

Function : AZE - Engineering Level : M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	3							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	10	69	0.5	0.3	0.3	0.4	0.5	1.4
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	3							
Performance Awards/Project Bonus Amount	4	9	2.7			2.5		
Total Perquisites	14	79	3.6	0.3	0.3	0.6	2.2	19.7
Total Variable Payments – Excluding Actual Bonus	15	83	9.3	0.7	1.8	8.5	13.6	24.1

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility 100% No	Financial Counseling Eligibility
1% Company Car	88% No		100% Not Eligible
0% Car Allowance	13% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
99% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
96% No	98% No	83% No	58% No
4% Yes	2% Yes	17% Yes	42% Yes

Transportation Allowance Eligibility

84% No 16% Yes

TOTAL SAMPLE

Function : AZE - Engineering Level : M2 - Manager (M2)



	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	0							
Flexible Perquisites Amount	12	224	4.0	0.8	1.0	3.3	7.3	9.4
Other Perquisite Amount	6	71	11.3	was lade was	2.0	7.9	22.9	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	14	397	0.5	0.3	0.3	0.4	0.5	1.4
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	10	75	21.9	7.0	14.8	21.9	26.6	41.4
Performance Awards/Project Bonus Amount	5	36	4.6		1.5	5.1	7.5	
Total Perquisites	35	664	4.5	0.3	1.0	4.0	7.0	11.1
Total Variable Payments – Excluding Actual Bonus	22	227	16.7	0.7	5.3	16.5	24.4	37.9

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	76% No	93% No	98% Not Eligible
3% Car Allowance	24% Yes	7% Yes	2% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
97% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 98% No			

Transportation Allowance Eligibility
74% No

26% Yes



Function: AZE - Engineering Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	8	29	12.1		7.3	10.4	12.0	
Cost of New Car	3							
Flexible Perquisites Amount	14	154	7.3	1.5	4.6	8.6	9.7	10.9
Other Perquisite Amount	5	46	9.6		3.2	3.7	19.0	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	15	157	0.5	0.3	0.3	0.4	0.5	1.2
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	4	11	29.0			27.3	make paper come	
Performance Awards/Project Bonus Amount	6	32	11.0		4.9	8.5	19.0	
Total Perquisites	34	389	10.5	0.9	5.7	8.8	14.0	17.2
Total Variable Payments – Excluding Actual Bonus	18	91	19.2	0.9	7.5	17.5	29.5	42.1

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
5% Company Car	67% No	90% No	98% Not Eligible
11% Car Allowance	33% Yes	10% Yes	2% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
84% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
98% No	98% No	86% No	66% No
2% Yes	2% Yes	14% Yes	34% Yes

Transportation Allowance Eligibility 63% No

37% Yes



Function : AZE - Engineering Level : M4 - Group Manager (M4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	5	32	11.7		7.4	10.3	16.6	
Cost of New Car	0							
Flexible Perquisites Amount	7	67	7.4		5.1	5.8	10.1	
Other Perquisite Amount	6	17	11.2		3.5	8.1	17.5	
Financial and Tax Counseling Amount	1							
Recreation/Wellness Allowance Amount	8	31	0.7		0.4	0.5	1.0	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	3			many maps saint		,		
Performance Awards/Project Bonus Amount	2							
Total Perquisites	19	119	12.2	0.5	7.1	13.3	17.7	21.6
Total Variable Payments – Excluding Actual Bonus	10	33	35.9	1.1	11.5	23.9	67.2	85.8

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	68% No	77% No	95% Not Eligible
23% Car Allowance	32% Yes	23% Yes	5% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
77% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No			

Transportation Allowance Eligibility

43% No 57% Yes



Function : AZE - Engineering Level : P1 - Entry (P1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	9	207	1.7		0.8	1.9	2.6	
Other Perquisite Amount	5	69	6.7		1.0	2.0	14.7	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	13	271	0.5	0.3	0.3	0.4	0.5	1.1
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	2							
Northern Living Allowance/ Remote Location Premium Amount	11	122	12.3	3.4	8.1	12.5	13.5	27.1
Performance Awards/Project Bonus Amount	2							
Total Perquisites	27	530	2.7	0.3	0.5	0.8	2.8	6.4
Total Variable Payments – Excluding Actual Bonus	19	486	9.7	0.9	2.5	8.1	12.8	27.9

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
1% Company Car	81% No	92% No	100% Not Eligible
0% Car Allowance	19% Yes	8% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance99% Not Eligible			0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
96% No	94% No	88% No	72% No
4% Yes	6% Yes	12% Yes	28% Yes

Transportation Allowance Eligibility 94% No

6% Yes



Function : AZE - Engineering Level : P2 - Intermediate (P2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	10	363	1.7	0.5	0.8	1.9	2.4	3.0
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0		-					
Recreation/Wellness Allowance Amount	16	518	0.6	0.3	0.3	0.4	0.5	1.3
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0				gant, spine than			
Company Profit Sharing Amount	2	****						
Northern Living Allowance/ Remote Location Premium Amount	10	221	13.3	7.9	10.4	13.8	15.8	18.0
Performance Awards/Project Bonus Amount	4	51	5.6			2.8		
Total Perquisites	32	963	3.0	0.3	0.5	1.2	3.4	6.9
Total Variable Payments − Excluding Actual Bonus	23	396	10.2	1.1	2.5	8.3	15.7	25.5

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 80% No 20% Yes	Other Perquisites Eligibility 97% No 3% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
96% No	93% No	84% No	64% No
4% Yes	7% Yes	16% Yes	36% Yes

Transportation Allowance Eligibility

87% No 13% Yes



Function : AZE - Engineering Level : P3 - Career (P3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	2							
Flexible Perquisites Amount	11	500	1.7	0.6	0.8	1.9	2.1	3.8
Other Perquisite Amount	6	103	11.6		1.5	13.4	17.1	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	18	663	0.5	0.3	0.3	0.4	0.5	1.3
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	14	200	17.5	4.8	11.8	15.5	21.6	38.1
Performance Awards/Project Bonus Amount	5	86	4.6		0.5	2.5	9.8	
Total Perguisites	36	1222	3.1	0.3	0.5	1.2	4.2	9.0
Total Variable Payments – Excluding Actual Bonus	29	518	15.5	1.1	3.4	12.0	22.9	33.5

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 80% No 20% Yes	Other Perquisites Eligibility 95% No 5% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
98% No	95% No	85% No	66% No
2% Yes	5% Yes	15% Yes	34% Yes

Transportation Allowance Eligibility

90% No 10% Yes

All values in Canadian Dollar Effective date April 01, 2015 Company weighted statistics All monetary values in thousands

TOWERS WATSON W

Function : AZE - Engineering Level : P4 - Specialist (P4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	2							
Flexible Perquisites Amount	10	698	2.3	0.5	0.8	2.0	4.0	5.0
Other Perquisite Amount	5	130	13.2		1.5	13.0	25.1	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	19	825	0.6	0.3	0.3	0.5	0.5	1.3
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	Ö							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	11	333	18.4	5.1	13.4	18.5	23.5	29.2
Performance Awards/Project Bonus Amount	6	128	8.3		2.2	3.1	14.3	
Total Perquisites	36	1607	3.6	0.3	0.5	1.3	5.2	8.8
Total Variable Payments – Excluding Actual Bonus	27	770	15.7	1.3	5.7	13.2	25.6	34.2

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	80% No	95% No	100% Not Eligible
0% Car Allowance	20% Yes	5% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			.
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
98% No			

Transportation Allowance Eligibility 87% No

13% Yes

TOWERS WATSON W

Function : AZE - Engineering Level : P5 - Master (P5)

·	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	1							
Flexible Perquisites Amount	10	313	3.3	0.8	1.0	2.7	5.1	7.8
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	14	513	0.5	0.2	0.3	0.4	0.5	1.0
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0			may says				
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	9	150	26.2		22.7	25.1	32.5	
Performance Awards/Project Bonus Amount	5	61	11.2		2.3	3.3	23.9	
Total Perquisites	32	877	4 0	0.3	0.9	2.7	5.7	7.8
Total Variable Payments – Excluding Actual Bonus	23	332	24.0	5.7	7.8	17.6	33.2	42.1

