



**Ministry of Finance**

# **Public Accounts of Ontario**

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**Financial Statements of  
Crown Corporations,  
Boards, Commissions**

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**Government Business Enterprises**

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**2003-2004**

**VOLUME** **2**  
**a**



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**MINISTERIAL RESPONSIBILITY FOR  
GOVERNMENT ENTERPRISES, ORGANIZATIONS, TRUSTS & OTHER**

Minister of Agriculture and Food  
Agricorp

Ministry of Attorney General  
Legal Aid Ontario  
The Public Guardian and Trustee for the Province of Ontario

Minister of Culture  
The Centennial Centre of Science and Technology  
Ontario Trillium Foundation  
Royal Ontario Museum

Minister of Economic Development and Trade  
Liquor Control Board of Ontario  
Ontario Immigrant Investor Corporation  
Ontario Lottery and Gaming Corporation

Ministry of Education  
Education Quality and Accountability Office

Minister of Energy  
Hydro One Inc.  
Independent Electricity Market Operator  
Ontario Energy Board  
Ontario Power Generation

Minister of Environment  
Ontario Clean Water Agency

Minister of Finance  
Deposit Insurance Corporation of Ontario  
Losses deleted from the accounts  
Motor Vehicle Accident Claims Fund  
Ontario Electricity Financial Corporation  
Ontario Financing Authority  
Ontario Municipal Economic Infrastructure Financing Authority  
Ontario Securities Commission  
Pension Benefit Guarantee Fund  
Provincial Judges Pension Fund  
Revenue remissions

Minister of Health and Long-Term Care  
Cancer Care Ontario  
Smart Systems for Health

Minister of Labour  
Workplace Safety and Insurance Board

Chair of Management Board of Cabinet (Management Board Secretariat)  
Ontario Pension Board  
Ontario Realty Corporation

Minister of Municipal Affairs and Housing  
Ontario Housing Corporation

Minister of Natural Resources  
Algonquin Forestry Authority

Minister of Northern Development and Mines  
Northern Ontario Heritage Fund Corporation  
Ontario Northland Transportation Commission

Minister of Tourism and Recreation  
Metropolitan Toronto Convention Centre Corporation  
Ontario Place Corporation  
Niagara Parks Commission

Minister of Training, Colleges and Universities  
Ontario Educational Communications Authority (TV Ontario)

Minister of Transportation  
Greater Toronto Transit Authority  
Toronto Area Transit Operating Authority



## **A GUIDE TO PUBLIC ACCOUNTS**

### **1. SCOPE OF THE PUBLIC ACCOUNTS**

The 2003-2004 Public Accounts of the Province of Ontario comprise the **Annual Report and Financial Statements** and three volumes:

Volume 1 contains the Consolidated Revenue Fund schedules and Ministry statements. The Consolidated Revenue Fund reflects the financial activities of the government's ministries on a modified cash basis.

Volume 2 contains the financial statements of significant provincial crown corporations, boards and commissions which are part of the government's reporting entity and miscellaneous financial statements.

Volume 3 contains the details of expenditure and the Ontario Public Sector salary disclosure.

### **2. A GUIDE TO VOLUME 2 OF THE PUBLIC ACCOUNTS**

The financial statements of the selected crown corporations, boards and commissions are for fiscal periods ending within the Province's own fiscal period April 1, 2003 to March 31, 2004. They are presented in the same detail as the approved, audited financial statements and as nearly as possible in the same form. The statements have been presented in the order shown in the Table of Contents (Volume 2a contains Government Business Enterprises; Volume 2b contains Other Government Organizations, Trusts and Miscellaneous Statements). In addition, a listing is provided which groups the crown corporations, boards and commissions by ministerial responsibility.





## ONTARIO PUBLIC SECTOR SALARY DISCLOSURE

The *Public Sector Salary Disclosure Act* requires employers in the public sector to disclose the names, positions, salaries and taxable benefits of employees paid \$100,000 or more in the previous calendar year. One of the requirements is to include the information with their annual report or financial statements.

The employees of the following enterprises, organizations, trusts and ministry employees are paid through the Ontario government payroll system. Therefore, any employees paid \$100,000 or more in 2003 are listed in the OPS listing in Volume 3 of the Public Accounts:

Pension Benefit Guarantee Fund  
Motor Vehicle Accident Claims Fund  
Northern Ontario Heritage Fund Corporation  
Ontario Electricity Financial Corporation  
Ontario Housing Corporation  
Provincial Judges Pension Fund  
The Public Guardian and Trustee for the Province of Ontario  
Toronto Area Transit Operating Authority

For enterprises, organizations and trust who have employees who were paid \$100,000 or more in 2003, the listing required by the Act is included with their financial statements in this volume.



# **GOVERNMENT BUSINESS ENTERPRISES**



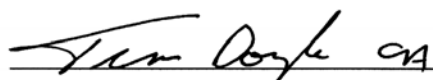
**Algonquin Forest Authority****Management's Responsibility for Financial Information**

Management and the Board of Directors of the Algonquin Forestry Authority are responsible for the financial statements and all other information presented in this Annual Report. The financial statements have been prepared by management in accordance with generally accepted accounting principles and, where appropriate, include amounts based on Management's best estimates and judgements.

The Algonquin Forestry Authority is dedicated to the highest standards of integrity in its business. To safeguard the Authority's assets, the Authority has a sound and dynamic set of internal financial controls and procedures that balance benefits and costs. Management has developed and maintains financial and management controls, information systems and management practices to provide reasonable assurance of the reliability of financial information in accordance with the *Algonquin Forestry Authority Act*.

The Board of Directors ensures that Management fulfills its responsibilities for financial information and internal control. The Board of Directors meets regularly to oversee the financial activities of the Authority and at least annually to review the financial statements and the external auditors' report thereon, and recommends them to the Minister of Natural Resources for approval.

The financial statements have been examined by the Provincial Auditor. The Provincial Auditor's responsibility is to express an opinion on whether the financial statements are fairly presented in accordance with generally accepted accounting principles. The Auditor's Report outlines the scope of the Auditor's examination and opinion.

A handwritten signature in dark ink, appearing to read "Tim Doyle", followed by the letters "CA" in a smaller font.

Tim Doyle C.A.  
Treasurer

A handwritten signature in dark ink, appearing to read "C. Corbett", followed by the letters "R.P.F." in a smaller font.

Carl Corbett R.P.F.  
General Manager

Office of the  
Provincial Auditor  
of Ontario



Bureau du  
vérificateur provincial  
de l'Ontario

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### *Auditor's Report*

To the Members, Algonquin Forestry Authority,  
and to the Minister of Natural Resources

I have audited the statement of financial position of the Algonquin Forestry Authority as at March 31, 2004 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Authority's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Authority as at March 31, 2004 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

A handwritten signature in black ink, appearing to read 'G. Peall'.

Toronto, Ontario  
June 4, 2004

Gary R. Peall, CA  
Acting Assistant Provincial Auditor

# **Algonquin Forestry Authority** **Statement of Financial Position**

**March 31**

**2004**

**2003**

**Assets**

**Current**

Cash and cash equivalents	\$ 1,821,859	\$ 1,172,091
Temporary investments	1,852,319	1,802,453
Receivables	4,706,996	4,688,724
Inventory	387,788	716,559
Prepays	5,580	12,261
	<u>8,774,542</u>	<u>8,392,088</u>

**Capital assets (Note 4)**

	<u>1,385,230</u>	<u>1,733,972</u>
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	<u>\$ 10,159,772</u>	<u>\$ 10,126,060</u>
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**Liabilities**

**Current**

Payables and accruals	\$ 1,227,979	\$ 755,350
Contractors' performance holdbacks	74,588	81,624
Due to Consolidated Revenue Fund	481,748	596,343
	<u>1,784,315</u>	<u>1,433,317</u>

**Deferred contributions (Note 5)**

	68,769	24,319
--	--------	--------

**Deferred contributions related to**

**forest management activity (Note 6)**

	53,349	366,665
--	--------	---------

**Obligation for employee future benefits (Note 7)**

	<u>365,678</u>	<u>341,712</u>
	<u>487,796</u>	<u>732,696</u>

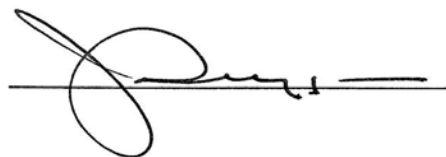
**Net assets**

Invested in capital assets	1,385,230	1,733,972
Restricted - Forest Renewal Fund (Note 3)	2,484,870	2,400,480
Unrestricted - General Fund	4,017,561	3,825,595
	<u>7,887,661</u>	<u>7,960,047</u>

	<u>\$ 10,159,772</u>	<u>\$ 10,126,060</u>
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On behalf of the Board

 Director

 Director

See accompanying notes to the financial statements.

**Algonquin Forestry Authority**  
**Statement of Operations**  
Year Ended March 31

	General Fund	Forest Renewal Fund	Total 2004	Total 2003
<b>Revenue</b>				
Product sales	\$ 25,344,839	\$ ---	<b>\$25,344,839</b>	\$ 24,975,415
Forest renewal activity	---	1,366,773	<b>1,366,773</b>	1,466,102
Standing timber sales	410,299	---	<b>410,299</b>	438,403
Other	438,104	54,988	<b>493,092</b>	734,271
	<u>26,193,242</u>	<u>1,421,761</u>	<b><u>27,615,003</u></b>	<u>27,614,191</u>
<b>Expenditure</b>				
Direct program costs	20,285,403	1,022,576	<b>21,307,979</b>	20,871,064
Crown timber stumpage charges	3,650,173	---	<b>3,650,173</b>	3,828,437
Public access road maintenance	334,066	---	<b>334,066</b>	544,326
Operations planning	150,683	---	<b>150,683</b>	84,848
Wood measurement	126,276	---	<b>126,276</b>	119,075
	<u>24,546,601</u>	<u>1,022,576</u>	<b><u>25,569,177</u></b>	<u>25,447,750</u>
<b>Operating income</b>	<u>1,646,641</u>	<u>399,185</u>	<b><u>2,045,826</u></b>	<u>2,166,441</u>
<b>Administrative and other</b>				
Salaries and benefits	1,045,425	285,879	<b>1,331,304</b>	1,252,956
Depreciation and amortization	491,122	29,402	<b>520,524</b>	534,527
Office supplies and expenses	94,125	---	<b>94,125</b>	117,006
Office rent	28,103	16,315	<b>44,418</b>	49,303
Staff travel and training	36,832	2,992	<b>39,824</b>	35,255
Public relations	29,603	---	<b>29,603</b>	45,547
Insurance	16,185	9,609	<b>25,794</b>	22,816
Directors' allowances and expenses	24,594	---	<b>24,594</b>	28,008
Consulting, legal and miscellaneous	8,026	---	<b>8,026</b>	19,793
	<u>1,774,015</u>	<u>344,197</u>	<b><u>2,118,212</u></b>	<u>2,105,211</u>
<b>Net (loss) income for the year</b>	<u>\$ (127,374)</u>	<u>\$ 54,988</u>	<b><u>\$ (72,386)</u></b>	<u>\$ 61,230</u>

See accompanying notes to the financial statements.



