

2019 MANAGEMENT & NON-UNION EMPLOYEE PAY REPORT

December 4, 2019



Burlington **hydro** inc.

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Background & Methodology



Mandate

- Burlington Electric Hydro Inc. (“BHI” or “Burlington Hydro”) is a regulated energy distribution utility providing services to over 67,000¹ customers in the City of Burlington. BHI has approximately \$220 million¹ in power distribution revenue annually, and approximately \$31 million¹ annual operating budget.
- Korn Ferry (CA) Ltd. (“KF”) was retained by BHI to conduct a market compensation review for its various key benchmark positions, the last review conducted in 2016.
- This document reports on the market pay analysis for management/non-union employees at Burlington Hydro.

1. All dimension statistics are published by OEB in August 2019.



Methodology

- Two reference markets from KF's proprietary pay database are used (as of May 2019):
 1. All Industrial Market (N=441) – Refer to **Appendix A** for a list of the organizations;
 2. Ontario Utilities Market (N=38) – Refer to **Appendix B** for a list of the organizations.
- The compensation analysis has been conducted using job size analysis:
 - KF benchmarked Burlington Hydro's positions against roles of a similar size from the selected comparator groups from KF's database.
 - Job size is determined using the KF Hay Guide Chart - Profile MethodSM of job evaluation (Please refer to **Appendix C** for more details);



Methodology (cont'd)

- We have analyzed the market data as follows (where available):

Market Segment	Definition
90 th Percentile (P90)	The point below which 90% of the values fall. A minimum of 12 organizations is required to calculate.
75 th Percentile (P75)	The point below which 75% of the values fall. A minimum of 8 organizations is required to calculate.
50 th Percentile (P50) or Median	The point below which 50% of all observations fall – one half pay above, and one half pay below. A minimum of 4 observations is required to calculate.
25 th Percentile (P25)	The point below which 25% of the values fall. A minimum of 8 organizations is required to calculate.
10 th Percentile (P10)	The point below which 10% of the values fall. A minimum of 12 organizations is required to calculate.
Average	The arithmetic average. A minimum of 3 observations is required to calculate.



Methodology (cont'd)

- We have analyzed the following compensation elements for the Job Size Analysis:

Compensation Component	Description
Base Salary	Actual base salary
Actual/Target Short-term Incentives (%)	Actual/Target short-term incentives ("STI") as a % of base salary
Actual/Target Total Cash	Actual/Target base salary plus actual/target STI
Long-term Incentives (%)	Present value of long-term incentives ("LTI") as a % of base salary
Actual/Target Total Direct Compensation	Actual/Target total cash plus present value of LTI
Benefits Value	Total non-cash benefit value including group benefits, retirement benefits, employee perquisites, and total allowances (including car allowance and flex perquisites account)
Actual/Target Total Remuneration	Actual/Target total direct plus benefits value

- Please refer to [Appendix D](#) for more information on benefit elements.



Methodology (cont'd)

- All dollar figures are stated in Canadian dollars.
- KF data is as of May 2019.
- BHI's compensation data has been compared against the market median for illustrative purposes only.
- For consolidated market positioning, since the following positions are vacant, they have been excluded from the analysis calculations:
 - Director of Engineering;
 - Supervisor Metering Services;
 - Engineering Supervisor; and
 - Executive Assistant to CEO.





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Observations & Key Findings



Observations & Key Findings

	Consolidated Market Positioning	
	Burlington Hydro excluding CEO	
	[REDACTED]	
Actual Base Salary		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]
Actual Total Cash		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]
Actual Total Direct		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]
Actual Total Remuneration		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]
Target Total Cash		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]
Target Total Direct		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]
Benefit Value		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]
Target Total Remuneration		
All Industrial Market		[REDACTED]
Ontario Utilities Market		[REDACTED]

Note: The above comments reflect the consolidated market positioning. Careful interpretation of the results are required due to the wide variation of positioning on an incumbent basis for the different compensation elements. Please refer to the Compensation Tables by Compensation Element (Section 3) for a more detailed analysis of the incumbent-level compensation differences

Overview

- [REDACTED]
- [REDACTED]
- [REDACTED]

Comparing to All Industrial Market

- [REDACTED]

Comparing to Ontario Utilities Market

- [REDACTED]
- [REDACTED]



An aerial photograph of a multi-lane city street. The street is filled with various vehicles including cars, buses, and trucks. There are sidewalks with pedestrians and buildings on both sides. A green rectangular overlay is positioned on the right side of the image, containing the text '3 Compensation Tables by Compensation Element'.

