UNDERTAKING JT2.35

Undertaking

TO ADVISE WHY THE APPROACH WAS TO ENSURE THAT THERE WAS 50-50 IN ABSOLUTE NUMBER OF COMPARATORS VERSUS JUST WEIGHTING HOW MANY OTHER PRIVATE -- RELEVANT PRIVATE-SECTOR COMPANIES AND WEIGHTING THE 50 PERCENT OF WHATEVER NUMBER OF PUBLIC-SECTOR COMPANIES.

Response

The Pension and Benefits comparator group in Ex. F4-3-1, Attachment 2, p. 31 reflects changes to peer comparators necessary to align to the new segmentation methodology, namely, an industry mix of 75% energy/utility organizations and 25% general industry organizations, and greater emphasis on large Ontario employers.[1]

The peer comparator group continues to reflect a 50/50 public/private mix, consistent with the approach in the 2015 compensation benchmarking report filed at EB-2016-0152, Ex. F4-3-1, Attachment 2.

[1] Ex. F4-3-1, Attachment 2, p. 5.