**Algonquin Forestry Authority**  
**Statement of Changes in Net Assets**  
Year Ended March 31

	<b>2004</b>			2003	
	Invested In Capital Assets	Restricted - Forest Renewal Fund	Unrestricted - General Fund	Total	Total
Balance, beginning of year	\$ 1,733,972	\$ 2,400,480	\$ 3,825,595	<b>\$ 7,960,047</b>	\$7,898,817
Net (loss) income for the year	---	54,988	(127,374)	<b>(72,386)</b>	61,230
Depreciation and amortization	(520,524)	29,402	491,122	---	---
Investment in capital assets	171,782	---	(171,782)	---	---
Balance, end of year	<u>\$ 1,385,230</u>	<u>\$ 2,484,870</u>	<u>\$ 4,017,561</u>	<u><b>\$ 7,887,661</b></u>	<u>\$7,960,047</u>

See accompanying notes to the financial statements.

**Algonquin Forestry Authority**  
**Statement of Cash Flows**  
Year Ended March 31

	2004	2003
Cash and cash equivalents derived from (applied to)		
<b>Operating</b>		
Net (loss) income for the year:		
General Fund	\$ (127,374)	\$ 2,155
Forest Renewal Fund	54,988	59,075
Add (deduct): non-cash items		
Depreciation and amortization	520,524	534,527
Gain on sale of capital assets	( 15,319)	( 20,374)
	<u>432,819</u>	<u>575,383</u>
Change in non-cash operating working capital	668,178	( 650,152)
	<u>1,100,997</u>	<u>(74,769)</u>
<b>Financing</b>		
Deferred contributions	(268,866)	(571,429)
Obligation for employee future benefits	23,966	31,760
	<u>(244,900)</u>	<u>(539,669)</u>
<b>Investing</b>		
Acquisition of temporary investments	( 49,866)	(1,802,453)
Acquisition of capital assets	(175,544)	(662,480)
Proceeds on sale of capital assets	19,081	20,374
	<u>( 206,329)</u>	<u>(2,444,559)</u>
Increase (decrease) in cash and cash equivalents	649,768	(3,058,997)
Cash and cash equivalents, beginning of year	<u>1,172,091</u>	<u>4,231,088</u>
Cash and cash equivalents, end of year	<u>\$ 1,821,859</u>	<u>\$ 1,172,091</u>

See accompanying notes to the financial statements.

## **Algonquin Forestry Authority**

### **Notes to the Financial Statements**

March 31, 2004

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#### **1. Purpose of the organization**

The Authority is responsible for forest management in Algonquin Provincial Park. The Authority is a Crown Agency which was established by the Ontario government on January 4, 1975 under the Algonquin Forestry Authority Act, 1974. The Authority is exempt from income taxes under the Income Tax Act.

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#### **2. Significant accounting policies**

##### **Basis of accounting**

The Authority's financial statements are prepared in accordance with generally accepted accounting principles as prescribed by the Canadian Institute of Chartered Accountants.

##### **Fund accounting**

The General Fund accounts for the Authority's profit generating and administrative activities. The Forest Renewal Fund accounts for the forest management activities, including silvicultural work.

##### **Revenue recognition**

The Authority follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

Revenue from product and standing timber sales and forest renewal charges are recognized when the wood is delivered. Consulting and other income is recognized as revenue when earned.

##### **Temporary investments**

Temporary investments consist of short term treasury bills and are recorded at the lower of cost or market. The fair value of the Authority's temporary investments approximate their carrying value due to their short term maturity.

##### **Inventories**

Inventories are valued on the first in, first out basis at the lower of cost or net realizable value.

##### **Capital assets**

Capital assets are recorded at cost. Depreciation is provided on a straight-line basis, using rates of 10% per annum for furniture, fixtures, technical equipment, buildings and leasehold improvements, 20% per annum for data processing equipment, and 25% per annum (2003- 33 1/3 %) for automotive equipment. The cost of bridges and access roads is amortized over the estimated number of operating seasons for which the bridges and roads are to be used, with a maximum amortization period of 10 years. Forest renewal assets are depreciated and amortized at the same rates as the assets mentioned above.

##### **Cash and cash equivalents**

Cash and cash equivalents includes cash on hand, balances with banks and short term deposits with original maturities of three months or less.

## Algonquin Forestry Authority

### Notes to the Financial Statements

March 31, 2004

#### 2. Significant accounting policies (cont'd)

##### Use of estimates

In preparing the Authority's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

#### 3. Forest Renewal Fund

Effective April 1, 1997, the Authority entered into a 20-year agreement with the Ministry of Natural Resources to perform forest management activities, including silvicultural work. Funding, on a cost recovery basis, for these activities is derived from stumpage charges levied under the Crown Forest Sustainability Act and grants from the Forestry Futures Fund.

The agreement also provided for a transfer of \$1,500,000 from unrestricted net assets to the Forest Renewal Fund, which took place during 1998. The Authority is required to maintain, at a minimum, this amount in the Forest Renewal Fund.

#### 4. Capital assets

	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>2004 Net Book Value</u>	<u>2003 Net Book Value</u>
Furniture and fixtures	\$ 83,391	\$ 59,959	\$ 23,432	\$ 22,826
Data processing equipment	181,502	129,293	52,209	61,440
Buildings	262,190	112,135	150,055	186,797
Technical equipment	192,282	180,896	11,386	5,596
Automotive equipment	296,392	198,056	98,336	96,968
Bridges and access roads	5,223,349	4,266,801	956,548	1,310,319
Leasehold improvements	40,459	37,956	2,503	3,888
Forest renewal assets	469,307	378,546	90,761	46,138
	<u>\$ 6,748,872</u>	<u>\$ 5,363,642</u>	<u>\$ 1,385,230</u>	<u>\$ 1,733,972</u>

#### 5. Deferred contributions

Deferred contributions represent unspent resources externally restricted for public access road maintenance received from the Ministry of Natural Resources in the current period and which relate to expenses of future periods. Changes in the deferred contributions balance are as follows:

	<u>2004</u>	<u>2003</u>
Beginning balance	\$ 24,319	\$ 158,646
Add: amount received in the year	380,000	410,000
Less: amount spent on road maintenance and related costs in the year	(335,550)	(544,327)
Ending balance	<u>\$ 68,769</u>	<u>\$ 24,319</u>

## Algonquin Forestry Authority

### Notes to the Financial Statements

March 31, 2004

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#### 6. Deferred contributions related to forest renewal activity

Deferred contributions related to forest renewal activity represent unspent resources externally restricted by the Ministry of Natural Resources for Forest Renewal Fund activities. They consist of funds from Forest Renewal charges billed to customers and grants from the Forestry Futures Fund, received in the current period, that relate to expenses of future periods. Changes in the deferred contributions balance are as follows:

	<u>2004</u>	<u>2003</u>
Beginning balance	\$ 366,665	\$ 803,767
Add: amount received in the year	1,053,457	1,029,000
Less: amount spent on forest renewal activity in the year	<u>(1,366,773)</u>	<u>(1,466,102)</u>
Ending balance	<u>\$ 53,349</u>	<u>\$ 366,665</u>

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#### 7. Employee future benefits

The Authority provides pension benefits for all its full-time employees through participation in the Public Service Pension Fund (PSPF) established by the Province of Ontario, which is a multi-employer defined benefit plan providing pension benefits. This plan is accounted for as a defined contribution plan as there is insufficient information available to apply defined benefit plan accounting. The Authority's contributions related to the pension plan for the year were \$87,191 (2003 - \$ 50,566) and are included in salaries and benefits in the Statement of Operations.

The Authority also provides termination benefits to qualifying employees. All full-time employees qualify for a severance payment equal to one week of salary for each year of continuous service with the Authority, to a maximum of one half of the employee's annual salary. The total obligation for severance payments vested amounts to \$365,678 at year-end (2003 - \$341,712).

The cost of other non-pension post-retirement benefits is the responsibility of the Ontario Management Board Secretariat and accordingly is not accrued or included in the Statement of Operations.

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#### 8. Remuneration of appointments

Total remuneration of the Board members of the Authority was approximately \$ 6,890 during the fiscal year (2003 - \$7,470).

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#### 9. Public sector salary disclosure

Remuneration paid to Carl Corbett, General Manager for the period January 1, 2003 to December 31, 2003 was \$107,246.

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## HYDRO ONE INC. MANAGEMENT'S REPORT

The accompanying Consolidated Financial Statements of Hydro One Inc. (Hydro One or the Company) are the responsibility of management and have been prepared in accordance with accounting principles generally accepted in Canada. Hydro One applies accounting principles appropriate to its circumstances. The significant accounting policies followed by the Company are described in the summary of significant accounting policies contained in Note 2 to the Consolidated Financial Statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods. The Consolidated Financial Statements have been properly prepared within reasonable limits of materiality and in light of information available up to February 11, 2004.

Management maintains a system of internal controls designed to provide reasonable assurance that the assets are safeguarded and that reliable financial information is available on a timely basis. The system includes formal policies and procedures and an organizational structure that provides for appropriate delegation of authority and segregation of responsibilities. An internal audit function independently evaluates the effectiveness of these internal controls on an ongoing basis and reports its findings to management and the Audit and Finance Committee of the Hydro One Board of Directors.

The Consolidated Financial Statements have been examined by Ernst & Young LLP, independent external auditors appointed by the Hydro One Board of Directors. The external auditors' responsibility is to express their opinion on whether the Consolidated Financial Statements are fairly presented in accordance with generally accepted accounting principles. The Auditors' Report, which appears on page 19, outlines the scope of their examination and their opinion.

The Hydro One Board of Directors, through its Audit and Finance Committee, is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls. The Audit and Finance Committee of Hydro One met periodically with management, the internal auditors and the external auditors to satisfy itself that each group had properly discharged its respective responsibility and to review the Consolidated Financial Statements before recommending approval by the Board of Directors. The external auditors had direct and full access to the Audit and Finance Committee, with and without the presence of management, to discuss their audit and their findings as to the integrity of the financial reporting and the effectiveness of the system of internal controls.

On behalf of Hydro One Inc.'s Management:



Tom Parkinson  
President and Chief Executive Officer



Ken Hartwick  
Chief Financial Officer

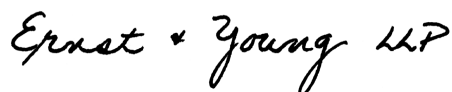
**HYDRO ONE INC.  
AUDITORS' REPORT**

To the Shareholder of Hydro One Inc.:

We have audited the Consolidated Balance Sheets of Hydro One Inc. (the Company) as at December 31, 2003 and December 31, 2002, and the Consolidated Statements of Operations, Retained Earnings and Cash Flows of the Company for each of the years in the two-year period ended December 31, 2003. These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these Consolidated Financial Statements present fairly, in all material respects, the financial position of the Company as at December 31, 2003 and December 31, 2002, the results of its operations and its cash flows for each of the years in the two-year period ended December 31, 2003, in accordance with Canadian generally accepted accounting principles.