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 76% No 24% Yes	Other Perquisites Eligibility 97% No 3% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 96% No 4% Yes	Performance Award/Project Bonus Eligibility 84% No 16% Yes	Recreation/Wellness Allowance Eligibility 67% No 33% Yes

Transportation Allowance Eligibility
74% No

26% Yes

All values in Canadian Dollar Effective date April 01, 2015 Company weighted statistics All monetary values in thousands



Function: AZE - Engineering Level: P6 - Renowned Expert (P6)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Ailowance	1							
Cost of New Car	0							
Flexible Perquisites Amount	9	203	6.0		1.5	9.0	9.5	
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	7	96	0.8		0.3	0.5	1.3	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	4	26	35.7			31.6		
Performance Awards/Project Bonus Amount	4	17	5.3			5.2	-	
Total Perquisites	17	307	7.2	0.9	1.6	7.9	9.9	15.8
Total Variable Payments – Excluding Actual Bonus	11	64	14.3	0.7	1.0	10.2	25.6	35.3

Car Eligibility 0% Company Car 5% Car Allowance 0% Choice of Car or Allowance 95% Not Eligible	Flexible Perquisites Eligibility 59% No 41% Yes	Other Perquisites Eligibility 95% No 5% Yes	Financial Counseling Eligibility 99% Not Eligible 1% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	96% No	80% No	72% No
0% Yes	4% Yes	20% Yes	28% Yes

Transportation Allowance Eligibility 63% No

37% Yes



Function: AZT - Technical Specialty/Skilled Trade Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	2							
Flexible Perquisites Amount	6	52	1.7		0.8	1.0	2.3	
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	15	298	0.6	0.3	0.3	0.4	0.5	1.4
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	10	487	21.5	9.4	15.9	20.0	28.8	36.4
Performance Awards/Project Bonus Amount	4	40	7.3			2.5		
Total Perquisites	26	437	5.5	0.3	0.5	1.4	6.4	21.8
Total Variable Payments – Excluding Actual Bonus	21	569	17.1	0.7	2.6	16.4	30.0	36.6

4% Company Car 0% Car Allowance 0% Choice of Car or Allowance 96% Not Eligible	Flexible Perquisites Eligibility 87% No 13% Yes	Other Perquisites Eligibility 96% No 4% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 97% No 3% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 86% No 14% Yes	Performance Award/Project Bonus Eligibility 84% No 16% Yes	Recreation/Wellness Allowance Eligibility 63% No 37% Yes

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87% No 13% Yes

Transportation Allowance Eligibility



Function: AZT - Technical Specialty/Skilled Trade Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2							
Cost of New Car	2							
Flexible Perquisites Amount	9	88	2.4		0.9	1.5	4.3	
Other Perquisite Amount	5	34	12.6		1.5	2.5	28.8	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	15	150	0.6	0.3	0.3	0.4	0.5	1.4
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	10	156	23.7	9.5	16.4	22.0	32.5	41.0
Performance Awards/Project Bonus Amount	4	21	2.0			1.9		
Total Perquisites	28	284	4.9	0.3	0.8	3.1	5.9	13.9
Total Variable Payments – Excluding Actual Bonus	21	213	17.3	0.8	4.3	15.5	28.3	39.6

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
2% Company Car	82% No	92% No	100% Not Eligible
4% Car Allowance	18% Yes	8% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
94% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
97% No	87% No	86% No	59% No
3% Yes	13% Yes	14% Yes	41% Yes

Transportation Allowance Eligibility

77% No 23% Yes

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Function: AZT - Technical Specialty/Skilled Trade Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	_90th
Car Allowance	3							
Cost of New Car	0							
Flexible Perquisites Amount	7	22	6.2		3.6	5.8	9.6	
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	5	6	0.7		0.3	0.4	1.3	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	3							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	14	33	9.0	0.3	1.0	8.3	14.3	24.4
Total Variable Payments – Excluding Actual Bonus	6	12	20.0		6.0	19.7	31.3	

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	59% No	85% No	100% Not Eligible
18% Car Allowance	41% Yes	15% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
82% Not Eligible			•
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	89% No	88% No	71% No
0% Yes	11% Yes	12% Yes	29% Yes

Transportation Allowance Eligibility
75% No

25% Yes



Function: AZT - Technical Specialty/Skilled Trade Level: P1 - Entry (P1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	5	89	0.9		0.4	0.8	1.5	
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	10	129	0.6	0.3	0.3	0.5	0.7	1.5
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	5	15	12.5		8.0	10.8	18.0	
Performance Awards/Project Bonus Amount	2							
Total Perquisites	17	221	2.0	0.3	0.4	0.8	2.4	7.2
Total Variable Payments – Excluding Actual Bonus	10	39	10.0	0.4	1.0	5.4	20.8	28.5

Car Eligibility 1% Company Car 0% Car Allowance 0% Choice of Car or Allowance 99% Not Eligible	Flexible Perquisites Eligibility 80% No 20% Yes	Other Perquisites Eligibility 98% No 2% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No	Northern Living Allowance/ Remote Location Premium Amount Eligibility 86% No	Performance Award/Project Bonus Eligibility 84% No	Recreation/Wellness Allowance Eligibility 60% No
0% Yes	14% Yes	16% Yes	40% Yes

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88% No 12% Yes

Transportation Allowance Eligibility



Function: AZT - Technical Specialty/Skilled Trade Level: P2 - Intermediate (P2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	2							
Flexible Perquisites Amount	7	294	1.4		0.5	0.9	2.2	
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	16	275	0.5	0.3	0.3	0.4	0.5	1.3
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	8	65	12.8		8.9	12.1	15.1	
Performance Awards/Project Bonus Amount	4	16	6.1			1.5		
Total Perquisites	27	593	3.3	0.3	0.5	1.0	4.3	10.0
Total Variable Payments – Excluding Actual Bonus	14	357	12.0	0.5	0.9	9.3	21.4	28.1

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
1% Company Car	82% No	95% No	100% Not Eligible
0% Car Allowance	18% Yes	5% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
99% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
	Location Figure Amount Engionity	Liigibility	
97% No	94% No	83% No	61% No

Transportation Allowance Eligibility 89% No

11% Yes

All values in Canadian Dollar Effective date April 01, 2015 Company weighted statistics All monetary values in thousands



Function: AZT - Technical Specialty/Skilled Trade Level: P3 - Career (P3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	2							
Flexible Perquisites Amount	8	250	1.7		0.8	1.3	2.8	
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	16	393	0.6	0.3	0.3	0.5	0.5	1.3
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	12	235	16.2	4.3	9.9	14.3	17.8	38.1
Performance Awards/Project Bonus Amount	4	36	2.9			2.4		
Total Perquisites	29	775	4.1	0.3	0.5	1.1	4.4	14.1
Total Variable Payments – Excluding Actual Bonus	22	348	12.2	0.7	2.5	9.7	18.4	32.6

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	<u>Financial Counseling Eligibility</u>
1% Company Car	80% No	96% No	100% Not Eligible
0% Car Allowance	20% Yes	4% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
99% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 98% No			
	Location Premium Amount Eligibility	Eligibility ´	<u>Eligibility</u>

Transportation Allowance Eligibility

90% No

10% Yes

All values in Canadian Dollar Effective date April 01, 2015 Company weighted statistics All monetary values in thousands



Function: AZT - Technical Specialty/Skilled Trade Level: P4 - Specialist (P4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	2							
Flexible Perquisites Amount	8	363	1.5		0.8	1.3	2.1	
Other Perquisite Amount	4	64	16.2			17.3		
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	14	423	0.6	0.3	0.3	0.5	0.6	1.4
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1					- April 1870		
Northern Living Allowance/ Remote Location Premium Amount	14	221	18.1	6.3	10.8	16.2	20.3	42.9
Performance Awards/Project Bonus Amount	6	49	3.0		0.5	1.7	4.9	
Total Perquisites	25	845	4.9	0.3	0.6	1.3	7.3	16.1
Total Variable Payments – Excluding Actual Bonus	24	388	15.3	0.6	7.5	12.7	18.8	36.1