3 Compensation Tables by Compensation Element

Actual Base Salary – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
SVP, Corporate Relations and CHRO	Jennifer Smith													
VP of Regulatory Compliance & Asset Management	Sally Blackwell													
VP Information Services and CIO	Marianne Blasman													
Director of Operations	Paul Heeg													
Director of Engineering	Vacant (I)													
Director of Accounting and Controller	Salman Moin													
Director Health & Safety, Security & Environment	Andy Kerr													
Director Corporate Communications	Christine Hallas													
Manager Engineering	Vlad Gomez Carbello													
System Planning Manager	Zdravko Mihajlovski													
Manager Asset Management	Marko Bursac													
Supervisor Metering Services	Vacant (II)													
Manager Regulatory Affairs	Adam Pappas													
Employee Relations Manager	Sharon Goodwin													
IT infrastructure and Security Specialist	Norm Van Bergen													
Engineering Supervisor	Vacant (III)													
Control Room Supervisor	Richard Brown													
Supervisor Station Maintenance	Mihajlo Mojsoski													
Line Supervisor A	Dan Walsh													
Line Supervisor B	Jamie Johnston													
Purchasing Manager	Scott Davidson													
Manager Customer Accounts	Steve Cardinali													
Billing Supervisor	Sejal Parikh													
Financial and Regulatory Accountant	Sherry Graham													
Accountant	Chris Merrick													
HR and Payroll Administrator	Christina Donaldson													
Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Actual Total Cash – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
SVP, Corporate Relations and CHRO	Jennifer Smith													
VP of Regulatory Compliance & Asset Management	Sally Blackwell													
VP Information Services and CIO	Marianne Blasman													
Director of Operations	Paul Heeg													
Director of Engineering	Vacant (I)													
Director of Accounting and Controller	Salman Moin													
Director Health & Safety, Security & Environment	Andy Kerr													
Director Corporate Communications	Christine Hallas													
Manager Engineering	Vlad Gomez Carbello													
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Billing Supervisor	Sejal Parikh													
Financial and Regulatory Accountant	Sherry Graham													
Accountant	Chris Merrick													
HR and Payroll Administrator	Christina Donaldson													
Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Actual Total Direct – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
SVP, Corporate Relations and CHRO	Jennifer Smith													
VP of Regulatory Compliance & Asset Management	Sally Blackwell													
VP Information Services and CIO	Marianne Blasman													
Director of Operations	Paul Heeg													
Director of Engineering	Vacant (I)													
Director of Accounting and Controller	Salman Moin													
Director Health & Safety, Security & Environment	Andy Kerr													
Director Corporate Communications	Christine Hallas													
Manager Engineering	Vlad Gomez Carbello													
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Engineering Supervisor	Vacant (III)													
Control Room Supervisor	Richard Brown													
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Purchasing Manager	Scott Davidson													
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Billing Supervisor	Sejal Parikh													
Financial and Regulatory Accountant	Sherry Graham													
Accountant	Chris Merrick													
HR and Payroll Administrator	Christina Donaldson													
Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Actual Total Remuneration – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
SVP, Corporate Relations and CHRO	Jennifer Smith													
VP of Regulatory Compliance & Asset Management	Sally Blackwell													
VP Information Services and CIO	Marianne Blaskan													
Director of Operations	Paul Heeg													
Director of Engineering	Vacant (I)													
Director of Accounting and Controller	Salman Moin													
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Manager Customer Accounts	Steve Cardinali													
Billing Supervisor	Sejal Parikh													
Financial and Regulatory Accountant	Sherry Graham													
Accountant	Chris Merrick													
HR and Payroll Administrator	Christina Donaldson													
Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Target Total Cash – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
SVP, Corporate Relations and CHRO	Jennifer Smith													
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Accountant	Chris Merrick													
HR and Payroll Administrator	Christina Donaldson													
Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Target Total Direct – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
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Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Total Benefit Value – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
SVP, Corporate Relations and CHRO	Jennifer Smith													
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Financial and Regulatory Accountant	Sherry Graham													
Accountant	Chris Merrick													
HR and Payroll Administrator	Christina Donaldson													
Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Target Total Remuneration – All Industrial and Ontario Utilities Markets

