Inventory/Warehouse	3	3							
4000	Controller or Director Finance	3 6	3							
4001	Manager Accounting	0	1							
4002 4003	Manager Risk Management Supervisor Accounting	- 3	-							
4003	Financial or Business Analyst	5	4							
4004 4005	•	1	9							
5000	Accountant Director Customer Service	1	1							
5000	Manager Customer Service and/or Billing	4	6							
5002	Supervisor Customer Service and/or Billing and/or Collections	J 1	8							
5500	Director Communications	4	1							
5501	Manager Communications	3	3							
6000	Director Regulatory Affairs	3	3							
6001	Manager Regulatory Affairs	3	3							
6002	Regulatory Accountant	4	4							
7000	Settlement or Rate Analyst	2	2							
7001	Director or Officer, Conservation and Demand Management	1	-							
7002	Manager Conservation & Demand/Marketing	2	2							
8000	Director Information Systems	6	9							
8001	Manager Information Systems and/or Security	6	9							
8002	Systems/Program Administrator or Applications/Systems Support Professional	7	13							
9000	Human Resources Manager	4	4							
9001	Human Resources Generalist	3	5							
9002	Human Resources Coordinator	3	3							
9003	Payroll	4	4							
9004	Manager, Health & Safety	7	7							
N001	Executive Role - Non Regulated Business	2	2							
N002	Non-Executive Role - Non Regulated Business	3	3							



		Job	Rate			Salary Rang	ge Maximum			Target E	Bonus %
2020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average	P75	P50	P25
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4000	Manager Accounting										
4001	Manager Risk Management										
4002	Supervisor Accounting										
4003	Financial or Business Analyst										
4005 5000	Accountant Director Customer Service										
5000	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections Director Communications										
5500											
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										

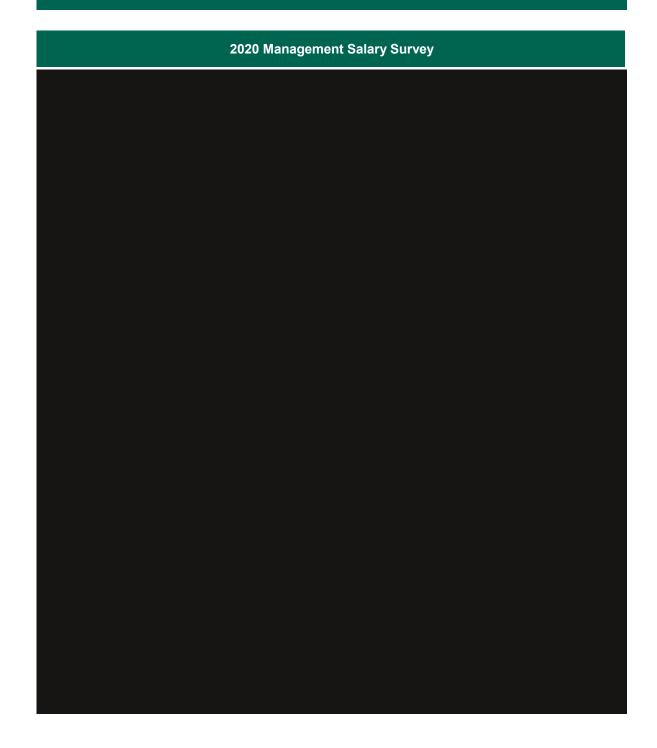


				Total Ca	sh Design			Actual B	ase Salary		
2020 Model Job Code	Survey Job Title	Average	P75	P50	P25	Average	P75	P50	P25	Average	P75
0000	President & CEO										
0001	Chief Operating Officer (COO)										
0002	Head of Operations and/or Engineering										
0003	CFO / Head of Finance										
0004	Head of Customer Service										
0005	Head of Regulatory Affairs										
0006	Head of Human Resources										
1000	Executive Assistant										
1001	Administrative Assistant										
2000	Director Engineering										
2001	Engineering Manager and/or Distribution Engineer										
2002	Project Engineer										
2003	Supervisor Engineering										
2500	Director Operations										
2501	Manager Operations										
2502	Manager Control Centre										
2503	Supervisor Control Centre										
2504	Supervisor Protection and Control										
2505	Supervisor Station Maintenance										
2506	Line Supervisor										
2507	Manager Meter Department										
2508	Supervisor Meter Department										
3000	Director Supply Chain Management										
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet										
3002	Supervisor Stores/Inventory/Warehouse										
4000	Controller or Director Finance										
4001	Manager Accounting										
4002	Manager Risk Management										
4003	Supervisor Accounting										
4004	Financial or Business Analyst										
4005	Accountant										
5000	Director Customer Service										
5001	Manager Customer Service and/or Billing										
5002	Supervisor Customer Service and/or Billing and/or Collections										
5500	Director Communications										
5501	Manager Communications										
6000	Director Regulatory Affairs										
6001	Manager Regulatory Affairs										
6002	Regulatory Accountant										
7000	Settlement or Rate Analyst										
7001	Director or Officer, Conservation and Demand Management										
7002	Manager Conservation & Demand/Marketing										
8000	Director Information Systems										
8001	Manager Information Systems and/or Security										
8002	Systems/Program Administrator or Applications/Systems Support Professional										
9000	Human Resources Manager										
9001	Human Resources Generalist										
9002	Human Resources Coordinator										
9003	Payroll										
9004	Manager, Health & Safety										
N001	Executive Role - Non Regulated Business										
N002	Non-Executive Role - Non Regulated Business										