Ernst & Young LLP  
Chartered Accountants  
Toronto, Canada

February 11, 2004



## HYDRO ONE INC. CONSOLIDATED STATEMENTS OF OPERATIONS

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
<b>Revenues</b>		
Transmission (Note 15)	1,298	1,317
Distribution (Note 15)	2,734	2,682
Other	26	32
	<b>4,058</b>	<b>4,031</b>
<b>Costs</b>		
Purchased power (Note 15)	1,872	1,858
Operation, maintenance and administration (Note 12)	795	832
Depreciation and amortization (Note 3)	454	411
	<b>3,121</b>	<b>3,101</b>
<b>Income before financing charges and provision for payments in lieu of corporate income taxes</b>	<b>937</b>	<b>930</b>
Financing charges (Notes 4 and 15)	348	353
<b>Income before provision for payments in lieu of corporate income taxes</b>	<b>589</b>	<b>577</b>
Provision for payments in lieu of corporate income taxes (Notes 5 and 15)	193	233
<b>Net income</b>	<b>396</b>	<b>344</b>
<b>Basic and fully diluted earnings per common share (Canadian dollars) (Note 14)</b>	<b>3,779</b>	<b>3,258</b>

## CONSOLIDATED STATEMENTS OF RETAINED EARNINGS

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Retained earnings, January 1	502	357
Net income	396	344
Dividends (Note 14)	(244)	(192)
Distribution to shareholder (Note 6)	-	(7)
<b>Retained earnings, December 31</b>	<b>654</b>	<b>502</b>

See accompanying notes to Consolidated Financial Statements.

# HYDRO ONE INC. CONSOLIDATED BALANCE SHEETS

<i>December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
<b>Assets</b>		
Current assets:		
Accounts receivable (net of allowance for doubtful accounts - \$18 million; 2002 - \$16 million)	616	646
Materials and supplies	45	55
	661	701
Fixed assets ( <i>Note 6</i> ):		
Fixed assets in service	14,362	13,790
Less: accumulated depreciation	5,175	4,859
	9,187	8,931
Construction in progress	278	300
	9,465	9,231
Other long-term assets:		
Deferred pension asset ( <i>Note 10</i> )	584	742
Regulatory assets ( <i>Note 7</i> )	421	570
Goodwill	133	133
Long-term accounts receivable and other assets	20	28
Deferred debt costs	22	17
	1,180	1,490
<b>Total assets</b>	<b>11,306</b>	<b>11,422</b>

*See accompanying notes to Consolidated Financial Statements.*

**HYDRO ONE INC.**  
**CONSOLIDATED BALANCE SHEETS (continued)**


<i>December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
<b>Liabilities</b>		
Current liabilities:		
Bank indebtedness	37	35
Accounts payable and accrued charges (Note 15)	620	576
Accrued interest	38	53
Short-term notes payable (Note 8)	25	579
Long-term debt payable within one year (Note 8)	472	651
	<u>1,192</u>	<u>1,894</u>
Long-term debt (Note 8)	4,539	3,938
Other long-term liabilities:		
Regulatory liability (Note 7)	584	742
Employee future benefits other than pension (Note 10)	597	540
Environmental liabilities (Note 11)	69	140
Long-term accounts payable and accrued charges	34	29
	<u>1,284</u>	<u>1,451</u>
<b>Total liabilities</b>	<b>7,015</b>	<b>7,283</b>
Contingencies and commitments (Notes 9, 17 and 18)		
<b>Shareholder's equity (Note 14)</b>		
Preferred shares (authorized: unlimited; issued: 12,920,000)	323	323
Common shares (authorized: unlimited; issued: 100,000)	3,314	3,314
Retained earnings	654	502
<b>Total shareholder's equity</b>	<b>4,291</b>	<b>4,139</b>
<b>Total liabilities and shareholder's equity</b>	<b>11,306</b>	<b>11,422</b>

See accompanying notes to Consolidated Financial Statements.

On behalf of the Board of Directors:



Rita Burak  
Chair



Eileen Mercier  
Chair, Audit and Finance Committee

# HYDRO ONE INC. CONSOLIDATED STATEMENTS OF CASH FLOWS

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
<b>Operating activities</b>		
Net income	396	344
Adjustments for non-cash items:		
Depreciation and amortization (net of removal costs)	417	384
Amortization of discount	60	-
Retail settlement variance accounts	21	(36)
	894	692
Changes in non-cash balances related to operations <i>(Note 16)</i>	138	(200)
<b>Net cash from operations</b>	<b>1,032</b>	<b>492</b>
<b>Financing activities</b>		
Long-term debt:		
Issued	1,250	500
Retired	(879)	(443)
Termination of forward sale	(12)	-
Short-term notes payable	(554)	169
Dividends paid	(244)	(192)
Deferred debt costs	(1)	6
<b>Net cash (used in) from financing activities</b>	<b>(440)</b>	<b>40</b>
<b>Investing activities</b>		
Fixed assets	(597)	(570)
Proceeds from disposition <i>(Note 13)</i>	-	50
Other assets	3	(23)
<b>Net cash used in investing activities</b>	<b>(594)</b>	<b>(543)</b>
<b>Net change in cash and cash equivalents</b>	<b>(2)</b>	<b>(11)</b>
Cash and cash equivalents, January 1	(35)	(24)
<b>Cash and cash equivalents, December 31 <i>(Note 16)</i></b>	<b>(37)</b>	<b>(35)</b>

*See accompanying notes to Consolidated Financial Statements.*

## HYDRO ONE INC. NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

### 1. INCORPORATION AND COMMENCEMENT OF OPERATIONS

Hydro One Inc. (Hydro One or the Company) was incorporated on December 1, 1998, under the *Business Corporations Act* (Ontario) and is wholly owned by the province of Ontario (the Province). The principal businesses of Hydro One are the transmission and distribution of electricity to customers within Ontario. These businesses are regulated by the Ontario Energy Board (OEB).

### 2. SIGNIFICANT ACCOUNTING POLICIES

#### *Basis of Consolidation*

The Consolidated Financial Statements include the accounts of the Company and its wholly-owned subsidiaries: Hydro One Networks Inc. (Hydro One Networks), Hydro One Network Services Inc. (Hydro One Network Services), 1316664 Ontario Inc., formerly Ontario Hydro Energy Inc. (Ontario Hydro Energy), Hydro One Remote Communities Inc. (Hydro One Remote Communities), Hydro One Brampton Inc. (Hydro One Brampton), Hydro One Markets Inc., Hydro One Telecom Inc. and Hydro One Delivery Services Company Inc.

Effective January 1, 2003, Hydro One Networks and Hydro One Network Services were combined. Hydro One Network Services as well as the former Ontario Hydro Energy will be dissolved pursuant to the *Business Corporations Act* (Ontario).

#### *Basis of Accounting*

The Consolidated Financial Statements are prepared in accordance with accounting principles generally accepted in Canada (Canadian GAAP).

#### *Rate-setting*

Our electricity transmission and distribution businesses are subject to rate regulation by the OEB. The OEB has the general power to include or exclude costs, revenues, losses or gains in the rates of a specific period, resulting in a change in the timing of accounting recognition from that which would have applied in an unregulated company. This change in timing gives rise to the recognition of regulatory assets and liabilities. The Company's regulatory assets primarily represent costs that have been deferred for accounting purposes because it is probable that they will be recovered in future rates. In addition, the Company has recorded a regulatory liability related to pension costs to reflect the fact that revenue and expenses are recognized in the financial statements in different periods consistent with their inclusion in rates, as directed by the regulator, than would be the case for an enterprise that is unregulated. Specific regulatory assets and liability recognized at December 31, 2003 are disclosed in Note 7.

In a letter dated December 19, 2003, the Minister of Energy granted approval for distributors to make application to the OEB with regard to rate recovery of certain distribution regulatory assets whose inclusion in rates was delayed by the *Electricity Pricing, Conservation and Supply Act, 2002* (*Electricity Pricing, Conservation and Supply Act*). As a result of the Company's distribution rate application dated January 28, 2004, these distribution regulatory assets are expected to be recovered over a four-year period, effective March 1, 2004. However, the amount to be recovered will be subject to a yet to be determined OEB review and approval process, expected to occur later in 2004.

The Company continually assesses the likelihood of recovery of each of its regulatory assets and believes that it is probable that its regulatory assets and liability will be factored into the setting of future rates. If future recovery through rates is no longer considered probable, the appropriate carrying amount will be written off in the period that the assessment is made.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)*****Revenue Recognition and Allocation***

Prior to the opening of the electricity market to competition on May 1, 2002 (Open Access), transmission revenue was collected through a revenue allocation agreement between the successor companies of Ontario Hydro. Under the agreement, Hydro One received a fixed monthly amount based on an annual revenue requirement approved by the OEB of \$1.2 billion. Commencing with Open Access, transmission revenues are collected through OEB-approved unbundled rates, based on the same revenue requirement, and are recognized as power is delivered to customers.

Prior to Open Access, distribution revenues attributable to the sale and delivery of electricity were based on OEB-approved bundled rates. Since Open Access, distribution revenues are based on OEB-approved unbundled distribution rates and are recognized as power is delivered to customers. The Company estimates the monthly revenue for the period based on wholesale power purchases because customer meters are not generally read at the end of each month. Unbilled revenue included within accounts receivable as at December 31, 2003 amounted to \$286 million (2002 - \$248 million).

Distribution revenue also includes an amount relating to rate protection for rural residential and remote customers, which, prior to Open Access, was collected through the revenue allocation agreement and was recognized in accordance with the terms of the agreement. Commencing with Open Access, rural rate protection amounts are received from the Independent Electricity Market Operator (IMO) based on a standardized customer rate approved by the OEB. The current legislation provides rate protection for prescribed classes of rural residential and remote consumers by reducing the electricity rates that would otherwise apply.

Segment revenues for transmission, distribution and other also include revenue related to sales of services and equipment. Such revenue is recognized as services are rendered or as equipment is delivered.

***Corporate Income and Capital Taxes***

Under the *Electricity Act, 1998*, Hydro One is required to make payments in lieu of corporate taxes to the Ontario Electricity Financial Corporation (OEFC). These payments are calculated in accordance with the rules for computing income and taxable capital and other relevant amounts contained in the *Income Tax Act* (Canada) and the *Corporations Tax Act* (Ontario) as modified by the *Electricity Act, 1998*, and related regulations.

The Company provides for payments in lieu of corporate income taxes relating to its regulated businesses using the taxes payable method as directed by the OEB. Under the taxes payable method, no provisions are made for future income taxes as a result of temporary differences between the tax basis of assets and liabilities and their carrying amounts for accounting purposes. When unrecorded future income taxes become payable, it is expected that they will be included in the rates approved by the OEB and recovered from the customers of Hydro One at that time. The Company provides for payments in lieu of corporate income taxes relating to its unregulated businesses using the liability method.

***Materials and Supplies***

Materials and supplies represent spare parts and construction material held for internal construction and maintenance of fixed assets. These assets are carried at lower of average cost or net realizable value.