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
1% Company Car	79% No	92% No	100% Not Eligible
1% Car Allowance	21% Yes	8% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
98% Not Eligible			
• • • • • • •			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
ŭ			

Transportation Allowance Eligibility

87% No 13% Yes

All values in Canadian Dollar Effective date April 01, 2015



Function: AZT - Technical Specialty/Skilled Trade Level: P5 - Master (P5)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	2							
Flexible Perquisites Amount	6	119	2.0		0.7	1.4	3.6	
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	9	137	0.6		0.3	0.5	0.9	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	8	48	19.9		15.4	22.8	25.6	
Performance Awards/Project Bonus Amount	3							
Total Perquisites	18	296	5.6	0.5	1.1	3.9	6.7	21.0
Total Variable Payments – Excluding Actual Bonus	11	90	17.5	1.0	10.7	18.8	26.5	31.8

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
1% Company Car	75% No	98% No	100% Not Eligible
0% Car Allowance	25% Yes	2% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
99% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No			

Transportation Allowance Eligibility

73% No

27% Yes



Function: AZT - Technical Specialty/Skilled Trade Level: P6 - Renowned Expert (P6)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	6	39	4.6		0.9	3.3	9.6	
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	3							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	3							
Total Perguisites	11	64	8.2	0.6	1.7	5.2	15.5	24.0
Total Variable Payments − Excluding Actual Bonus	5	28	11.0		1.0	2.4	25.3	

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 56% No 44% Yes	Other Perquisites Eligibility 92% No 8% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No	Northern Living Allowance/ Remote Location Premium Amount Eligibility 93% No	Performance Award/Project Bonus Eligibility 80% No	Recreation/Wellness Allowance Eligibility 75% No
0% Yes	7% Yes	20% Yes	25% Yes

Transportation Allowance Eligibility

50% No 50% Yes



Function : AZT - Technical Specialty/Skilled Trade Level : T1 - Entry (T1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	5	134	1.4		0.9	1.0	2.1	
Other Perquisite Amount	6	100	8.9		1.0	7.8	16.1	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	15	232	0.5	0.3	0.3	0.5	0.5	1.2
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	11	47	10.4	4.9	8.4	10.8	12.1	16.9
Performance Awards/Project Bonus Amount	2							
Total Perquisites	25	398	2.9	0.3	0.4	0.8	3.3	13.8
Total Variable Payments – Excluding Actual Bonus	18	84	10.4	0.5	5.5	9.0	13.7	23.3

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	87% No	91% No	100% Not Eligible
0% Car Allowance	13% Yes	9% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			• •
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	89% No	89% No	63% No
0% Yes	11% Yes	11% Yes	37% Yes

Transportation Allowance Eligibility

92% No

8% Yes



Function: AZT - Technical Specialty/Skilled Trade Level: T2 - Intermediate (T2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	6	181	1.7		0.9	1.5	2.3	
Other Perquisite Amount	7	150	8.1		0.8	2.3	16.6	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	15	730	0.5	0.3	0.3	0.5	0.5	1.2
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	12	91	14.0	8.5	9.3	13.1	19.3	21.7
Performance Awards/Project Bonus Amount	3							
Total Perquisites	27	959	3.4	0.3	0.5	0.9	3.7	13.9
Total Variable Payments – Excluding Actual Bonus	22	620	10.8	0.6	4.0	9.4	17.2	21.5

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	86% No	91% No	100% Not Eligible
0% Car Allowance	14% Yes	9% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			•
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
98% No	94% No	91% No	67% No
2% Yes	6% Yes	9% Yes	33% Yes

Transportation Allowance Eligibility 90% No

10% Yes

All values in Canadian Dollar Effective date April 01, 2015 Company weighted statistics All monetary values in thousands



Function: AZT - Technical Specialty/Skilled Trade Level: T3 - Senior (T3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	9	987	1.2		0.6	1.0	1.7	
Other Perquisite Amount	6	837	11.1		1.3	8.8	22.9	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	15	1894	0.5	0.3	0.3	0.4	0.5	0.9
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	2							
Northern Living Allowance/ Remote Location Premium Amount	17	723	15.7	5.1	7.9	14.0	18.8	33.0
Performance Awards/Project Bonus Amount	5	129	2.2		0.8	1.5	3.9	
Total Perquisites	31	3135	4.0	0.3	0.5	1.3	5.2	11.5
Total Variable Payments – Excluding Actual Bonus	31	1184	11.6	1.4	3.4	8.4	18.3	25.7

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
1% Company Car	82% No	92% No	100% Not Eligible
0% Car Allowance	18% Yes	8% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
99% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
96% No	91% No	89% No	72% No
4% Yes	9% Yes	11% Yes	28% Yes

Transportation Allowance Eligibility

89% No 11% Yes



Function: AZT - Technical Specialty/Skilled Trade Level: T4 - Lead (T4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	10	804	1.8	0.5	0.8	1.2	2.2	4.8
Other Perquisite Amount	5	466	15.0		5.1	13.0	25.9	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	16	556	0.5	0 3	0.3	0.4	0.5	0.8
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	14	582	17.7	4.9	9.4	14.8	21.6	41.4
Performance Awards/Project Bonus Amount	3							
Total Perquisites	30	1529	4.1	0.3	0.5	1.6	4.9	13.2
Total Variable Payments – Excluding Actual Bonus	24	2241	14.3	1.1	5.4	12.2	22.4	29.6

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	81% No	92% No	100% Not Eligible
0% Car Allowance	19% Yes	8% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			·
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 98% No			

Transportation Allowance Eligibility 87% No

13% Yes



Function: AZU - Manual/Unskilled Labor

Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0]
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Ö							
Club Annual Fee	Ō							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ö							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2				matter deliter masser			
Total Variable Payments – Excluding Actual Bonus	ō						***	

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	75% No 25% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	75% No
0% Yes	0% Yes	0% Yes	25% Yes

Transportation Allowance Eligibility

100% No

0% Yes



Function : AZU - Manual/Unskilled Labor Level : W1 - Entry (W1)

* '	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	4	25	0.6			0.5		
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	6	32	3.8		0.4	0.9	8.4	
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	89% No	87% No	100% Not Eligible
0% Car Allowance	11% Yes	13% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
•			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 100% No			

Transportation Allowance Eligibility

99% No

1% Yes



Function: AZU - Manual/Unskilled Labor

Level: W2 - Intermediate (W2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	3							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	8	355	2.3		0.4	0.6	5.1	
Total Variable Payments – Excluding Actual Bonus	6	44	10.2		2.9	8.7	18.1	

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	83% No	77% No	100% Not Eligible
0% Car Allowance	17% Yes	23% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			Ç ,
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 92% No			

Transportation Allowance Eligibility

98% No

2% Yes

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Function: AZU - Manual/Unskilled Labor Level: W3 - Senior (W3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ŏ							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	86	3.7			0.9		
Total Variable Payments – Excluding Actual Bonus	1							

xible Perquisites Eligibility Other P	erquisites Eligibility Financial Counseling Eligibility
lo 95% No	100% Not Eligible
'es 5% Yes	0% Full Financial Counseling
	0% Tax Counseling Only
	· · · · · · · · · · · · · · · · · · ·
	e Award/Project Bonus Recreation/Wellness Allowance
	Eligibility Eligibility
	86% No
'es 0% Yes	14% Yes
	ern Living Allowance/ Remote on Premium Amount Eligibility

Transportation Allowance Eligibility

96% No

4% Yes



Function: AZU - Manual/Unskilled Labor

Level: W4 - Lead (W4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0				-			
Total Perquisites	3							
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	75% No	50% No	100% Not Eligible
0% Car Allowance	25% Yes	50% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			·
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No			