		Actual E	Bonus %			Actual T	otal Cash	
020 Model Job Code	Survey Job Title	P50	P25	Average	P75	P50	P25	Average
0000	President & CEO							i
0001	Chief Operating Officer (COO)						1	1
0002	Head of Operations and/or Engineering							1
0003	CFO / Head of Finance						i I I I I I I I I I I I I I I I I I I I	
0004	Head of Customer Service						1	1
0005	Head of Regulatory Affairs						i I I I I I I I I I I I I I I I I I I I	
0006	Head of Human Resources						i la la la la la la la la la la la la la	
1000	Executive Assistant						i la la la la la la la la la la la la la	
1001	Administrative Assistant						i I I I I I I I I I I I I I I I I I I I	
2000	Director Engineering						1	1
2001	Engineering Manager and/or Distribution Engineer						1	1
2002	Project Engineer						1	i –
2003	Supervisor Engineering						1	i –
2500	Director Operations						i i i i i i i i i i i i i i i i i i i	i
2501	Manager Operations						i i i i i i i i i i i i i i i i i i i	i
2502	Manager Control Centre						i i i i i i i i i i i i i i i i i i i	i
2503	Supervisor Control Centre							i
2504	Supervisor Protection and Control							i
2505	Supervisor Station Maintenance							i
2506	Line Supervisor						i <b>se s</b>	i
2507	Manager Meter Department						i <b>se se se se se se se se se se se se se s</b>	i
2508	Supervisor Meter Department						i <b>se se se se se se se se se se se se se s</b>	i
3000	Director Supply Chain Management						i <b>se se se se se se se se se se se se se s</b>	i
3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet						i <b>se se se se se se se se se se se se se s</b>	i
3002	Supervisor Stores/Inventory/Warehouse						i /	
4000	Controller or Director Finance							
4001	Manager Accounting							
4002	Manager Risk Management							
4002	Supervisor Accounting							
4004	Financial or Business Analyst						i	1
4004	Accountant						l	
5000	Director Customer Service						i	1
5000	Manager Customer Service and/or Billing						l	
5002	Supervisor Customer Service and/or Billing and/or Collections						l	
5500	Director Communications	-						
5501	Manager Communications							
6000	Director Regulatory Affairs							
6001	Manager Regulatory Affairs							
6002		-						
7000	Regulatory Accountant	-						
	Settlement or Rate Analyst							
7001	Director or Officer, Conservation and Demand Management							
7002	Manager Conservation & Demand/Marketing							
8000	Director Information Systems							
8001	Manager Information Systems and/or Security							
8002	Systems/Program Administrator or Applications/Systems Support Professional							
9000	Human Resources Manager							
9001	Human Resources Generalist							
9002	Human Resources Coordinator							
9003	Payroll							
9004	Manager, Health & Safety							
N001	Executive Role - Non Regulated Business							

KORN FERRY<sup>®</sup> Participants



# KORN FERRY®

#### Definitions

Content

Market Lines Definitions

Elements definitions

List of Jobs

	Market Lines Definitions
Upper Quartile or Q3 (75th percentile)	P75 - the 75th percentile (also called the upper quartile) is the limit above which we find 25% of salary practices and under In other words, 75% of the sample pays less than this level while 25% pays more.
Median or M (50th percentile)	P50 - the 50th percentile (also called the median) is the line that divides the practices into two equal 50% groups; 50% of p paying less.
Lower Quartile or Q1 (25th Percentile)	P25 - the 25th percentile (also called lower quartile) is the limit above which we find 75% of salary practices and under wh other words, 25% of the sample pays less than this level while 75% pays more.