***Fixed Assets***

Fixed assets are capitalized at cost, which comprises materials, labour, engineering costs, overheads, depreciation on service equipment and the approved allowance for funds used during construction applicable to capital construction activities within regulated businesses, or interest applicable to capital construction activities within unregulated businesses.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

Fixed assets in service consist of transmission, distribution, communication, administration and service assets and easements. Fixed assets also include future use assets such as land and capitalized development costs associated with deferred capital projects.

During 2003, Hydro One adopted the Canadian Institute of Chartered Accountants' (CICA) Handbook Section 3110, *Asset Retirement Obligations*. This new accounting standard requires the Company to determine the fair value of the future expenditures required to settle legal obligations to remove fixed assets. If reasonably estimable, a liability is recognized equal to the present value of the estimated future removal expenditures. An equivalent amount is capitalized as an inherent cost of the associated fixed asset.

Some of the Company's transmission and distribution assets, particularly those located on unowned easements and rights-of-way, may have asset retirement obligations. The majority of the Company's easements and rights-of-way are either of perpetual duration or are automatically renewed annually. Land rights with finite terms are generally subject to extension or renewal. As the Company expects to use the majority of its installed assets for an indefinite period, no removal date can be determined and consequently a reasonable estimate of the fair value of any related asset retirement obligations cannot be made at this time. If, at some future date, it becomes possible to estimate the fair value cost of removing assets that the Company is legally required to remove, an asset retirement obligation will be recognized at that time.

*Transmission*

Transmission assets include assets used for the transmission of high-voltage electricity, such as transmission lines, support structures, foundations, insulators, connecting hardware and grounding systems, and assets used to step up the voltage of electricity from generating stations for transmission and to step down voltages for distribution, such as transformers, circuit breakers and switches.

*Distribution*

Distribution assets comprise assets related to the distribution of low-voltage electricity, including lines, poles, switches, transformers, protective devices and metering systems.

*Communication*

Communication assets include the fibre-optic and microwave radio system, optical ground wire, towers, telephone equipment and associated buildings.

*Administration and Service*

Administration and service assets include administrative buildings, major computer systems, personal computers, transport and work equipment, tools, vehicles and minor fixed assets.

*Easements*

Easements include statutory rights of use to transmission corridors and abutting lands granted under the *Reliable Energy and Consumer Protection Act, 2002*, as well as other amounts related to access rights.

*Construction in Progress*

Financing costs are capitalized on fixed assets under construction based on the allowance for funds used during construction (2003 – 7.4%; 2002 – 8.1%).

*Depreciation*

The capital costs of fixed assets are depreciated on a straight-line basis, except for transport and work equipment and personal computers, which are depreciated on a declining balance basis.

## HYDRO ONE INC.

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)

Depreciation rates for the various classes of assets are based on their estimated service lives. The average estimated remaining service lives and service life ranges of fixed assets are:

	Estimated service lives (years)	
	Range	Average
Transmission	12 - 100	57
Distribution	15 - 75	41
Communication	7 - 40	21
Administration and service	5 - 50	42

Depreciation rates for easements are based on their contract life. The majority of easements are held in perpetuity and are not depreciated.

In accordance with group depreciation practices, the original cost of normal fixed asset retirements is charged to accumulated depreciation, with no gain or loss reflected in results of operations. Gains and losses on sales of fixed assets and losses on premature retirements are charged to results of operations as adjustments to depreciation expense. Depreciation expense also includes the costs incurred to remove fixed assets where an asset retirement obligation, as defined in CICA Handbook Section 3110, has been recognized.

The estimated service lives of fixed assets are subject to periodic review. Any changes arising from such a review are implemented on a remaining service life basis from the year the changes can first be reflected in rates.

#### ***Goodwill***

Goodwill represents the cost of acquired local distribution companies in excess of fair value of the net identifiable assets purchased.

Effective January 1, 2002, Hydro One adopted CICA Handbook Section 3062, *Goodwill and Other Intangible Assets*. Under this accounting standard, goodwill is not amortized. The carrying value of goodwill is evaluated for impairment on an annual basis, or more frequently if circumstances require, with any write-down of the carrying value of goodwill being charged against the results of operations. Prior to the current standard, goodwill impairment was assessed based on estimated future undiscounted cash flows for the business to which the goodwill relates. Under CICA 3062, goodwill impairment is assessed based on a comparison of the fair value of the reporting unit to the underlying carrying value of the reporting unit's net assets, including goodwill.

The Company has determined that goodwill is not impaired. All of the goodwill is attributable to the distribution business segment.

#### ***Deferred Debt Costs***

Deferred debt costs include the unamortized amounts of debt issuance costs. Deferred debt costs are amortized over the period to maturity of the debt on an annuity basis.

#### ***Discounts, Premiums and Hedging***

Discounts, premiums and hedging gains and losses are amortized over the period of the related debt and are presented net of long-term debt.

#### ***Employee Future Benefits***

Employee future benefits provided by Hydro One include pension, group life insurance, health care, workers' compensation and long-term disability.

In accordance with the OEB's rate orders, pension costs are recorded when employer contributions are paid to the pension fund in accordance with the *Pension Benefits Act* (Ontario). Pension costs are actuarially determined using



**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

the projected benefit method prorated on service and based on assumptions that reflect management's best estimate of the effect of future events on the actuarial present value of accrued pension benefits. Pension plan assets, consisting primarily of listed equity securities as well as corporate and government debt securities, are valued using fair values. Actuarial valuations are conducted at least every three years.

Employee future benefits other than pension are recorded on an accrual basis. Costs are determined by independent actuaries using the projected benefit method prorated on service and based on assumptions that reflect management's best estimates. Past service costs from plan amendments and actuarial gains or losses are amortized on a straight-line basis over the expected average remaining service life of the employees covered.

Employee future benefit costs are attributed to labour and charged to operations or capitalized as part of the cost of fixed assets.

During 2003, Hydro One adopted the CICA's approved additional disclosures amending Handbook Section 3461, *Employee Future Benefits*. Additional disclosures provided include a description of the type of plan, the date used to measure the plan's assets and the benefit obligations, the effective date of the last actuarial funding valuation, the actual allocation of the plan's assets by major category and separate disclosure of the discount rate used to determine the net benefit cost and that used to determine the accrued benefit obligation.

***Environmental Costs***

Hydro One recognizes a liability for estimated future expenditures associated with the assessment and remediation of contaminated lands and for the phase-out and destruction of polychlorinated biphenyl (PCB) contaminated mineral oil from electrical equipment, based on the net present value of these estimated future expenditures. As the Company anticipates that the related expenditures will continue to be recoverable in future rates, a regulatory asset has been recognized to reflect the future recovery of these costs from customers (see Notes 7 and 11). Hydro One reviews its estimates of future environmental expenditures on an ongoing basis.

***Use of Estimates***

The preparation of financial statements in conformity with Canadian GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses for the year. Actual results could differ from estimates, including changes as a result of future decisions made by the OEB or the Province.

**3. DEPRECIATION AND AMORTIZATION**

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Depreciation of fixed assets in service	339	327
Fixed asset removal costs	37	27
Amortization of regulatory and other assets	78	57
	<b>454</b>	<b>411</b>

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****4. FINANCING CHARGES**

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Interest on short-term notes payable	6	15
Interest on long-term debt payable	306	358
Amortization of discount (Note 8)	60	-
Other	3	8
Less: Interest capitalized on construction in progress	(20)	(19)
Interest capitalized on regulatory assets (Note 7)	-	(6)
Interest earned on investments	(7)	(3)
	<b>348</b>	<b>353</b>

**5. PROVISION FOR PAYMENTS IN LIEU OF CORPORATE INCOME TAXES**

The provision for payments in lieu of corporate income taxes (PILs) differs from the amount that would have been recorded using the combined Canadian Federal and Ontario statutory income tax rate. A reconciliation between the statutory and effective tax rates is provided as follows:

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Income before provision for PILs	589	577
Federal and Ontario statutory income tax rate	36.62%	38.62%
Provision for PILs at statutory rate	216	223
(Decrease) increase resulting from:		
Net temporary differences:		
Capital cost allowance in excess of depreciation and amortization	(16)	(27)
Environmental expenditures	(8)	(10)
Interest capitalized for accounting purposes but deducted for tax purposes	(7)	(9)
Employee future benefits other than pension expense in excess of cash payments	9	11
Charge for staff reduction program (lower than) in excess of cash payments	(9)	9
Other	(10)	9
Net temporary differences	(41)	(17)
Permanent differences:		
Large corporations tax	17	17
Other	1	10
Net permanent differences	18	27
Provision for PILs	193	233
Effective income tax rate	32.77%	40.38%

Future income taxes relating to the regulated businesses have not been recorded in the accounts as they are expected to be recovered through future revenues. As at December 31, 2003, future income tax liabilities of \$171 million (2002 - \$132 million), based on substantively enacted income tax rates, have not been recorded.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****6. FIXED ASSETS**

<i>December 31 (Canadian dollars in millions)</i>	Fixed Assets in Service	Accumulated Depreciation	Construction in Progress	Total
<b>2003</b>				
Transmission	7,609	2,635	193	5,167
Distribution	4,828	1,817	61	3,072
Communication	645	273	15	387
Administration and service	790	394	9	405
Easements	490	56	-	434
	14,362	5,175	278	9,465
<b>2002</b>				
Transmission	7,487	2,487	180	5,180
Distribution	4,619	1,704	50	2,965
Communication	531	237	33	327
Administration and service	663	378	37	322
Easements	490	53	-	437
	13,790	4,859	300	9,231

Financing costs are capitalized on fixed assets under construction, including allowance for funds used during construction on regulated assets and interest on unregulated assets, and were \$20 million in 2003 (2002 - \$19 million).

In circumstances where external customers are required to make specific contributions to fund the construction and installation of specific fixed assets, Hydro One nets the customer contributions against the acquisition cost. Cumulative customer contributions in aid of construction received by Hydro One, net of amortization, except for Hydro One Brampton, were \$62 million (2002 - \$59 million) for transmission and \$263 million (2002 - \$243 million) for distribution. Hydro One's subsidiary, Hydro One Brampton, consistent with other Ontario local distribution companies, recorded contributions in aid of construction received prior to January 1, 2000 within fixed assets on a gross basis and depreciates these amounts over the remaining service lives of the assets.

On June 27, 2002, the Legislative Assembly of Ontario passed the *Reliable Energy and Consumer Protection Act, 2002* that amends several statutes relating to Ontario's energy sector, including the ownership and use of corridor land. Corridor land includes land in Ontario owned by Hydro One that was used or acquired for the purposes of the transmission system, including any abutting land. Under this Act, ownership of all corridor and abutting land was transferred to the Province and Hydro One was given a statutory easement in perpetuity to use the land to operate the transmission system. The Company retains the obligation to incur certain ongoing expenditures related to this land, including maintenance, property taxes and any future environmental remediation work that may be required by the Province. The OEB is authorized to restrict or discontinue any use of the corridor land that interferes with the transmission system.