Position	Name	Korn Ferry Hay Points	Burlington Hydro	ALL INDUSTRIAL MARKET					ONTARIO UTILITIES MARKET					
				P75	P50	P25	Variance from P50	Market Position	P75	P50	P25	Variance from P50	Market Position	
EVP, Finance and Administration and CFO	Michael Kysley													
SVP, Engineering and Operations and COO	Dan Guatto													
SVP, Corporate Relations and CHRO	Jennifer Smith													
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Human Resources Coordinator	Abby Adkins													
Executive Assistant to CEO	Vacant (IV)													
Burlington Hydro excluding CEO (30 positions / 4 vacant)														

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



An aerial photograph of a city street intersection. The street has multiple lanes with white lane markings. Several cars are visible, including a white van, a yellow taxi, and a black sedan. A white bus is on the left side of the street. Buildings with glass facades are visible on the right side. A green semi-transparent box is overlaid on the right side of the image, containing the text.

4

Compensation Tables by Incumbent

EVP, Finance and Administration and CFO, Michael Kysley ([REDACTED] KF Hay Points)

EVP, Finance and Administration and CFO, Michael Kysley ([REDACTED] KF Hay Points)

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
All Industrial Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Ontario Utilities Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



SVP, Engineering and Operations and COO, Dan Guatto



SVP, Engineering and Operations and COO, Dan Guatto



	Actual Compensation						Target Compensation					
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Total	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.												
All Industrial Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												
Ontario Utilities Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



SVP, Corporate Relations and CHRO, Jennifer Smith



SVP, Corporate Relations and CHRO, Jennifer Smith



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

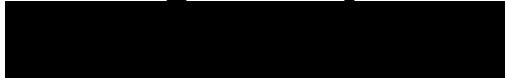
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



VP Regulatory Affairs, Sally Blackwell



VP Regulatory Affairs, Sally Blackwell

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

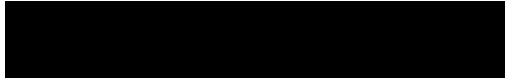
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



VP Information Services and CIO, Marianne Blasman



VP Information Services and CIO, Marianne Blasman (Redacted)

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Director of Operations, Paul Heeg



Director of Operations, Paul Heeg ()

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

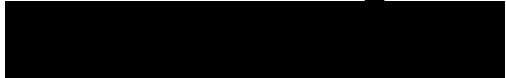
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Director of Engineering, Vacant (I)



Director of Engineering, Vacant (I)



	Actual Compensation						Target Compensation					
	Base Salary	STI % ^{1,2}	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ^{1,2}	Total Cash	Total Direct	Total Remuneration	
Burlington Hydro Electric Inc.	-	-	-	-	-	-	-	-	-	-	-	
All Industrial Market												
P75												
P50												
P25												
Average												
Variance from Median	*	*	*	*	*	*	*	*	*	*	*	
Market Position	*	*	*	*	*	*	*	*	*	*	*	
Ontario Utilities Market												
P75												
P50												
P25												
Average												
Variance from Median	*	*	*	*	*	*	*	*	*	*	*	
Market Position	*	*	*	*	*	*	*	*	*	*	*	

¹ Indicates where eligible, whether or not payment was received

² The incumbent is a new hire and as such has not had an STI payout

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Director of Accounting and Controller, Salman Moin



Director of Accounting and Controller, Salman Moin



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

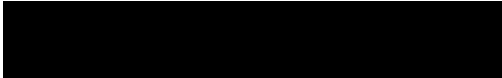
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Director Health & Safety, Security & Environment, Andy Kerr



Director Health & Safety, Security & Environment, Andy Kerr



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Director Corporate Communications, Christine Hallas



Director Corporate Communications, Christine Hallas



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

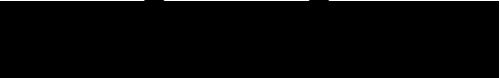
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Manager Engineering, Vlad Gomez Carbello