Transportation Allowance Eligibility 92% No

8% Yes

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Function: CAM - Account Management Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50 th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	2							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	65% No	100% No	100% Not Eligible
0% Car Allowance	35% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			• •
J			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No	Performance Award/Project Bonus Eligibility 75% No	Recreation/Wellness Allowance Eligibility 75% No

Transportation Allowance Eligibility
65% No

35% Yes



Function: CAM - Account Management Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ô							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	5	15	3.7		0.7	3.2	6.9	
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility 0% Company Car 12% Car Allowance	<u>Flexible Perquisites Eligibility</u> 79% No 21% Yes	Other Perquisites Eligibility 88% No 12% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling
0% Choice of Car or Allowance 88% Not Eligible	2170 165	1270 165	0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	88% No	75% No
0% Yes	0% Yes	12% Yes	25% Yes

Transportation Allowance Eligibility
79% No

21% Yes



Function: CAM - Account Management Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	0							
Flexible Perquisites Amount	1					-		
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	0							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	4	6	9.1			8.9		
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility 0% Company Car 39% Car Allowance 0% Choice of Car or Allowance 61% Not Eligible	Flexible Perquisites Eligibility 83% No 17% Yes	Other Perquisites Eligibility 98% No 2% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	83% No	100% No
0% Yes	0% Yes	17% Yes	0% Yes

Transportation Allowance Eligibility 83% No

17% Yes



Function: CAM - Account Management Level: S2 - Intermediate (S2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	Ö			 -				
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ö							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	4	9	5.7			4.0		
Total Variable Payments − Excluding Actual Bonus	4	7	13.9			10.1		

Car Eligibility 0% Company Car 25% Car Allowance 0% Choice of Car or Allowance 75% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	50% No	63% No
0% Yes	0% Yes	50% Yes	38% Yes

Transportation Allowance Eligibility

88% No

13% Yes



Function: CAM - Account Management Level: S3 - Career (S3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ö							
Club Annual Fee	Ō							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ō						out upo Per	
Performance Awards/Project Bonus Amount	2							
Total Perquisites	5	28	4.6		0.6	3.0	9.4	
Total Variable Payments – Excluding Actual Bonus	3					***		

Car Eligibility 0% Company Car	Flexible Perquisites Eligibility 89% No	Other Perquisites Eligibility 89% No	Financial Counseling Eligibility 100% Not Eligible
22% Car Allowance	11% Yes	11% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
78% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	78% No	78% No
0% Yes	0% Yes	22% Yes	22% Yes

Transportation Allowance Eligibility 86% No

14% Yes



Function: CAM - Account Management Level: S4 - Expert (S4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	4	5	1.4			0.9		
Total Variable Payments – Excluding Actual Bonus	4	6	33.4			13.6		

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 92% No 8% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	83% No	83% No
0% Yes	0% Yes	17% Yes	17% Yes

Transportation Allowance Eligibility

88% No

12% Yes



Function: CAM - Account Management Level: S5 - Senior Expert (S5)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	0							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	1							
Total Variable Payments – Excluding Actual Bonus	0							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 80% No 20% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	100% No
0% Yes	0% Yes	0% Yes	0% Yes

Transportation Allowance Eligibility

100% No

0% Yes



Function: CSC - Channel Sales Level: M2 - Manager (M2)

	Cos	Cases	_ Mean _	10th	25th	50th	75th	90th
Car Allowance								
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1			~				
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	3							
Total Variable Payments – Excluding Actual Bonus	Ō							

	Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Cor	mpany Car	80% No	80% No	100% Not Eligible
0% Car	Allowance	20% Yes	20% Yes	0% Full Financial Counseling
0% Cho	oice of Car or Allowance			0% Tax Counseling Only
100% Not	: Eligible			•
_				
Compar	ny Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus Fligibility	Recreation/Wellness Allowance Fligibility
Compar 100% No		Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No	Performance Award/Project Bonus Eligibility 80% No	Recreation/Wellness Allowance Eligibility 60% No

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: CSC - Channel Sales

Level: S4 - Expert (S4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1			~				
Number of Clubs	0							
Club Initiation Fee	0			~				
Club Annual Fee	0				~~~			
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	100% No	100% No	100% Not Eligible
25% Car Allowance	0% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
75% Not Eligible			• •
Company Profit Sharing Fligibility	Northern Living Allowance/ Remote	Performance Award/Project Ronus	Recreation/Wellness Allowance
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 100% No			Recreation/Wellness Allowance Eligibility 75% No
	Location Premium Amount Eligibility	Eligibility	Eligibility

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes

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Function: CSD - Direct Sales

Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2							
Cost of New Car	1							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1						,	
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	6	13	8.7		0.4	6.7	15.7	
Total Variable Payments – Excluding Actual Bonus	4	10	34.2			13.1		

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
6% Company Car	90% No	90% No	100% Not Eligible
20% Car Allowance	10% Yes	10% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
74% Not Eligible			.
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
90% No	100% No	80% No	80% No

Transportation Allowance Eligibility

95% No

5% Yes



Function: CSD - Direct Sales Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	0							
Flexible Perquisites Amount	3							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ö							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ô						AND other com-	
Performance Awards/Project Bonus Amount	1							
Total Perquisites	6	16	10.7		4.7	9.5	15.4	
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	67% No	89% No	100% Not Eligible
22% Car Allowance	33% Yes	11% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
78% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	89% No	78% No
0% Yes	0% Yes	11% Yes	22% Yes
100% No	Location Premium Amount Eligibility 100% No	Eligibility 89% No	Eligibility 78% No

Transportation Allowance Eligibility 83% No

17% Yes

All values in Canadian Dollar Effective date April 01, 2015



Function: CSD - Direct Sales Level: S2 - Intermediate (S2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	1		Augus aplica					
Flexible Perquisites Amount	0							
Other Perquisite Amount	0						****	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ö							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	2							
Total Perquisites	4	37	8.4			3.7		
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility 5% Company Car 10% Car Allowance 0% Choice of Car or Allowance 85% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	99% No	71% No	71% No
0% Yes	1% Yes	29% Yes	29% Yes

Transportation Allowance Eligibility
100% No

0% Yes

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Function: CSD - Direct Sales

Level: S3 - Career (S3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	1							
Flexible Perquisites Amount	2							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	2							
Total Perquisites	8	58	8.9		0.5	4.9	20.0	
Total Variable Payments – Excluding Actual Bonus	5	32	20.8		0.6	27.4	37.7	

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
3% Company Car	85% No	85% No	100% Not Eligible
15% Car Allowance	15% Yes	15% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
81% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
92% No	100% No	85% No	85% No
8% Yes		15% Yes	15% Yes

Transportation Allowance Eligibility

97% No 3% Yes

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Function: CSD - Direct Sales

Level: S4 - Expert (S4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2							
Cost of New Car	1							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0						-	
Recreation/Wellness Allowance Amount	3							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	2		major series					
Total Perquisites	7	74	8.3		0.4	0.8	22.5	
Total Variable Payments – Excluding Actual Bonus	5	44	29.3		1.2	28.4	58.0	

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
3% Company Car	92% No	100% No	100% Not Eligible
13% Car Allowance	8% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
84% Not Eligible			· · · · · · · · · · · · · · · · · · ·
Company Brofit Charing Eligibility			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project BonusEligibility	Recreation/Wellness Allowance Eligibility
92% No			

Transportation Allowance Eligibility 95% No

95% No 5% Yes



Function: CSD - Direct Sales Level: S5 - Senior Expert (S5)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	1							
Flexible Perquisites Amount	1							
Other Perquisite Amount	Ó							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ō							
Performance Awards/Project Bonus Amount	0				units store than			
Total Perquisites	5	19	9.3		0.4	0.8	22.4	
Total Variable Payments – Excluding Actual Bonus	2							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
14% Company Car	86% No	100% No	100% Not Eligible
10% Car Allowance	14% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
76% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No	Performance Award/Project Bonus Eligibility 100% No	Recreation/Wellness Allowance Eligibility 71% No

Transportation Allowance Eligibility

86% No

14% Yes



Function: CUS - Sales Support and Administration Level: U3 - Senior (U3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	1							
Total Variable Payments – Excluding Actual Bonus	0							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	75% No	75% No
0% Yes	0% Yes	25% Yes	25% Yes