The transfer of the corridor land was effective December 31, 2002, resulting in ownership of transmission corridors and abutting lands with a net book value of approximately \$259 million being transferred to the Province in exchange for a statutory easement in perpetuity asset. In addition, ownership of land assets with a net book value of approximately \$7 million, not currently in use, was transferred to the Province and applied as a reduction of shareholder's equity.

**7. REGULATORY ASSETS AND LIABILITY**

Regulatory assets and liabilities arise as a result of the rate-making process. As described in Note 2, Hydro One has recorded the following regulatory assets and liability:

**HYDRO ONE INC.**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

<i>December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
<b>Regulatory assets:</b>		
Employee future benefits other than pension	209	251
Environmental	118	199
Market ready	55	66
Retail settlement variance accounts	15	36
Other	24	18
<b>Total regulatory assets</b>	<b>421</b>	<b>570</b>
<b>Regulatory liability:</b>		
Deferred pension	584	742
<b>Total regulatory liability</b>	<b>584</b>	<b>742</b>

Employee future benefits other than pension are recorded using the accrual method as required by Canadian GAAP. The OEB has allowed for the recovery of past service costs, which arose on the adoption of the accrual method, in the revenue requirement on a straight-line basis over a 10-year period. As a result, in 1999 Hydro One recorded a regulatory asset in the original amount of \$419 million to reflect this regulatory treatment. This regulatory asset has a remaining recovery period of 5 years (2002 - 6 years) and does not earn a return.

Hydro One provides for estimated future expenditures required to remediate past environmental contamination. Because such expenditures are recoverable through rates, the Company recorded a regulatory asset in the original amount of \$190 million. With the exception of that portion of the regulatory asset that relates to certain distribution expenditures, this regulatory asset, including future interest accretion, is expected to be amortized over the period to 2030 (2002 - 2020) on a basis substantially consistent with the pattern of actual expenditures.

Environment Canada has issued draft regulations on managing PCBs. These regulations, which the Company has determined are highly probable to be adopted, allow companies to manage potentially contaminated pole-top transformers on an attrition basis, as they are withdrawn from service at the end of their normal operating lives. Previously, the estimated future expenditures were based on a proactive inspection, testing and removal program for PCB contaminated transformers, consistent with Environment Canada guidance. Due to this change, the Company has revised downward its estimate of the future expenditures required to manage legacy environmental issues, including PCBs, and has reduced its environmental obligation and offsetting regulatory asset by \$64 million (see Note 11).

As a result of the Company's distribution rate application dated January 28, 2004, that portion of the regulatory asset related to the actual distribution environmental expenditures incurred in 2001 and 2002 in the original amount of \$39 million is expected to be amortized to results of operations on a straight-line basis over the four year period ending in 2007. Previously this amount was to be amortized over the period 2003 to 2020, inclusive. The OEB has the discretion to examine and assess the extent and timing of recovery of Hydro One's environmental costs.

Market ready costs have been deferred in accordance with the criteria set out in the OEB's Electricity Distribution Rate Handbook, the Accounting Procedures Handbook and in subsequent OEB guidelines. In the absence of such regulation, these costs would have been expensed when incurred under Canadian GAAP. As a result of the Company's distribution rate application dated January 28, 2004, this regulatory asset is expected to be primarily recovered over a four-year period effective March 1, 2004, subject to a prudence review by the OEB.

Hydro One has deferred certain retail settlement variance amounts under the provisions of Article 490 in the OEB's Accounting Procedures Handbook. As a result of the Company's distribution rate application dated January 28, 2004, this regulatory asset is expected to be recovered over a four-year period effective March 1, 2004, subject to a potential audit by the OEB.

Hydro One ceased adding interest to the deferral accounts for market ready costs and the retail settlement variance accounts as at December 1, 2002 for external financial reporting purposes. Hydro One intends to seek recovery of these interest amounts relating to the period after December 1, 2002 in future rate applications.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****8. DEBT**

<i>December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Short-term notes payable	25	579
Long-term debt:		
Notes payable to OEFC	-	2,529
3.40% notes due 2004	235	-
3.45% notes due 2004	237	-
6.94% debentures due 2005	200	200
4.00% notes due 2005	339	-
4.10% notes due 2006	109	-
4.15% notes due 2006	280	-
4.20% notes due 2006	168	-
4.30% notes due 2006	141	-
4.45% notes due 2007	282	-
4.55% notes due 2007	73	-
4.00% notes due 2008	500	-
7.15% debentures due 2010	400	400
6.40% notes due 2011	250	250
5.77% notes due 2012	600	300
7.35% debentures due 2030	400	400
6.93% notes due 2032	500	500
6.35% notes due 2034	200	-
6.59% notes due 2043	250	-
	5,164	4,579
Less: Long-term debt payable within one year	(472)	(651)
Net unamortized (discounts) premiums	(144)	10
Unamortized hedging losses	(9)	-
Long-term debt	4,539	3,938

Short-term debt represents promissory notes issued pursuant to the Company's commercial paper program. The notes are denominated in Canadian dollars with varying maturities not exceeding 365 days and with a weighted-average interest rate of 2.7% (2002 - 2.9%).

Hydro One has committed and unused revolving credit agreements with a syndicate of banks in the amount of \$750 million maturing in August, 2004 and \$250 million maturing in August, 2005. If used, interest on the lines of credit would apply based on Canadian benchmark rates. These credit agreements support the Company's commercial paper program.

As at December 31, 2002, the Company had notes payable to OEFC denominated in Canadian dollars with various maturity dates between 2003 and 2007, and with a weighted-average interest rate of 8.2%. On February 20, 2003, Hydro One restructured approximately \$1.65 billion of debt held by OEFC, which had a weighted-average interest rate of approximately 8.7%, for approximately \$1.86 billion of debt, with a weighted-average interest rate of approximately 4.0%. This debt restructuring resulted in lower interest payments during 2003 through to 2007 and a corresponding increase in the principal amount of the debt payable at maturity through this period. The maturity dates remained essentially unchanged. The restructuring was treated as a renegotiation of debt, with no gain or loss being recognized. Subsequent to the restructuring, OEFC sold its Hydro One debt into public markets and as a result, at December 31, 2003, the Company's debt is all publicly traded.

The Company also issues notes for long-term financing under the medium term note program. The maximum authorized principal amount of medium term notes issuable under this program is \$2.0 billion of which \$1.5 billion is remaining and is currently available until July 2005.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

The long-term debt is subject to covenants that, among other things, limit permissible debt as a percentage of total capitalization, limit ability to sell assets and impose a negative pledge provision, subject to customary exceptions. At December 31, 2003, the Company was in compliance with these covenants.

The long-term debt is unsecured and denominated in Canadian dollars. Such debt is summarized by the number of years to maturity in the following table:

Years to Maturity	Principal Outstanding on Notes and Debentures (Canadian dollars in millions)	Weighted Average Interest Rate (Per cent)
1 year	472	3.4
2 years	539	5.1
3 years	698	4.2
4 years	355	4.5
5 years	500	4.0
	2,564	4.2
6 – 10 years	1,250	6.3
Over 10 years	1,350	6.9
	5,164	5.4

During 2003, the Company terminated its April 2003 forward sale agreement of \$250 million in Government of Canada bonds for a net cash payment of \$12 million. This agreement was designated as an interest rate hedge for an anticipated transaction and as a result, the cost of termination was deferred and is being amortized on an annuity basis over the five-year term of the related debt.

**9. FAIR VALUE OF FINANCIAL INSTRUMENTS AND RISK MANAGEMENT**

The carrying amounts of all financial instruments, except long-term debt, approximate fair value. The fair value of long-term debt, based on year-end quoted market prices for the same or similar debt of the same remaining maturities, is provided in the following table:

<i>December 31 (Canadian dollars in millions)</i>	<b>2003</b>		<b>2002</b>	
	Carrying Value	Fair Value	Carrying Value	Fair Value
Long-term debt <sup>1</sup>	5,164	5,466	4,579	4,925

<sup>1</sup> The carrying value of long-term debt represents the par value of the notes and debentures.

Hydro One may enter into forward pay fixed interest rate swap agreements to hedge against the effect of future interest rate movements on long-term fixed rate borrowing requirements. When the hedged borrowing occurs, Hydro One terminates the hedge either by terminating the interest rate swap or by entering into an offsetting swap agreement. As at December 31, 2003, offsetting interest rate swap agreements were outstanding with the same counter-party having notional principal amounts of \$167 million (2002 - \$167 million) and a fair value of \$nil (2002 - \$nil). The swap agreements mature in 2011.

Financial assets create a risk that a counter-party will fail to discharge an obligation, causing a financial loss. As at December 31, 2003, there were no significant concentrations of credit risk with respect to any class of financial assets. The Company's revenue is earned from a broad base of customers. As a result, Hydro One did not earn a significant amount of revenue from any single customer. As at December 31, 2003, there were no significant balances of accounts receivable due from any single customer.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

The Company will continue to use derivative instruments to manage interest rate risk. Derivative financial instruments result in exposure to credit risk, since there is a risk of counter-party default. Hydro One monitors and minimizes credit risk through various techniques including dealing with highly rated counter-parties, limiting total exposure levels with individual counter-parties and entering into master agreements which enable net settlement.

**10. EMPLOYEE FUTURE BENEFITS**

Hydro One has a contributory defined benefit pension plan covering all regular employees of Hydro One and its subsidiaries, except Hydro One Brampton. Employees of Hydro One Brampton participate in the Ontario Municipal Employees Retirement System (OMERS), a multi-employer public sector pension fund.

***Plan Allocation***

Hydro One's pension plan asset allocation at December 31, 2003 and 2002 was as follows:

<i>December 31</i>	% of Plan Assets	
	<b>2003</b>	<b>2002</b>
Equity securities	59.5	53.8
Debt securities	37.3	36.6
Other	3.2	9.6
	100.0	100.0

***Supplementary Information***

The Hydro One pension plan does not hold any direct securities of the Company, but did hold debt securities in the Province of \$78 million and \$41 million at December 31, 2003 and 2002, respectively.

The Company's plan provides benefits based on highest three-year average pension earnings. After retirement, pensions are fully indexed to inflation. The measurement date used to determine plan assets and the accrued benefit obligation is December 31. Based on the actuarial valuation to be filed for December 31, 2003, Hydro One expects to contribute approximately \$100 million to its pension plan in each of 2004, 2005 and 2006, all of which is required to satisfy minimum funding requirements. All of the contributions are expected to be in the form of cash. The Company has not been required to contribute to the pension plan because the contribution level, which was established from the last actuarial valuation at December 31, 2000, indicated that the plan had a surplus.

