

Technical Conference Panel 6 - SEC Questions For Mercer

1. [4.4-SEC-186] With respect to Interrogatory 4.4-SEC-186:

- a. In part (b), Mercer provides the union job comparison to the 50th percentile on an hourly wage basis.
 - i. On average, how many hours a week do Enbridge unionized workers work?
 - ii. Did Mercer undertake an analysis of the weekly hourly requirements for Enbridge unionized employees compared to the peer group? If so, please provide details and annualize the union comparison.
 - iii. Please explain why the overall number of benchmark positions for non-union positions, in the second table, differs depending on base salary (354) vs. target total cash/direct compensation (325).
- b. In part (c), Mercer provides an illustrative example of how it aggregates average job variances. Please confirm whether Mercer also weights positions/titles based on the number of Enbridge FTEs who hold that position/title. For instance, if there were two Enbridge FTEs with the title Engineer III, the average variance for non-management positions would be 104%. If Mercer does not currently employ this weighting method, please revise the benchmarking analysis to include it.

2. [4.4-SEC-187a(ii)] Mercer states the following: “Collective agreements used in the union analysis typically does not provide short and long-term compensation information. As a result, Mercer extracted such information from our compensation surveys in order to estimate target total cash and target total direct compensation for the union positions. However, since comparable positions in the support career stream typically do not receive STI nor LTI, both target total cash and target total direct for all positions equal hourly wage as a result.”

- a. Please confirm for non-support unionized positions, Mercer estimated target total cash and target direct compensation for the peer group companies, only if the specific benchmarked role for that company provides short and long-term compensation.
- b. For each Enbridge union role benchmarked that receives short or long-term compensation, a) please provide details of the type of short or long-term compensation received, b) total companies benchmarked, c) total companies benchmarked who provide short or long-term compensation and the specific details for each and e) how Mercer estimated the total specific short or long-term compensation.

3. [1.2-CCC-3, Attach 2, p.166] Please provide a copy of the “excel data workbook with all market findings”.