Transportation Allowance Eligibility

100% No

0% Yes

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Function: EDD - Energy Delivery/Distribution Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	2							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	3							
Number of Clubs	0							
Club Initiation Fee	Ó							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	7	77	11.4		0.3	0.9	33.7	
Total Variable Payments – Excluding Actual Bonus	2							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
9% Company Car	82% No	90% No	100% Not Eligible
0% Car Allowance	18% Yes	10% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
91% Not Eligible			• •
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
1000/ 11			
100% No	100% No	91% No	73% No

Transportation Allowance Eligibility

91% No 9% Yes



Function: EDD - Energy Delivery/Distribution Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2	***						
Cost of New Car	1							
Flexible Perquisites Amount	3	****						
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0					400 Apr		
Recreation/Wellness Allowance Amount	3							
Number of Clubs	0						***	
Club Initiation Fee	Ö							
Club Annual Fee	Ö							
Company Profit Sharing Amount	0				*** ***			
Northern Living Allowance/ Remote Location Premium Amount	2						ster tern som	
Performance Awards/Project Bonus Amount	0							
Total Perquisites	8	71	10.3		0.6	3.5	20.1	
Total Variable Payments – Excluding Actual Bonus	2							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
9% Company Car	70% No	89% No	100% Not Eligible
16% Car Allowance	30% Yes	11% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
75% Not Eligible			ů ,
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	99% No	90% No	70% No
0% Yes	1% Yes	10% Yes	30% Yes

Transportation Allowance Eligibility

90% No

10% Yes



Function: EDD - Energy Delivery/Distribution Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	1							
Flexible Perquisites Amount	2							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ö							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	7	19	12.8		1.8	8.4	13.5	
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility 13% Company Car 21% Car Allowance 0% Choice of Car or Allowance 66% Not Eligible	Flexible Perquisites Eligibility 75% No 25% Yes	Other Perquisites Eligibility 85% No 15% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	99% No	100% No	75% No
0% Yes	1% Yes	0% Yes	25% Yes

Transportation Allowance Eligibility

99% No

1% Yes



Function: EDD - Energy Delivery/Distribution Level: P3 - Career (P3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	3							
Total Variable Payments − Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	75% No	99% No	100% Not Eligible
0% Car Allowance	25% Yes	1% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			• •
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
Company Front Sharing Enginity	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No	96% No	100% No	75% No
0% Yes	4% Yes	0% Yes	25% Yes

Transportation Allowance Eligibility

99% No

1% Yes



Function: EDD - Energy Delivery/Distribution Level: T1 - Entry (T1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1				-			
Other Perquisite Amount	Ó							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	0							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	1							
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	75% No	100% No	100% Not Eligible
0% Car Allowance	25% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	99% No	100% No	100% No
0% Yes	1% Yes	0% Yes	0% Yes

Transportation Allowance Eligibility

100% No

0% Yes



Function: EDD - Energy Delivery/Distribution Level: T2 - Intermediate (T2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0			***				
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0				print stage gaper			
Total Perquisites	2							
Total Variable Payments - Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	100% No	99% No	100% Not Eligible
0% Car Allowance	0% Yes	1% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			• •
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
4000/ N-			
100% No	99% No	100% No	80% No

Transportation Allowance Eligibility

100% No 0% Yes

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Function: EDD - Energy Delivery/Distribution Level: T3 - Senior (T3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	Ö							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	3							
Total Variable Payments – Excluding Actual Bonus	2							

Car Eligibility	Flexible Perguisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	88% No	100% No	100% Not Eligible
0% Car Allowance	12% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			ζ ,
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project BonusEligibility	Recreation/Wellness Allowance Eligibility
88% No	99% No	100% No	75% No
12% Yes	1% Yes	0% Yes	25% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: EDD - Energy Delivery/Distribution Level: T4 - Lead (T4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2			-~-	~			
Other Perquisite Amount	1				~			
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	0							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1				~			
Performance Awards/Project Bonus Amount	0				~			
Total Perguisites	3			~~-	~			
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	67% No	84% No	100% Not Eligible
0% Car Allowance	33% Yes	16% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
· · · · · · · · · · · · · · · · · · ·			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
· ·	Northern Living Allowance/ Remote Location Premium Amount Eligibility 99% No	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: EDE - Energy Efficiency/Conservation Level: P3 - Career (P3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Ö							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2							
Total Variable Payments − Excluding Actual Bonus	0							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	80% No	80% No	100% Not Eligible
0% Car Allowance	20% Yes	20% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			• ,
Commence Brooks Charles Eller Hills	Markham I S. Com All access of Barrata	De fermine A could be to A De	B
Company Profit Sharing Eligibility			
Company Front Charing Englosity	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No 0% Yes			

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes

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Function: EFS - Energy Supply Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	Ō							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	60% No	80% No	100% Not Eligible
0% Car Allowance	40% Yes	20% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			•
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 100% No	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No	Performance Award/Project Bonus Eligibility 100% No	Recreation/Wellness Allowance Eligibility 100% No

<u>Transportation Allowance Eligibility</u> 80% No

20% Yes



Function: EFS - Energy Supply Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0]
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	9	7.8			8.5		
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perguisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	60% No	100% No	100% Not Eligible
0% Car Állowance	40% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			-
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	80% No
0% Yes	0% Yes	0% Yes	20% Yes

Transportation Allowance Eligibility

60% No

40% Yes



Function: EFS - Energy Supply Level: P1 - Entry (P1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	Ö							
Flexible Perquisites Amount	1							
Other Perquisite Amount	Ó							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Ö							
Club Annual Fee	Ö							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ö							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 75% No 25% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No	Performance Award/Project Bonus Eligibility 100% No	Recreation/Wellness Allowance Eligibility 75% No
0% Yes	0% Yes	0% Yes	25% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: EFS - Energy Supply Level: P2 - Intermediate (P2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0						steps with below	
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	1							
Total Variable Payments – Excluding Actual Bonus	0							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	75% No
0% Yes	0% Yes	0% Yes	25% Yes

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100% No 0% Yes

Transportation Allowance Eligibility

TOTAL SAMPLE

Function: EFS - Energy Supply Level: P3 - Career (P3)



	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							طلب شين پيت
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perguisites	1							
Total Variable Payments – Excluding Actual Bonus	Ó							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	75% No
0% Yes	0% Yes	0% Yes	25% Yes

Transportation Allowance Eligibility

100% No

0% Yes



Function: EFS - Energy Supply Level: P4 - Specialist (P4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2		-					
Total Variable Payments - Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	86% No	100% No	100% Not Eligible
0% Car Allowance	14% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			,
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 100% No	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No	Performance Award/Project Bonus Eligibility 100% No	Recreation/Wellness Allowance Eligibility 86% No

Transportation Allowance Eligibility

100% No

0% Yes



Function: EFS - Energy Supply Level: P5 - Master (P5)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	2							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 86% No 14% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No 0% Yes	Performance Award/Project Bonus Eligibility 100% No 0% Yes	Recreation/Wellness Allowance Eligibility 86% No 14% Yes

Transportation Allowance Eligibility

100% No 0% Yes



Function: EGF - Fossil Power Generation Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0							
Company Profit Sharing Amount	2							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 71% No 29% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 67% No 33% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 97% No 3% Yes	Performance Award/Project Bonus Eligibility 100% No 0% Yes	Recreation/Wellness Allowance Eligibility 83% No 17% Yes

Transportation Allowance Eligibility

100% No 0% Yes



Function : EGF - Fossil Power Generation

Level : M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	1							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	6	72	10.9		4.2	7.0	17.1	
Total Variable Payments – Excluding Actual Bonus	4	30	24.6			12.6		

Car Eligibility 0% Company Car 16% Car Allowance 0% Choice of Car or Allowance 84% Not Eligible	Flexible Perquisites Eligibility 71% No 29% Yes	Other Perquisites Eligibility 64% No 36% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
86% No	97% No	100% No	86% No
14% Yes	3% Yes	0% Yes	14% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: EGF - Fossil Power Generation