Employees of Hydro One Brampton participate in the OMERS, a multi-employer public sector pension fund, which is a defined benefit plan. As Hydro One Brampton has been under a contribution holiday since August 1998, no contributions have been made to the pension fund. Effective January 1, 2003, Hydro One Brampton commenced contributing to OMERS. Contributions by Hydro One Brampton are estimated to be less than \$1 million annually.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

	Pension		Employee Future Benefits other than Pension	
<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>	<b>2003</b>	<b>2002</b>
<b>Change in accrued benefit obligation</b>				
Accrued benefit obligation, January 1	4,114	4,166	820	687
Current service cost	69	65	23	20
Interest cost	264	266	52	43
Benefits paid	(238)	(230)	(35)	(32)
Plan amendments	11	-	-	-
Agreement with Inergi LP <sup>1</sup>	-	(127)	-	-
Net actuarial loss (gain)	103	(26)	37	102
Accrued benefit obligation, December 31	4,323	4,114	897	820
<b>Change in plan assets</b>				
Fair value of plan assets, January 1	3,607	4,120	-	-
Actual return on plan assets	562	(164)	-	-
Benefits paid	(238)	(230)	-	-
Employees' contributions	14	16	-	-
Agreement with Inergi LP <sup>1</sup>	-	(127)	-	-
Administrative expenses	(6)	(8)	-	-
Fair value of plan assets, December 31	3,939	3,607	-	-
<b>Funded status</b>				
(Unfunded benefit obligation)	(384)	(507)	(897)	(820)
Unamortized net actuarial losses	940	1,230	262	244
Unamortized past service costs	28	19	7	5
Deferred pension asset (accrued benefit liability)	584	742	(628)	(571)
Less: current portion	-	-	31	31
Deferred pension asset (long-term liability)	584	742	(597)	(540)

<sup>1</sup> The reduction in the accrued benefit obligation and plan assets relates to employees transferred to Inergi LP effective March 1, 2002 (see Note 18). Once the approval by the Financial Services Commission of Ontario is obtained, the Hydro One Pension Plan is expected to transfer assets and liabilities to the Inergi Pension Plan.



**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

<i>Year ended December 31 (Canadian dollars in millions)</i>	Pension		Employee Future Benefits other than Pension	
	2003	2002	2003	2002
<b>Components of net periodic benefit cost</b>				
Current service cost, net of employee contributions	55	49	23	20
Interest cost	264	266	52	43
Expected return on plan assets	(259)	(285)	-	-
Amortization of net actuarial losses	96	73	16	7
Amortization of past service costs	2	2	1	1
Net periodic benefit cost <sup>2</sup>	158	105	92	71
Capitalized as part of the cost of fixed assets	-	-	37	28
Charged to results of operations	-	-	55	43
<b>Effect of 1% increase in health care cost trends on:</b>				
Accrued benefit obligation, December 31	-	-	123	104
Net periodic benefit cost	-	-	10	7
<b>Effect of 1% decrease in health care cost trends on:</b>				
Accrued benefit obligation, December 31	-	-	(110)	(87)
Net periodic benefit cost	-	-	(8)	(5)
<b>Significant assumptions</b>				
For net periodic benefit cost:				
Expected rate of return on plan assets	7.25%	7.25%	-	-
Weighted-average discount rate	6.50%	6.50%	6.67%	6.67%
Rate of compensation scale escalation (without merit)	3.50%	3.50%	3.50%	3.50%
Rate of cost of living increase	2.50%	2.50%	2.50%	2.50%
Average remaining service life of employees (years)	12	12	12	12
Rate of increase in long-term medical costs <sup>3</sup>	-	-	4.50%	4.50%
Rate of increase in dental costs <sup>4</sup>	-	-	4.50%	4.50%
For accrued benefit obligation, December 31:				
Weighted-average discount rate	6.00%	6.50%	6.18%	6.67%
Rate of compensation scale escalation (without merit)	3.25%	3.50%	3.25%	3.50%
Rate of cost of living increase	2.25%	2.50%	2.25%	2.50%
Rate of increase in long-term medical costs <sup>5</sup>	-	-	4.50%	4.50%
Rate of increase in dental costs <sup>6</sup>	-	-	4.50%	4.50%

<sup>2</sup> No pension expense was recorded in 2003 and 2002 since the Company follows the cash basis of accounting.

<sup>3</sup> 14.10% per annum in 2003 grading down to 4.50% per annum in and after 2014 (2002 – 15.00% grading down to 4.50% after twelve years).

<sup>4</sup> 7.30% per annum in 2003 grading down to 4.5% per annum in and after 2007 (2002 – 8.00% grading down to 4.50% after five years).

<sup>5</sup> 13.30% per annum in 2004 grading down to 4.50% per annum in and after 2014 (2002 – 14.10% grading down to 4.50% after eleven years).

<sup>6</sup> 6.70% per annum in 2004 grading down to 4.50% per annum in and after 2007 (2002 – 7.30% grading down to 4.50% after four years).

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****11. ENVIRONMENTAL LIABILITIES**

<i>December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Environmental liabilities, January 1	160	174
Interest accretion	8	9
Expenditures	(21)	(23)
Revaluation adjustment (Note 7)	(64)	-
Environmental liabilities, December 31	83	160
Less: current portion	(14)	(20)
	69	140

Estimated future environmental expenditures for each of the five years subsequent to December 31, 2003 and in total thereafter are as follows: 2004 - \$14 million; 2005 - \$13 million; 2006 - \$12 million; 2007 - \$11 million; 2008 - \$10 million; and thereafter - \$46 million.

There are uncertainties in estimating future environmental costs due to potential external events such as changing regulations and advances in remediation technologies. Hydro One continuously reviews factors affecting its cost estimates as well as the environmental condition of the various properties. The actual cost of investigation or remediation may differ from current estimates.

**12. OPERATION, MAINTENANCE AND ADMINISTRATION**

In September 2002, Hydro One announced that staff levels would be reduced by approximately 140 employees, primarily from head office and managerial support functions. Hydro One achieved this reduction in 2002 using voluntary and involuntary measures, including those available under collective agreements for some of the affected employees. A provision of \$25 million was charged to 2002 results of operations for the estimated future expenditures of achieving this staff reduction. A total of \$20 million of this amount was charged to the provision in 2003 (2002 - \$2 million), with the remaining amount expected to be charged in 2004.

**13. SALE OF ENERGY RETAIL OPERATIONS**

Effective April 30, 2002, the Company sold substantially all of the assets pertaining to the energy retail operations of the former Ontario Hydro Energy for net proceeds of approximately \$50 million. The sale resulted in an initial estimated gain of \$2 million before provision for payments in lieu of corporate income taxes. Under the sales agreement, a final adjustment to the purchase price occurred, reducing the gain on sale before provision for payments in lieu of corporate income taxes to \$1 million.

**14. SHARE CAPITAL*****Common and Preferred Shares***

On March 31, 2000, the Company issued to the Province 12,920,000 5.5% cumulative preferred shares with a redemption value of \$25.00 per share, and 99,990 common shares, bringing the total number of outstanding common shares to 100,000. The Company is authorized to issue an unlimited number of preferred and common shares.

The preferred shares are entitled to an annual cumulative dividend of \$18 million, which is payable on a quarterly basis. The preferred shares are redeemable at the option of the Province at a price of \$25.00 per share, representing the stated value, plus any accrued and unpaid dividends if the Province sells a number of the common shares which it owns to the public such that the Province's holdings are reduced to less than 50% of the common shares of the Company. Hydro One may elect, without condition, to pay all or part of this redemption price by issuing additional common shares to the Province. If the Province does not exercise its redemption right, the Company would have the

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

ability to adjust the dividend on the preferred shares to produce a yield that is 0.50% less than the then-current dividend market yield for similarly rated preferred shares. The preferred shares do not carry voting rights, except in limited circumstances, and would rank in priority over the common shares upon liquidation.

***Dividends***

Common dividends are declared at the sole discretion of the Hydro One Board of Directors, and are recommended by management based on results of operations, financial condition, cash requirements and other relevant factors such as industry practice and shareholder expectations.

In 2003, preferred dividends in the amount of \$18 million (2002 - \$18 million) and common dividends in the amount of \$226 million (2002 - \$174 million) were declared.

***Earnings per Share***

Earnings per share is calculated as net income during the year, after cumulative preferred dividends, divided by the weighted-average number of common shares outstanding during the year.

**15. RELATED PARTY TRANSACTIONS**

The Province, OEFC, IMO and Ontario Power Generation Inc. (OPG) are related parties of Hydro One. Transactions between these parties and Hydro One were as follows:

Prior to Open Access, Hydro One received revenue for transmission services consistent with the revenue allocation agreement (see Note 2). Commencing with Open Access, Hydro One receives such revenue from customer revenue collected by the IMO. Transmission revenue for 2003 includes \$1,255 million (2002 - \$1,269 million) related to these services.

Prior to Open Access, Hydro One received a portion of its distribution revenue consistent with the revenue allocation agreement (see Note 2). Under this agreement, distribution revenue for 2003 includes \$nil related to these services (2002 - \$10 million).

Prior to Open Access, Hydro One also received revenue related to the supply of electricity to remote northern communities consistent with the revenue allocation agreement (see Note 2). Commencing with Open Access, Hydro One receives such revenue from customer revenue collected by the IMO. Distribution revenue for 2003 includes \$21 million (2002 - \$21 million) related to these services.

Hydro One receives amounts for rural rate protection from customer revenue collected by the IMO (see Note 2). Distribution revenue for 2003 includes \$127 million (2002 - \$127 million) related to this program, of which \$1 million (2002 - \$3 million) was paid to local distribution companies in respect of annexation agreements.

Hydro One purchased power from the IMO administered spot market (from OPG prior to Open Access) in the amount of \$1,872 million in 2003 (2002 - \$1,857 million).

Hydro One has several service level agreements with the other successor corporations, primarily OPG. These services include field and engineering, logistics, corporate and telecommunications services. Operation, maintenance and administration costs related to the purchase of services from the other successor corporations were less than \$1 million in 2003 and 2002. Revenues related to the provision of services to the other successor corporations are summarized in the following table:

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
<b>Revenues</b>		
Transmission	13	12
Distribution	-	2
	13	14

As at December 31, 2003, long-term debt in the amount of \$nil million (2002 - \$2,529 million) was due to OEFC. Financing charges for 2003 include interest expense on this debt in the amount of \$38 million (2002 - \$240 million) (see Note 8).

The provision for payments in lieu of corporate income taxes was paid or payable to OEFC and dividends were paid or payable to the Province (see Note 2).

The amounts due to and from related parties as a result of the transactions referred to above are as follows:

<i>December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Accounts receivable	112	118
Accounts payable and accrued charges	(195)	(156)

Included in accounts payable and accrued charges are amounts owing to the IMO in respect of power purchases of \$149 million (2002 - \$143 million).

**16. CONSOLIDATED STATEMENTS OF CASH FLOWS**

For the purposes of the consolidated statements of cash flows, "cash and cash equivalents" refers to the balance sheet item "bank indebtedness."

