Numbers may not add due to rounding



| | EB-2020-0290 | | | | | | | | | | | | EB-2016-0152 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Executive (Bands A-E) | 2016 Actual | 2017 Actual | 2018 Actual | 2019 Actual | 2020 Actual | 2020 Plan | 2021 Plan | 2022 Plan | 2023 Plan | 2024 Plan | 2025 Plan | 2026 Plan | 2016 OEB Approved | 2017 OEB Approved | 2018 OEB Approved | 2019 OEB Approved | 2020 OEB Approved |
| FTE | 54.4 | 57.7 | 61.2 | 60.5 | 59.2 | 62.3 | 53.4 | 52.7 | 53.1 | 51.2 | 44.8 | 37.7 | 51.9 | 53.0 | 52.8 | 52.8 | 52.8 |
| | | | | | | | | | | | | | | | | | |
| **Salary & Allowances (including Fiscal Adjustment)** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** |
| Salary & Allowances[1] | 14.4 | 16.7 | 17.3 | 16.7 | 15.7 | 22.6 | 13.2 | 13.5 | 13.6 | 13.6 | 12.4 | 10.4 | | | | | |
| Incentive Pay[2] | 4.8 | 6.8 | 6.0 | 6.4 | 6.9 | 0.0 | 7.0 | 7.1 | 7.1 | 7.0 | | | | | | | |
| Total | 19.2 | 23.5 | 23.3 | 23.1 | 22.6 | 22.6 | 20.2 | 20.6 | 20.7 | 20.6 | 12.3 | 10.3 | 17.3 | 20.3 | 19.3 | 19.8 | 20.5 |
| | | | | | | | | | | | | | | | | | |
| **Benefits** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** | **$M** |
| Current Benefits (Statutory & Non-Stat) | 1.3 | 1.4 | 1.6 | 1.6 | 1.5 | 1.5 | 1.4 | 1.4 | 1.4 | 1.4 | 1.3 | 1.1 | 1.3 | 1.4 | 1.3 | 1.3 | 1.4 |
| Pension & OPEB (Current Service)[3] | 4.1 | 4.6 | 6.1 | 5.8 | 6.1 | 6.2 | 5.7 | 6.1 | 6.1 | 6.2 | 5.6 | 4.6 | 3.8 | 4.8 | 3.0 | 3.6 | 3.7 |
| Total | 5.4 | 6.1 | 7.7 | 7.4 | 7.6 | 7.7 | 7.1 | 7.5 | 7.5 | 7.6 | 6.8 | 5.7 | 5.1 | 6.2 | 4.3 | 5.0 | 5.1 |
| Total Compensation | 24.7 | 29.5 | 31.0 | 30.5 | 30.2 | 30.3 | 27.4 | 28.1 | 28.3 | 28.2 | 19.2 | 16.0 | 22.5 | 26.4 | 23.6 | 24.8 | 25.6 |

[1] Including fiscal adjustment
[2] Incentive pay for executive management has been planned separately for the 2021-2024 period only. This information is not available for 2025 & 2026 and EB-2016 plan.
[3] Presented on an accural basis