Level: M3 - Senior Manager (M3)

-	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	3							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	4	17	12.8			8.1		
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	7	28	11.1		0.8	9.0	13.5	
Total Variable Payments – Excluding Actual Bonus	0							

Car Eligibility 0% Company Car 27% Car Allowance 0% Choice of Car or Allowance 73% Not Eligible	Flexible Perquisites Eligibility 75% No 25% Yes	Other Perquisites Eligibility 53% No 47% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	88% No
0% Yes	0% Yes	0% Yes	13% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function : EGF - Fossil Power Generation

Level: T3 - Senior (T3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	3							
Total Variable Payments ~ Excluding Actual Bonus	0							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	75% No	28% No	100% Not Eligible
0% Car Allowance	25% Yes	72% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	75% No
0% Yes	0% Yes	0% Yes	25% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: EGH - Hydroelectric Power Generation Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0						مني بيبد ننت	
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	1							
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	100% No	100% No	100% Not Eligible
0% Car Allowance	0% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			Ç ,
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Danfarmanaa Award/Dasiaat Danwa	Decree Co. BACH All-
Company i font onamy Engionity	Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No			

All values in Canadian Dollar Effective date April 01, 2015

100% No 0% Yes

Transportation Allowance Eligibility



Function: EGH - Hydroelectric Power Generation Level: M2 - Manager (M2)

	Cos	Cases	Mean_	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	27	5.1			4.4		
Total Variable Payments – Excluding Actual Bonus	0							

O% Company Car 8% Car Allowance 0% Choice of Car or Allowance 92% Not Eligible	Flexible Perquisites Eligibility 67% No 33% Yes	Other Perquisites Eligibility 83% No 17% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No 0% Yes	Performance Award/Project Bonus Eligibility 100% No 0% Yes	Recreation/Wellness Allowance Eligibility 83% No 17% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes

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Function: EGH - Hydroelectric Power Generation Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0						****	
Flexible Perquisites Amount	2							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	0							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	0							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 50% No 50% Yes	Other Perquisites Eligibility 75% No 25% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	100% No
0% Yes	0% Yes	0% Yes	0% Yes

Transportation Allowance Eligibility
100% No

0% Yes



Function: EGH - Hydroelectric Power Generation Level: T3 - Senior (T3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0					-		
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	1						dients stellage demand	
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	100% No	100% No	100% Not Eligible
0% Car Allowance	0% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			C .
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	75% No
0% Yes	0% Yes	0% Yes	25% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: EGR - Renewable/Alt. Power Generation

Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2					man new sales		
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0	***						
Club Initiation Fee	0							
Club Annual Fee	0						miles design forms	
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ō						Affin walls were	
Performance Awards/Project Bonus Amount	0							
Total Perquisites	3							
Total Variable Payments – Excluding Actual Bonus	0					Anna again atung		

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	60% No	80% No	100% Not Eligible
0% Car Allowance	40% Yes	20% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No	100% No	100% No	80% No
0% Yes	0% Yes	0% Yes	20% Yes

<u>Transportation Allowance Eligibility</u> 100% No

0% Yes



Function: ENP - New Power Plant Development Project Mgmt Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	0		-					
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	3							
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	50% No	75% No	100% Not Eligible
38% Car Allowance	50% Yes	25% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
63% Not Eligible			,
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	100% No
0% Yes	0% Yes	0% Yes	0% Yes

Transportation Allowance Eligibility

100% No 0% Yes

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Function: EOP - Natural Resources Exploration/Oper/Prod Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	2							
Flexible Perquisites Amount	4	94	1.4			1.4		
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	8	399	0.6		0.4	0.5	0.9	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	6	595	21.8		16.5	19.4	26.9	
Performance Awards/Project Bonus Amount	3			~				
Total Perquisites	17	677	7.0	0.5	0.5	4.1	8.7	25.2
Total Variable Payments – Excluding Actual Bonus	13	686	19.0	2.8	9.2	14.8	34.6	37.2

Car Eligibility 7% Company Car 0% Car Allowance 0% Choice of Car or Allowance 92% Not Eligible	Flexible Perquisites Eligibility 81% No 19% Yes	Other Perquisites Eligibility 91% No 9% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	83% No	81% No	66% No
0% Yes	17% Yes	19% Yes	34% Yes

Transportation Allowance Eligibility
87% No

13% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1				2501		7501	
Cost of New Car	2							
Flexible Perquisites Amount	6	76	3.8		1.0	2.2	7.8	
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	9	138	0.6		0.4	0.5	0.8	
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	Ö							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	10	120	31.0	9.3	20.8	24.1	42.0	72.9
Performance Awards/Project Bonus Amount	4	20	5.5			4.8		
Total Perquisites	20	243	7.0	0.5	1.4	5.2	9.0	20.5
Total Variable Payments – Excluding Actual Bonus	17	157	25.1	4.3	9.8	23.4	34.3	53.8

Car Eligibility 5% Company Car 0% Car Allowance 0% Choice of Car or Allowance 95% Not Eligible	Flexible Perquisites Eligibility 78% No 22% Yes	Other Perquisites Eligibility 93% No 7% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	87% No	83% No	66% No
0% Yes	13% Yes	17% Yes	34% Yes

Transportation Allowance Eligibility

72% No 28% Yes

All values in Canadian Dollar Effective date April 01, 2015 All monetary values in thousands



Function: EOP - Natural Resources Exploration/Oper/Prod Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2							
Cost of New Car	2							
Flexible Perquisites Amount	6	48	6.4		1.0	8.5	9.6	
Other Perquisite Amount	3							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	7	88	0.7		0.4	0.5	1.0	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	7	27	43.3	***	25.2	30.8	58.1	
Performance Awards/Project Bonus Amount	3							
Total Perquisites	17	152	9.9	0.5	2.3	8.0	12.3	24.5
Total Variable Payments – Excluding Actual Bonus	11	48	34.1	2.8	20.6	27.5	41.9	91.8

Car Eligibility 4% Company Car 7% Car Allowance 0% Choice of Car or Allowance 89% Not Eligible	Flexible Perquisites Eligibility 70% No 30% Yes	Other Perquisites Eligibility 87% No 13% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 88% No 12% Yes	Performance Award/Project Bonus Eligibility 85% No 15% Yes	Recreation/Wellness Allowance Eligibility 67% No 33% Yes

Transportation Allowance Eligibility

63% No 37% Yes

All values in Canadian Dollar Effective date April 01, 2015



Function: EOP - Natural Resources Exploration/Oper/Prod Level: M4 - Group Manager (M4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	Ö							
Flexible Perquisites Amount	6	34	10.2		7.3	9.8	14.2	
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	3							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	9	44	14.2		11.6	15.5	17.5	
Total Variable Payments − Excluding Actual Bonus	5	18	26.4		7.9	31.0	42.6	

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	45% No	82% No	100% Not Eligible
10% Car Allowance	55% Yes	18% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
90% Not Eligible			Ç ,
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	82% No	91% No	82% No
0% Yes	18% Yes	9% Yes	18% Yes

Transportation Allowance Eligibility

54% No

46% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: P2 - Intermediate (P2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	3							
Total Variable Payments − Excluding Actual Bonus	2							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	86% No	100% No	100% Not Eligible
0% Car Allowance	14% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	91% No	86% No	71% No
0% Yes	9% Yes	14% Yes	29% Yes

Transportation Allowance Eligibility 97% No

3% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: P3 - Career (P3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ō					-		
Club Annual Fee	Ō							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	4	32	7.2			5.1		
Total Variable Payments – Excluding Actual Bonus	3							

O% Company Car O% Car Allowance O% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 80% No 20% Yes	Other Perquisites Eligibility 85% No 15% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 91% No 9% Yes	Performance Award/Project Bonus Eligibility 90% No 10% Yes	Recreation/Wellness Allowance Eligibility 80% No 20% Yes

Transportation Allowance Eligibility

96% No

4% Yes



46.5

10.5

31.3

28.5

Function: EOP - Natural Resources Exploration/Oper/Prod Level: P4 - Specialist (P4)