The changes in non-cash balances related to operations consist of the following:

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>
Accounts receivable decrease (increase)	30	(108)
Materials and supplies decrease	10	1
Accounts payable and accrued charges increase (decrease)	44	(115)
Accrued interest (decrease)	(15)	(4)
Long-term accounts payable and accrued charges increase	5	11
Employee future benefits other than pension increase	57	30
Other	7	(15)
	138	(200)
<b>Supplementary information:</b>		
Interest paid	333	379
Payments in lieu of corporate income taxes	199	294

**17. CONTINGENCIES*****Legal Proceedings***

Hydro One is involved in various lawsuits, claims and regulatory proceedings in the normal course of business. In the opinion of management, the outcome of such matters, except as noted below, will not have an adverse effect on the Company's consolidated financial position, results of operations or cash flows.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

As a result of Hydro One's acquisition of certain transmission, distribution and energy services assets, liabilities, rights and obligations of Ontario Hydro, Hydro One has succeeded Ontario Hydro as a party in a number of legal proceedings. On September 1, 1995, Torcom Communications Inc. (Torcom) named Ontario Hydro as one of several defendants in a suit seeking damages of \$150 million, as well as specific performance of certain agreements and interim injunctive relief. Torcom had sought to purchase certain telecommunication devices belonging to a bankrupt company from the court-appointed receiver. The devices had been installed on Ontario Hydro property under licence to the original owner. Torcom claims that it reached an agreement with Ontario Hydro for the continued placement of the devices on Ontario Hydro property. Torcom alleges Ontario Hydro breached this contract and interfered with its efforts to purchase the devices from the receiver. There has been little activity on the case since 1995, when Ontario Hydro served a demand to particularize the allegations against it. Ontario Hydro did not receive a reply to its demand for particulars and has not yet served a statement of defence. Hydro One believes that there are strong defences to the plaintiff's claims against Ontario Hydro and that it is unlikely that the outcome of the litigation will have a material adverse effect on its business, results of operations, financial position or prospects.

On March 29, 1999, the Whitesand First Nation Band commenced an action in the Ontario Court (General Division), naming as defendants the Province, the Attorney General of Canada, Ontario Hydro, OEFC, OPG and the Company. On May 24, 2001, the Whitesand First Nation Band issued an almost identical claim against the same parties. The reason for the second claim is the procedural defence of the Province that proper notice of the first claim was not given under the *Proceedings Against the Crown Act* (Ontario). These actions seek declaratory relief, injunctive relief and damages in an unspecified amount. The Whitesand Band alleges that since at least the first half of the twentieth century, Ontario Hydro has erected dams, generating stations and other facilities within or affecting the band's traditional lands and that those facilities have caused damage to band members and the lands, including substantial flooding and erosion. The Whitesand Band also claims treaty rights to a share of the profits arising from the activities of these Ontario Hydro facilities, an entitlement to increases in annuity payments established by treaty, and compensation for costs incurred in the course of prior negotiations of band grievances with Ontario Hydro. The Whitesand Band asserts multiple causes of action, including trespass, breach of fiduciary duty, nuisance and negligence. To date, Hydro One has not filed a defence. The Company has requested particulars and further and better particulars of the claims, as did the other defendants. As a result of the particulars filed, the Attorney General for Canada brought various motions, which the Company supported, to strike out various claims and for better responses to the particular demands. In September 2003, the Court struck out the claims with leave to amend. The Whitesand Band has now amended its claim and there may be further procedural motions before the Company files a defence. Additionally, this case was consolidated with the Red Rock case noted below. The claims relating to activities of Ontario Hydro (i.e., flooding) are the matters for which OPG would have responsibility pursuant to Transfer Orders under the *Electricity Act, 1998*. Hydro One believes that it is unlikely that the outcome of this litigation will have a material adverse effect on its business, results of operations, financial position or prospects.

On September 7, 2001, the Red Rock First Nation Band commenced an action in the Ontario Superior Court of Justice, naming as defendants the Province, the Attorney General of Canada, Ontario Hydro, OEFC, OPG and Hydro One. The Band seeks declaratory relief and claims an unspecified amount of damages for trespass, breach of fiduciary duties, public and private nuisance and unpaid lease payments relating to a transmission line or right-of-way. The same motions brought in the Whitesand case were brought in this case with the same result. This case has been consolidated with the Whitesand case. The Red Rock and Whitesand claims have been amended. It is likely there will be further motions in this case before the Company files a defence. Hydro One cannot yet fully assess what the likelihood is that the outcome of this litigation will have a material adverse effect on our business, results of operations, financial position or prospects, but believes that such a result is unlikely.

***Transfer of Assets***

On April 1, 1999, in connection with the acquisition of its operations, Hydro One acquired and assumed the assets, liabilities, rights and obligations of Ontario Hydro's electricity transmission, distribution and energy services businesses, except for certain transmission, distribution and other assets located on lands held for bands or bodies of Indians under the *Indian Act* (Canada). Transfer of title to these assets did not occur because authorizations originally granted by the Minister of Indian Affairs and Northern Development (Canada) for the construction and operation of these assets could not be transferred without the consent of the Minister and the relevant Indian bands

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

or bodies or, in several cases, because the authorizations had either expired or had never been properly issued. Hydro One manages these assets, which are currently owned by OEFC.

Hydro One has commenced negotiations with the relevant Indian bands and bodies to obtain the authorizations and consents necessary to complete the transfer of these transmission, distribution and other assets. Hydro One cannot predict the aggregate amount that it may have to pay to obtain the required authorizations and consents. Hydro One expects to pay more than \$850,000 per year, which was the amount previously paid to these Indian bands and bodies by Ontario Hydro and which was the total amount of allowed costs in the transitional rate orders. If, after taking all reasonable steps, Hydro One cannot otherwise obtain the authorizations and consents from the Indian bands and bodies, OEFC will continue to hold these assets for an indefinite period of time. Alternatively, Hydro One may have to relocate these assets from the Indian lands to other locations at a cost that could be substantial, or, in a limited number of cases, to abandon a line and replace it with diesel generation facilities. In such cases, Hydro One would apply to recover these costs in future rate orders.

***Pension Risk***

As a result of the last actuarial valuation as at December 31, 2000, Hydro One has not been required to contribute to the pension plan. The Company will file a new actuarial valuation as at December 31, 2003 with the Financial Services Commission of Ontario in 2004. The Company expects to make contributions to the plan commencing in 2004 of approximately \$100 million per year, for the next three years. Contributions after 2006 will be based on an actuarial valuation as at December 31, 2006 and will depend on future investment returns, changes in benefits or actuarial assumptions. Should financial market conditions improve significantly before December 31, 2006, the Company has the option to file an earlier actuarial valuation.

Similarly, the outsourcing agreement with Inergi LP (Inergi) includes a risk sharing agreement that could involve either Hydro One or Inergi making a payment related to a future imbalance between pension fund assets and liabilities for transferred staff covered by the Inergi Pension Plan. The risk sharing agreement will be settled based on data available on December 31, 2004 and will depend on economic factors and pension fund rates of return. If this risk sharing agreement had been settled on December 31, 2003, Hydro One would have been required to pay Inergi approximately \$20 million.

The Company has requested approval from the Minister of Energy to apply for recovery of any increased ongoing expenses related to pension costs through future rate applications for the transmission and distribution businesses. This request is under consideration, however the Company has not received direction to proceed with such applications to the OEB. If direction is not received, pension costs will be charged to the results of operations in the years that the pension contributions are made.

**18. COMMITMENTS*****Agreement with Inergi***

Effective March 1, 2002, Cap Gemini Ernst & Young Canada began providing services to Hydro One through Inergi LP (Inergi). As a result of this initiative, Hydro One receives from Inergi a range of services including information technology, customer care, supply chain and certain human resources and finance services for a ten-year period. The initial service level price ranges between \$90 million and \$130 million per year, subject to external benchmarking every three years to ensure Hydro One is receiving a defined competitive and continuously improved price. In connection with this agreement, on March 1, 2002 the Company transferred approximately 900 employees to Inergi.

The annual commitments under the agreement in each of the five years subsequent to December 31, 2003, and in total thereafter are as follows: 2004 - \$112 million; 2005 - \$107 million; 2006 - \$105 million; 2007 - \$104 million; 2008 - \$100 million; and thereafter - \$295 million.

**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)***Prudential Support*

Purchasers of electricity in Ontario, through the IMO, are required to provide security to mitigate the risk of their default based on their expected activity in the market. The IMO could draw on these guarantees if Hydro One Networks or Hydro One Brampton fails to make a payment required by a default notice issued by the IMO. The maximum potential payment is the face value of the bank letters of credit plus the nominal amount of the parental guarantee. As at December 31, 2003, the Company provided prudential support, using a combination of bank letters of credit of \$35 million (2002 - \$50 million) and parental guarantees of \$275 million (2002 - \$275 million).

*Retirement Compensation Arrangements*

Bank letters of credit have been issued to provide security for the Company's liability under the terms of a trust fund established pursuant to the supplementary pension plan for the employees of Hydro One and its subsidiaries. The trustee is required to draw upon the letters of credit if Hydro One is in default of its obligations under the terms of this plan. Such obligations include the requirement to provide the trustee with an annual actuarial report as well as letters of credit sufficient to secure the Company's liability under the plan, to pay benefits payable under the plan and to pay the letter of credit fee. The maximum potential payment is the face value of the bank letters of credit. As at December 31, 2003, Hydro One had bank letters of credit of \$69 million (2002 - \$97 million) outstanding relating to retirement compensation arrangements.

*Operating Leases*

The future minimum lease payments under operating leases for each of the five years subsequent to December 31, 2003 and in total thereafter are as follows: 2004 - \$9 million; 2005 - \$5 million; 2006 - \$4 million; 2007 - \$3 million; 2008 - \$2 million; and thereafter - \$3 million.

**19. SEGMENT REPORTING**

Hydro One has three reportable segments:

- The transmission business, which comprises the core business of providing transportation and connection services, is responsible for transmitting electricity throughout the Ontario electricity grid;
- The distribution business, which comprises the core business of delivering and selling electricity to customers; and
- The "other" segment, which primarily consists of telecommunications. In 2002 this segment also included energy services. Substantially all of the assets pertaining to the energy retail operations of the energy services business were sold (see Note 13).

The designation of segments is based on a combination of regulatory status and the nature of the products and services provided. The accounting policies followed by the segments are the same as those described in the summary of significant accounting policies (see Note 2). Segment information on the above basis is as follows:



**HYDRO ONE INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>Transmission</b>	<b>Distribution</b>	<b>Other</b>	<b>Consolidated</b>
<b>2003</b>				
<b>Segment profit</b>				
Revenues	1,298	2,734	26	4,058
Purchased power	-	1,872	-	1,872
Operation, maintenance and administration	382	387	26	795
Depreciation and amortization	228	223	3	454
Income (loss) before financing charges and provision for payments in lieu of corporate income taxes	688	252	(3)	937
Financing charges				348
<b>Income before provision for payments in lieu of corporate income taxes</b>				<b>589</b>
<b>Capital expenditures</b>	<b>289</b>	<b>292</b>	<b>16</b>	<b>597</b>
<b>2002</b>				
<b>Segment profit</b>				
Revenues	1,317	2,682	32	4,031
Purchased power	-	1,857	1	1,858
Operation, maintenance and administration	374	383	75	832
Depreciation and amortization	213	190	8	411
Income (loss) before financing charges and provision for payments in lieu of corporate income taxes	730	252	(52)	930
Financing charges				353
<b>Income before provision for payments in lieu of corporate income taxes</b>				<b>577</b>
<b>Capital expenditures</b>	<b>260</b>	<b>286</b>	<b>24</b>	<b>570</b>
<i>December 31 (Canadian dollars in millions)</i>			<b>2003</b>	<b>2002</b>
<b>Total assets</b>				
Transmission			6,589	6,638
Distribution			4,623	4,694
Other			94	90
			<b>11,306</b>	<b>11,422</b>

All revenues, costs and assets, as the case may be, are earned, incurred or held in Canada.