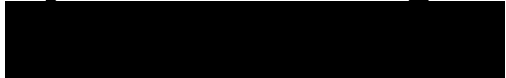
Manager Engineering, Vlad Gomez Carbello

	Actual Compensation						Target Compensation					
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Total	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.												
All Industrial Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												
Ontario Utilities Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												

¹ Indicates where eligible, whether or not payment was received
 * Insufficient data to display
Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



System Planning Manager, Zdravko Mihajlovski



System Planning Manager, Zdravko Mihajlovski



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

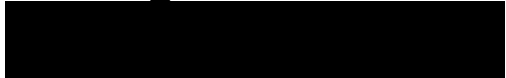
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Manager Asset Management, Marko Bursac



Manager Asset Management, Marko Bursac



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Supervisor Metering Services, Vacant (II)

([REDACTED])

Supervisor Metering Services, Vacant (II) [REDACTED]

	Actual Compensation						Target Compensation				
	Base Salary	STI % ^{1,2}	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ^{1,2}	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.	-	-	-	-	-	-	-	-	-	-	-
All Industrial Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	*	*	*	*	*	*	*	*	*	*	*
Market Position	*	*	*	*	*	*	*	*	*	*	*
Ontario Utilities Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	*	*	*	*	*	*	*	*	*	*	*
Market Position	*	*	*	*	*	*	*	*	*	*	*

¹ Indicates where eligible, whether or not payment was received

² The incumbent is a new hire and as such has not had an STI payout

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Manager Regulatory Affairs, Adam Pappas



Manager Regulatory Affairs, Adam Pappas



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Employee Relations Manager, Sharon Goodwin



Employee Relations Manager, Sharon Goodwin

	Actual Compensation						Target Compensation					
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration	
Burlington Hydro Electric Inc.												
All Industrial Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												
Ontario Utilities Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												

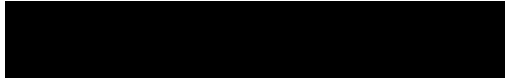
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



IT infrastructure and Security Specialist, Norm Van Bergen



IT infrastructure and Security Specialist, Norm Van Bergen



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Engineering Supervisor, Vacant (III)



Engineering Supervisor, Vacant (III)



	Actual Compensation						Target Compensation				
	Base Salary	STI % ^{1,2}	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ^{1,2}	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.	-	-	-	-	-	-	-	-	-	-	-
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median	*	*	*	*	*	*	*	*	*	*	*
Market Position	*	*	*	*	*	*	*	*	*	*	*
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median	*	*	*	*	*	*	*	*	*	*	*
Market Position	*	*	*	*	*	*	*	*	*	*	*

¹ Indicates where eligible, whether or not payment was received

² The incumbent is a new hire and as such has not had an STI payout

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Control Room Supervisor, Richard Brown



Control Room Supervisor, Richard Brown



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

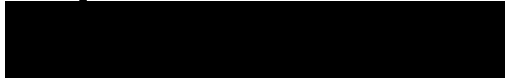
¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Supervisor Station Maintenance, Mihajlo Mojsoski



Supervisor Station Maintenance, Mihajlo Mojsoski

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Line Supervisor A, Dan Walsh



Line Supervisor A, Dan Walsh

	Actual Compensation						Target Compensation					
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration	
Burlington Hydro Electric Inc.												
All Industrial Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												
Ontario Utilities Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Line Supervisor B, Jamie Johnston



Line Supervisor B, Jamie Johnston (Redacted)

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Purchasing Manager, Scott Davidson



Purchasing Manager, Scott Davidson ()

	Actual Compensation						Target Compensation					
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration	
Burlington Hydro Electric Inc.												
All Industrial Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												
Ontario Utilities Market												
P75												
P50												
P25												
Average												
Variance from Median												
Market Position												

¹ Indicates where eligible, whether or not payment was received
 * Insufficient data to display
Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Manager Customer Accounts, Steve Cardinali



Manager Customer Accounts, Steve Cardinali ()

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.	\$										
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Billing Supervisor, Sejal Parikh

([REDACTED])