0

5

2

10

7

21

60

32

Cos Mean 10th 25th 50th 75th 90th Cases Car Allowance 0 Cost of New Car 1 ___ Flexible Perguisites Amount 3 Other Perquisite Amount 1 Financial and Tax Counseling Amount 0 Recreation/Wellness Allowance Amount 6 8.0 42 0.6 0.3 0.4 Number of Clubs 0 Club Initiation Fee 0 Club Annual Fee 0

29.6

6.5

24.6

0.2

16.4

0.4

14.2

22.3

1.1

18.5

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
4% Company Car	77% No	93% No	100% Not Eligible
0% Car Allowance	23% Yes	7% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
96% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	81% No	77% No	58% No
0% Yes	19% Yes	23% Yes	42% Yes

All values in Canadian Dollar

Company Profit Sharing Amount

Premium Amount

Total Perguisites

Bonus

76% No 24% Yes

Northern Living Allowance/ Remote Location

Performance Awards/Project Bonus Amount

Total Variable Payments - Excluding Actual

Transportation Allowance Eligibility

Effective date April 01, 2015 Company weighted statistics



Function: EOP - Natural Resources Exploration/Oper/Prod Level: P5 - Master (P5)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	2							
Flexible Perquisites Amount	4	24	2.8			2.9		
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	4	33	0.7			0.5		
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	4	9	21.8			23.9		
Performance Awards/Project Bonus Amount	2							
Total Perquisites	9	60	10.1		4.0	5.9	17.8	
Total Variable Payments – Excluding Actual Bonus	7	24	23.5		13.1	22.3	27.4	

Car Eligibility 4% Company Car 0% Car Allowance 0% Choice of Car or Allowance 96% Not Eligible	Flexible Perquisites Eligibility 60% No 40% Yes	Other Perquisites Eligibility 84% No 16% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	90% No	80% No	60% No
0% Yes	10% Yes	20% Yes	40% Yes

Transportation Allowance Eligibility

59% No

41% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: P6 - Renowned Expert (P6)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	2							
Other Perquisite Amount	2							}
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Ô							
Club Annual Fee	0]
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	19	16.1			14.6		
Total Variable Payments – Excluding Actual Bonus	2							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
6% Company Car	50% No	63% No	100% Not Eligible
0% Car Allowance	50% Yes	38% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
94% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
Company Profit Sharing Eligibility 100% No 0% Yes			

All values in Canadian Dollar Effective date April 01, 2015 Company weighted statistics

19% No 81% Yes

Transportation Allowance Eligibility



Function: EOP - Natural Resources Exploration/Oper/Prod Level: T1 - Entry (T1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	1				-			
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	6	136	0.6		0.4	0.5	8.0	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	2							
Total Perquisites	8	165	4.4		0.5	3.0	8.4	
Total Variable Payments − Excluding Actual Bonus	8	122	11.7		4.1	6.3	16.1	

Car Eligibility 2% Company Car 0% Car Allowance 0% Choice of Car or Allowance 98% Not Eligible	Flexible Perquisites Eligibility 92% No 8% Yes	Other Perquisites Eligibility 92% No 8% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	89% No	77% No	54% No
0% Yes	11% Yes	23% Yes	46% Yes

<u>Transportation Allowance Eligibility</u> 83% No

17% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: T2 - Intermediate (T2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	2							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	8	600	0.5		0.3	0.4	0.5	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	5	215	14.6		11.8	15.2	17.2	
Performance Awards/Project Bonus Amount	3							
Total Perquisites	11	703	5.1	0.3	0.5	1.2	9.9	19.4
Total Variable Payments – Excluding Actual Bonus	10	401	14.0	0.7	3.6	8.0	18.8	54.4

Car Eligibility 4% Company Car 0% Car Allowance 0% Choice of Car or Allowance 96% Not Eligible	Flexible Perquisites Eligibility 88% No 13% Yes	Other Perquisites Eligibility 93% No 7% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 87% No 13% Yes	Performance Award/Project Bonus Eligibility 81% No 19% Yes	Recreation/Wellness Allowance Eligibility 55% No 45% Yes

Transportation Allowance Eligibility 89% No

11% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: T3 - Senior (T3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	3							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	7	982	0.6		0.3	0.5	0.5	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	6	428	21.3		13.6	19.0	28.5	
Performance Awards/Project Bonus Amount	3							
Total Perquisites	12	1367	5.0	0.3	0.5	2.0	4.9	22.5
Total Variable Payments – Excluding Actual Bonus	12	723	18.5	1.0	5.8	10.2	25.3	62.7

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
5% Company Car	80% No	95% No	100% Not Eligible
0% Car Allowance	20% Yes	5% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
95% Not Eligible			•
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	87% No	79% No	59% No
0% Yes	13% Yes	21% Yes	41% Yes

Transportation Allowance Eligibility

90% No 10% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: T4 - Lead (T4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	1							
Flexible Perquisites Amount	3							
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	7	985	0.6		0.4	0.5	0.5	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	7	593	21.3		15.8	18.2	25.9	
Performance Awards/Project Bonus Amount	3							
Total Perquisites	12	1203	5.3	0.4	0.5	2.8	6.8	20.8
Total Variable Payments – Excluding Actual Bonus	13	889	23.0	7.2	10.4	15.8	31.1	59.5

Car Eligibility	Flexible Perquisites Eligibility	Other Perguisites Eligibility	Financial Counseling Eligibility
3% Company Car	82% No	93% No	100% Not Eligible
0% Car Allowance	18% Yes	7% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
97% Not Eligible			• •
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No	<u>Location Premium Amount Eligibility</u> 87% No		Eligibility 64% No

Transportation Allowance Eligibility

89% No 11% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: W1 - Entry (W1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
			WEAT	IVIII	23111			
Car Allowance	Ü							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	Ì							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	3							
North as of Older	0							
Number of Clubs	U							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location	1			-				
Premium Amount								
Performance Awards/Project Bonus Amount	0							
Total Perquisites	5	48	2.7		0.7	1.2	5.5	
Total Variable Payments - Excluding Actual	Ă	17	6.8			6.6		
Bonus	7	11	0.0			0.0		

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 83% No 17% Yes	Other Perquisites Eligibility 83% No 17% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No 0% Yes	96% No 4% Yes	100% No 0% Yes	50% No 50% Yes

Transportation Allowance Eligibility 89% No

11% Yes

All values in Canadian Dollar Effective date April 01, 2015



Function: EOP - Natural Resources Exploration/Oper/Prod Level: W2 - Intermediate (W2)

	Cos	Cases	Mean	10th	25th	50th	75th _	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	105	2.3			0.9		
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	83% No	83% No	100% Not Eligible
0% Car Allowance	17% Yes	17% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			* *
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus	Recreation/Wellness Allowance Eligibility
	Location Fremium Amount Engineery	Eligibility	Eligibility
100% No	99% No	100% No	67% No

Transportation Allowance Eligibility

82% No

18% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: W3 - Senior (W3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							-
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	94	2.5			1.5		
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	83% No	83% No	100% Not Eligible
0% Car Allowance	17% Yes	17% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote	Performance Award/Project Bonus	Recreation/Wellness Allowance
	Location Premium Amount Eligibility	Eligibility	Eligibility
100% No	<u>Location Premium Amount Eligibility</u> 97% No	Eligibility 100% No	Eligibility 67% No

Transportation Allowance Eligibility

80% No

20% Yes



Function: EOP - Natural Resources Exploration/Oper/Prod Level: W4 - Lead (W4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	0							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	62	3.1			2.5		
Total Variable Payments - Excluding Actual Bonus	3							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	83% No	83% No	100% Not Eligible
0% Car Allowance	17% Yes	17% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	100% No	100% No	67% No
0% Yes	0% Yes	0% Yes	33% Yes

Transportation Allowance Eligibility

67% No 33% Yes

All values in Canadian Dollar Effective date April 01, 2015 All monetary values in thousands



Function: EOR - Refinery/Manufacturing Operations Level: M1 - Supervisor (M1)

