

Ontario Energy Board Staff – OM&A Cross Examination
 Thunder Bay Hydro - Compensation Costs 2013-2017

Management = Executive + Management

| Year | Total Compensation (\$000) | | |
|---------------------|----------------------------|--------|-------|
| | Amount | Change | % |
| 2013 Board Approved | 3,067 | | |
| 2013 Actual | 3,054 | -13 | -0.42 |
| 2014 Actual | 3,207 | 153 | 5.01 |
| 2015 Actual | 3,438 | 231 | 7.20 |
| 2016 Bridge | 3,438 | 0 | 0.00 |
| 2017 Test | 3,500 | 62 | 1.80 |

| | |
|----------------------|--------------|
| Ontario Energy Board | |
| FILE No. | EB-2016-0105 |
| EXHIBIT No. | K 3.3 |
| DATE | June 30/17. |
| 08/99 | |

Non-Management = Non-Union + Union + Overtime

| Year | Total Compensation (\$000) | | |
|---------------------|----------------------------|--------|-------|
| | Amount | Change | % |
| 2013 Board Approved | 10,261 | | |
| 2013 Actual | 9,558 | -703 | -6.85 |
| 2014 Actual | 9,720 | 162 | 1.69 |
| 2015 Actual | 9,726 | 6 | 0.06 |
| 2016 Bridge | 9,985 | 259 | 2.66 |
| 2017 Test | 10,805 | 820 | 8.21 |

Total

| Year | Total Compensation (\$000) | | |
|---------------------|----------------------------|--------|-------|
| | Amount | Change | % |
| 2013 Board Approved | 13,328 | | |
| 2013 Actual | 12,612 | -716 | -5.37 |
| 2014 Actual | 12,928 | 316 | 2.51 |
| 2015 Actual | 13,164 | 236 | 1.83 |
| 2016 Bridge | 13,423 | 259 | 1.97 |
| 2017 Test | 14,305 | 882 | 6.57 |

Source: Response to Interrogatory 4-AMPCO-23, June 21, 2017 with numbers rounded