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	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	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**
Salary & Allowances[1]	14.4	16.7	17.3	16.7	15.7	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	7.0	7.1	7.1	7.0								
Total	19.2	23.5	23.3	23.1	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**
Current Benefits (Statutory & Non-Stat)	1.3	1.4	1.6	1.6	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	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	7.1	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	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