· · · · · · · · · · · · · · · · · · ·	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	4	75	0.4			0.5		
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	3							
Total Perquisites	5	79	2.4		0.4	0.5	5.5	
Total Variable Payments - Excluding Actual Bonus	7	90	10.0		4.1	6.3	13.9	

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 95% No 5% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 83% No 17% Yes	Performance Award/Project Bonus Eligibility 67% No 33% Yes	Recreation/Wellness Allowance Eligibility 56% No 44% Yes

Transportation Allowance Eligibility

96% No 4% Yes



Function: EOR - Refinery/Manufacturing Operations Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0						*****	
Other Perquisite Amount	2							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	5	24	0.5		0.4	0.5	8.0	
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	Ö							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	2							
Total Perquisites	7	28	2.6		0.4	0.5	5.9	
Total Variable Payments – Excluding Actual Bonus	7	27	19.5		5.9	11.8	45.5	

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 83% No 17% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 83% No 17% Yes	Performance Award/Project Bonus Eligibility 58% No 42% Yes	Recreation/Wellness Allowance Eligibility 50% No 50% Yes

Transportation Allowance Eligibility

92% No 8% Yes

All values in Canadian Dollar Effective date April 01, 2015



Function: EOR - Refinery/Manufacturing Operations Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	2				2001		7001	
	2							
Cost of New Car	U							
Flexible Perquisites Amount	0							
Other Perquisite Amount	1							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	4	14	0.6			0.5		
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	5	15	11.3		2.9	8.3	21.2	
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility 0% Company Car 24% Car Allowance 0% Choice of Car or Allowance 76% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 92% No 8% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	92% No	67% No	33% No
0% Yes	8% Yes	33% Yes	67% Yes

Transportation Allowance Eligibility

58% No

42% Yes



Function: EOR - Refinery/Manufacturing Operations Level: P3 - Career (P3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0						-	
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0					÷		
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	2							
Total Perquisites	2					-		
Total Variable Payments – Excluding Actual Bonus	4	14	7.8			5.2		

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	80% No	40% No	60% No
0% Yes	20% Yes	60% Yes	40% Yes

Transportation Allowance Eligibility

100% No

0% Yes



Function: EOR - Refinery/Manufacturing Operations Level: P4 - Specialist (P4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	Ō							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	Ō							
Club Annual Fee	0	<u></u>						
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	2							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	3							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility 100% No 0% Yes	Northern Living Allowance/ Remote Location Premium Amount Eligibility 76% No 24% Yes	Performance Award/Project Bonus Eligibility 50% No 50% Yes	Recreation/Wellness Allowance Eligibility 50% No 50% Yes

Transportation Allowance Eligibility

99% No

1% Yes



Function: EOR - Refinery/Manufacturing Operations Level: P5 - Master (P5)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	2							
Total Variable Payments – Excluding Actual Bonus	3		شبيه وبناء الليو					

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	100% No	100% No	100% Not Eligible
0% Car Allowance	0% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	750/ N	000/ 1	C00/ N-
	75% No	60% No	60% No

Transportation Allowance Eligibility 80% No

20% Yes



Function : EOR - Refinery/Manufacturing Operations Level : T4 - Lead (T4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	Ö							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	Ö							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	3							
Performance Awards/Project Bonus Amount	1							
Total Perquisites	2							
Total Variable Payments - Excluding Actual Bonus	3							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 100% No 0% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	73% No	25% No	50% No
0% Yes	27% Yes	75% Yes	50% Yes

Transportation Allowance Eligibility 89% No

11% Yes



Function: EOT - Transportation and Pipeline Level: M1 - Supervisor (M1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	3							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	4	26	18.4			20.2		
Performance Awards/Project Bonus Amount	0							
Total Perquisites	5	231	0.7		0.5	0.8	1.0	
Total Variable Payments – Excluding Actual Bonus	5	30	26.5		8.7	32.7	41.1	

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	89% No	100% No	100% Not Eligible
0% Car Allowance	11% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 100% No			

Transportation Allowance Eligibility

98% No 2% Yes



Function: EOT - Transportation and Pipeline Level: M2 - Manager (M2)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	3							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	3							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	6	116	3.1		0.6	0.9	7.9	
Total Variable Payments – Excluding Actual Bonus	4	7	26.0			25.6		

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	86% No	100% No	100% Not Eligible
0% Car Allowance	14% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			• •
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
1000/ 11			
100% No	89% No	82% No	64% No

Transportation Allowance Eligibility 80% No

20% Yes



Function: EOT - Transportation and Pipeline Level: M3 - Senior Manager (M3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	1							
Cost of New Car	0							
Flexible Perquisites Amount	2							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	1							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	21	5.4			4.1		
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	67% No	100% No	100% Not Eligible
6% Car Allowance	33% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
94% Not Eligible			· .
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
Company Profit Sharing Eligibility 100% No			

Transportation Allowance Eligibility

83% No

17% Yes



Function: EOT - Transportation and Pipeline Level: P3 - Career (P3)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	Ö							
Flexible Perquisites Amount	1							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	2							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	Ō							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	30	0.6			0.6		
Total Variable Payments – Excluding Actual Bonus	1							

Car Eligibility 0% Company Car 0% Car Allowance 0% Choice of Car or Allowance 100% Not Eligible	Flexible Perquisites Eligibility 88% No 13% Yes	Other Perquisites Eligibility 100% No 0% Yes	Financial Counseling Eligibility 100% Not Eligible 0% Full Financial Counseling 0% Tax Counseling Only
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility 100% No	Performance Award/Project Bonus Eligibility 100% No	Recreation/Wellness Allowance Eligibility 75% No
0% Yes	0% Yes	0% Yes	25% Yes

Transportation Allowance Eligibility

92% No

8% Yes



Function: EOT - Transportation and Pipeline Level: P4 - Specialist (P4)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance							7501	
Cost of New Car	0							
Cost of New Cal	U							
Florible Bonnel Nov. Amount	•							
Flexible Perquisites Amount	2							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	Õ							
Club Annual Fee	Ô							
Oldb Aillidai i Ce	U							
Company Profit Sharing Amount	0							
Company Front Sharing Amount	Ü							
Northern Living Allowance/ Remote Location	0							
Premium Amount	_							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	4	22	0.8			0.9		
Total Variable Payments - Excluding Actual	2							
Bonus								

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	71% No	100% No	100% Not Eligible
0% Car Allowance	29% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			.
D 5/ D1 / 70 / 11/			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance
100% No	100% No	100% No	Eligibility 86% No
0% Yes	0% Yes	0% Yes	14% Yes

Transportation Allowance Eligibility

89% No

11% Yes



Function: EOT - Transportation and Pipeline Level: T1 - Entry (T1)

	Cos	Cases	Mean	10th	25th	50th	75th	90th
Car Allowance	0							
Cost of New Car	0							
Flexible Perquisites Amount	0							
Other Perquisite Amount	0							
Financial and Tax Counseling Amount	0							
Recreation/Wellness Allowance Amount	1							
Number of Clubs	0							
Club Initiation Fee	0							
Club Annual Fee	0							
Company Profit Sharing Amount	0							
Northern Living Allowance/ Remote Location Premium Amount	2							
Performance Awards/Project Bonus Amount	0							
Total Perquisites	1							
Total Variable Payments - Excluding Actual Bonus	2							

Car Eligibility	Flexible Perquisites Eligibility	Other Perquisites Eligibility	Financial Counseling Eligibility
0% Company Car	100% No	100% No	100% Not Eligible
0% Car Allowance	0% Yes	0% Yes	0% Full Financial Counseling
0% Choice of Car or Allowance			0% Tax Counseling Only
100% Not Eligible			
Company Profit Sharing Eligibility	Northern Living Allowance/ Remote Location Premium Amount Eligibility	Performance Award/Project Bonus Eligibility	Recreation/Wellness Allowance Eligibility
100% No	73% No	75% No	50% No
0% Yes	27% Yes	25% Yes	50% Yes

Transportation Allowance Eligibility

100% No

0% Yes