	Elements definitions
Hay Points	The total evaluation points for a job, based on the Korn Ferry Guide Chart and Profile method of job e
Salary Range Minimum	Minimum Salary/Minimum Base Salary Policy
Job Rate	Midpoint Salary/Base Salary Policy
Salary Range Maximum	Maximum Salary/Maximum Base Salary Policy
Target Bonus %	Target Incentive Payment (%) or (TI%) is the planned cash amount to be paid based on the performance of an individ operating as a unit, or an entire organization's workforce expressed as a percentage of Base Sa Target Incentive Payment (%) is the annualized amount of money to be paid expressed as a percentage of Base Sa performance targets are met.
Total Cash Design	Total Cash Design is the sum of Job Rate (Midpoint Salary/Base Salary Policy) and Target Bonus as the planned Cash ar perfornance of an incumbent, group or entire organization's workforce.
	Base Salary (BS) is the sum of Basic Salary / Payments (BP) and Fixed Payments (FP).
Actual Base Salary	Broken down composition of Base Salary is as follows: Basic Payments: Basic payments are (annualized) cash amounts paid for work performed as stated in an employment contract, excluding a Fixed Payments: Fixed payments are (annualized) cash amounts paid where the same absolute or percentage amounts have been awa automatically year over year irrespective of individual, unit or company performance.
Actual Bonus %	Short term variable payments are (annualized) cash amounts paid that can vary year over year. Most typically these refer contingent on discretion, performance or results achieved. Short term variable payments is also the category used to refer to payments made to compensate an individual for short conditions or situations. In this case Short term variable payments are expressed as a percentage of B
	Total Cash (TC) is the sum of Base Salary (BS) and Short Term Variable Payments (VP).
Actual Total Cash	Broken down composition of Total Cash is as follows: Basic Payments: Basic payments are (annualized) cash amounts paid for work performed as stated in an employment contract, excluding a Fixed Payments: Fixed payments are (annualized) cash amounts paid where the same absolute or percentage amounts have been awa automatically year over year irrespective of individual, unit or company performance. Short Term Variable Payments: Short term variable payments are (annualized) cash amounts paid that can vary year over year. Most typically these refer contingent on discretion, performance or results achieved. Short term variable payments is also the category used to refer to payments made to compensate an individual for short to conditions or situations.

ler which are the remaining 75%.

practices paying more and 50%

which are the remaining 25%. In

evaluation.

vidual, a group of employees Salary. Salary when predetermined

amount to be paid based on the

all fixed and variable payments.

warded to eligible jobholders

er to incentive payments that are

rt term (i.e., less than one year) <sup>F</sup>Base Salary.

all fixed and variable payments.

warded to eligible jobholders

er to incentive payments that are

rt term (i.e., less than one year)

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Model: 0001	Chief Operating Officer (COO)
Model: 0002	Head of Operations and/or Engineering
Model: 0003	CFO / Head of Finance
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Model: 0005	Head of Regulatory Affairs
Model: 0006	Head of Human Resources
Model: 1000	Executive Assistant
Model: 1001	Administrative Assistant
Model: 2000	Director Engineering
Model: 2001	Engineering Manager and/or Distribution Engineer
Model: 2002	Project Engineer
Model: 2003	Supervisor Engineering
Model: 2500	Director Operations
Model: 2501	Manager Operations
Model: 2502	Manager Control Centre
Model: 2503	Supervisor Control Centre
Model: 2504	Supervisor Protection and Control
Model: 2505	Supervisor Station Maintenance
Model: 2506	Line Supervisor
Model: 2507	Manager Meter Department
Model: 2508	Supervisor Meter Department
Model: 3000	Director Supply Chain Management
Model: 3001	Manager Procurement and/or Inventory and/or Facilities and/or Fleet
Model: 3002	Supervisor Stores/Inventory/Warehouse
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Model: 4001	Manager Accounting
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Model: 4004	Financial or Business Analyst
Model: 4005	Accountant
Model: 5000	Director Customer Service
Model: 5001	Manager Customer Service and/or Billing
Model: 5002	Supervisor Customer Service and/or Billing and/or Collections
Model: 5500	Director Communications
Model: 5501	Manager Communications
Model: 6000	Director Regulatory Affairs
Model: 6001	Manager Regulatory Affairs
Model: 6002	Regulatory Accountant
Model: 7000	Settlement or Rate Analyst
Model: 7001	Director or Officer, Conservation and Demand Management
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