Billing Supervisor, Sejal Parikh ([REDACTED])

	Actual Compensation						Target Compensation					
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration	
Burlington Hydro Electric Inc.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
All Industrial Market												
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Ontario Utilities Market												
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Financial and Regulatory Accountant, Sherry Graham

([REDACTED])

Financial and Regulatory Accountant, Sherry Graham ([REDACTED])

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
All Industrial Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Ontario Utilities Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Accountant, Chris Merrick

[Redacted]

Accountant, Chris Merrick ([Redacted])

	Actual Compensation						Target Compensation					
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration	
Burlington Hydro Electric Inc.	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
All Industrial Market	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
P75	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
P50	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
P25	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
Average	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
Variance from Median	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
Market Position	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
Ontario Utilities Market	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
P75	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
P50	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
P25	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
Average	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
Variance from Median	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	
Market Position	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



HR and Payroll Administrator, Christina Donaldson

([REDACTED])

HR and Payroll Administrator, Christina Donaldson ([REDACTED])

	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
All Industrial Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Ontario Utilities Market											
P75	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P50	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
P25	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Average	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Variance from Median	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Market Position	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Human Resources Coordinator, Abby Adkins



Human Resources Coordinator, Abby Adkins



	Actual Compensation						Target Compensation				
	Base Salary	STI % ¹	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ¹	Total Cash	Total Direct	Total Remuneration
Burlington Hydro Electric Inc.											
All Industrial Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											
Ontario Utilities Market											
P75											
P50											
P25											
Average											
Variance from Median											
Market Position											

¹ Indicates where eligible, whether or not payment was received

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



Executive Assistant to CEO, Vacant (IV)

([REDACTED])

Executive Assistant to CEO, Vacant (IV) ([REDACTED])

	Actual Compensation						Target Compensation					
	Base Salary	STI % ^{1,2}	Total Cash	LTI % ¹	Total Direct	Benefits Value	Total Remuneration	STI % ^{1,2}	Total Cash	Total Direct	Total Remuneration	
Burlington Hydro Electric Inc.	-	-	-	-	-	-	-	-	-	-	-	
All Industrial Market												
P75												
P50												
P25												
Average												
Variance from Median	*	*	*	*	*	*	*	*	*	*	*	
Market Position	*	*	*	*	*	*	*	*	*	*	*	
Ontario Utilities Market												
P75												
P50												
P25												
Average												
Variance from Median	*	*	*	*	*	*	*	*	*	*	*	
Market Position	*	*	*	*	*	*	*	*	*	*	*	

¹ Indicates where eligible, whether or not payment was received

² The incumbent is a new hire and as such has not had an STI payout

* Insufficient data to display

Note: Figures rounded to nearest hundred dollars, and nearest whole percentage



An aerial photograph of a multi-lane city street. The street is filled with various vehicles including cars, buses, and a truck. There are sidewalks with pedestrians and a central green median strip. Buildings are visible on the right side of the street. A semi-transparent green trapezoidal shape is overlaid on the right side of the image, containing the text.

3 Appendices



[Redacted]

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

$$\begin{matrix} \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \end{matrix} + \begin{matrix} \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \end{matrix} + \begin{matrix} \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \end{matrix} = \begin{matrix} \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \\ \text{[Redacted]} \end{matrix}$$



Appendix D – Non-Cash Benefits Elements

- The following are items that have been considered in the valuation of the market. All values reflect the employer-paid portion only
- All non-cash benefits elements are independently arrayed

Pension Value	Defined benefit plans, defined contribution plans and retirement allowances
Death	Life Insurance and accidental death and dismemberment insurance
Disability	Short term disability/salary continuance, and long-term disability insurance
Health & Dental	Extended health care insurance and dental insurance
Other Benefits	Cafeteria, employee education benefit, dependent education benefit, club benefit, loans at reduced interest, transportation benefit such as parking, telecommunication benefits (e.g. employer paid cell phones/computers/internet), personal financial counselling
Car Value	Car allowance or company car
Stock Purchase	Employee share purchase plan either at a discounted price or company matching
Allowance	Perquisite spending accounts but not retirement allowances
Total Non-Cash Benefits	Sum of all benefits and allowances



Thank you

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