**20. COMPARATIVE FIGURES**

The *Electricity Pricing, Conservation and Supply Act*, 2002 stipulated a fixed energy price of 4.3 cents per kWh for low volume and designated customers, retroactive to Open Access, May 1, 2002. The Company has retroactively restated its revenue and purchased power for the period May 1, 2002 to December 31, 2002 to reflect the 4.3 cents per kWh price. These offsetting restatements have not resulted in any adjustment to the net income previously reported. The Company's December 31, 2002 balance sheet has also been restated to adjust accounts payable and accrued charges to reflect the 4.3 cents kWh price.

The comparative Consolidated Financial Statements have also been reclassified from statements previously presented to conform to the presentation of the December 31, 2003 Consolidated Financial Statements.



# HYDRO ONE INC.

## FIVE-YEAR<sup>1</sup> SUMMARY OF FINANCIAL AND OPERATING STATISTICS

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
<b>Statement of operations data</b>					
<b>Revenues</b>					
Transmission	1,298	1,317	1,259	1,260	1,237
Distribution	2,734	2,682	2,158	1,703	1,793
Other	26	32	49	32	95
	4,058	4,031	3,466	2,995	3,125
<b>Costs</b>					
Purchased power	1,872	1,858	1,267	859	939
Operation, maintenance and administration <sup>2</sup>	795	832	824	863	863
Depreciation and amortization	454	411	384	348	342
Transitional cost adjustment <sup>3</sup>	-	-	-	-	55
Provincial debt guarantee fee <sup>4</sup>	-	-	-	-	8
	3,121	3,101	2,475	2,070	2,207
<b>Other income</b>					
Gain on sale of investment <sup>5</sup>	-	-	-	-	32
<b>Income before financing charges and provision for payments in lieu of corporate income taxes</b>	937	930	991	925	950
Financing charges	348	353	350	340	381
<b>Income before provision for payments in lieu of corporate income taxes</b>	589	577	641	585	569
Provision for payments in lieu of corporate income taxes	193	233	267	207	194
<b>Net income</b>	396	344	374	378	375
<b>Basic and fully diluted earnings per common share<sup>6</sup> (Canadian dollars)</b>	3,779	3,258	3,562	3,182	-

<sup>1</sup> The results of operations and financial positions prior to April 1, 1999 may have been different if Hydro One had been a stand-alone corporation with its own management and capital structure, rather than a business unit of Ontario Hydro.

<sup>2</sup> Operation, maintenance and administration costs for 2002 included a charge of \$25 million for a staff reduction program and for 1999 included a net charge of \$24 million for a staff reduction program and the reversal of certain provisions.

<sup>3</sup> The transitional cost adjustment was a one-time charge that represented the difference between allowed costs specified in the OEB rate orders and costs incurred by Ontario Hydro during the first three months in 1999 that were allowed under the *Power Corporation Act*.

<sup>4</sup> The provincial debt guarantee fee was an annual fee equal to one-half of one per cent (0.5%) of the total debt guaranteed by the Province outstanding as of the preceding December 31. This fee was eliminated effective April 1, 1999.

<sup>5</sup> On September 15, 1999, Hydro One sold its 25% equity in Ontario Quinta A.V.V., resulting in a gain on sale.

<sup>6</sup> On March 31, 2000, Hydro One issued to the Province 12,920,000 5.5% cumulative preferred shares and 99,990 common shares.

**HYDRO ONE INC.****FIVE-YEAR<sup>1</sup> SUMMARY OF FINANCIAL AND OPERATING STATISTICS (continued)**

<i>Year ended December 31 (Canadian dollars in millions)</i>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
<b>Financial position data</b>					
Assets:					
Transmission	6,589	6,638	6,693	6,477	6,643
Distribution	4,623	4,694	4,416	3,434	3,377
Other	94	90	122	86	70
Total assets	11,306	11,422	11,231	9,997	10,090
<b>Other financial data</b>					
EBITDA <sup>7</sup>	1,391	1,341	1,375	1,273	1,292
Capital expenditures:					
Transmission	289	260	274	280	327
Distribution <sup>8</sup>	292	286	247	152	186
Other	16	24	45	14	16
Total capital expenditures	597	570	566	446	529
<b>Ratios</b>					
Net asset coverage on long-term debt <sup>9</sup>	1.86	1.90	1.88	1.90	1.83
Earnings coverage ratio <sup>10</sup>	2.43	2.35	2.53	2.37	2.19
<b>Operating statistics</b>					
Transmission:					
Units transmitted (TWh) <sup>11</sup>	151.7	153.2	146.9	146.9	144.1
System peak demand (MW) <sup>11</sup>	24,849	25,629	25,269	23,428	23,435
Total transmission lines (circuit-kilometres)	28,621	28,492	28,387	28,490	28,889
Distribution:					
Units distributed (TWh) <sup>11</sup>	27.9	27.1	21.3	17.6	18.1
Total distribution lines (circuit-kilometres)	123,297	122,830	122,399	113,880	113,400
Customers	1,238,748	1,219,614	1,193,089	957,474	933,990
Total regular employees <sup>12</sup>	3,967	3,933	4,815	4,468	5,632

<sup>7</sup> EBITDA represents income before financing charges, provision for payments in lieu of corporate income taxes, depreciation and amortization and does not include financing income. This non-GAAP measure is provided because it is a standard and useful measure of the Company's financial performance.

<sup>8</sup> Capital expenditures exclude \$468 million in 2001 and \$23 million in 2000 associated with acquisitions of local distribution companies.

<sup>9</sup> The net asset coverage on long-term debt ratio is calculated as total assets minus total liabilities excluding long-term debt (including current portion) divided by long-term debt (including current portion).

<sup>10</sup> The earnings coverage ratio has been calculated as the sum of net income, financing charges and provision for payments in lieu of corporate income taxes divided by the sum of financing charges, capitalized interest and cumulative preferred dividends.

<sup>11</sup> System related statistics include preliminary figures for December.

<sup>12</sup> On March 1, 2002, approximately 770 regular employees were transferred to Inergi LP (see Note 18).

## Hydro One

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
AGNELLO	PETE	FLM - Forestry	\$130,347.53	\$561.60
AGOSTINO	JOSEPH	Assistant General Counsel	\$211,990.10	\$1,214.40
AHMAD	SHERRY	Mgr., Regulatory & Critical Projects	\$152,386.18	\$847.44
AKHTYRCHENKO	ELENA	CADD Operator	\$100,631.19	\$250.14
ALAGHEBAND	BIJAN	Strategic Planner	\$103,967.20	\$621.36
ALBERT	ROGER	President & CEO - Brampton Hydro	\$175,973.04	\$6,104.16
ALDRED	MARYANNE	Senior Legal Counsel	\$144,816.62	\$276.32
ALICANDRI	VINCE	Director, Corporate Tax	\$247,818.66	\$1,401.84
ALLEN	PETER	Regional Maintainer I - Lines	\$104,908.51	\$411.28
ALLEN	BARB	Manager - Customer Care	\$147,772.72	\$287.76
ALLIN	RANDY	Regional Maintainer I - Lines	\$100,289.11	\$411.28
ALT	RICH	Reg. Maintainer - Elect. UTS Lvl 3	\$112,683.20	\$764.56
ALTOMARE	CARM	Mgr., Network Performance Mgmt	\$144,358.20	\$415.67
ALVES	BILL	Team Leader/ Senior Advisor	\$106,509.17	\$640.08
ANAM	WILLIAM	Sr. Eng./ Officer - Trans. Op. Tools	\$103,052.62	\$599.04
ANDERSON	RON	Regional Maintainer I - Lines	\$120,193.12	\$411.28
ANDERSON	B.	Regional Maintainer I - Lines	\$111,698.94	\$411.28
ANDRE	HENRY	Team Leader/ Senior Advisor	\$106,509.17	\$541.20
ANDREWS	SCOTT	Protection & Control Tech.	\$102,566.43	\$344.52
ANDREWS	JACK	Regional Maintainer I - Lines	\$121,349.96	\$411.28
ARGUE	JOHN	Senior Protection & Control	\$104,153.30	\$561.60
ARMSTRONG	DAVID	Regional Maintainer - Elect.	\$111,793.38	\$411.28
ARSCOTT	CLIFF	Regional Maintainer I - Lines	\$108,706.77	\$411.28
ARTUSO	ADRIANO	Protection & Control Tech.	\$100,154.54	\$468.00
ASH	DEAN	Regional Maintainer I - Lines	\$115,458.55	\$411.28
ATKINS	PETER	Project Manager	\$103,668.37	\$615.12
ATTHILL	STEVE	Regional Maintainer - Lines UTS	\$142,356.24	\$446.92
ATTRIDGE	DON	Regional Maintainer I - Lines	\$102,005.31	\$411.28
AUGUST	PAUL	Regional Maintainer - Elect.	\$103,225.73	\$565.04
AUSTIN COOK	CARL	Maintenance Technician	\$103,184.79	\$436.24
AVERY	DALE	Technical Supervisor	\$101,669.44	\$1,038.76
AWRAM	KEN	Regional Maintainer I - Lines	\$126,724.90	\$411.28
AYERST	JAMIE	Reg. Maintainer - Lines UTS - Lvl 3	\$108,962.93	\$445.12
BABIK	PETER	Sr. Telecom Engineer/ Officer	\$107,450.18	\$462.00
BADA	NICK	Manager, Consulting Services	\$119,115.18	\$248.16
BADGLEY	DOUG	Regional Maintainer I - Lines	\$102,334.11	\$347.60
BAHADOOR	STEVEN	Senior Network Specialist	\$124,266.39	\$565.20
BAHRA	DEVINDER	Sr. Network Mgmt Eng./ Officer	\$101,906.57	\$611.52
BAIN	MARTIN	Mgr., Contract Mgmt & Comm. Agrmts	\$141,975.55	\$570.24
BAKER	GARY	Regional Maintainer I - Lines	\$107,344.29	\$411.28
BALL	STUART	Environment Planner/ Engineer	\$116,099.47	\$521.52
BANDY	DAVE	Network Mgmt Eng./ Officer	\$108,471.28	\$571.44
BANH	ANDY	Telecommunications Eng./ Officer	\$114,299.46	\$511.68
BANNERMAN	DAN	Regional Maintainer I - Lines	\$100,184.62	\$411.28
BARBE	MIKE	FLM - Lines	\$119,771.14	\$571.44
BARBER	PETE	Regional Maintainer - Lines UTS	\$141,726.86	\$446.92
BARBERSTOCK	WILL	Transport & Work Equip Mec UTS	\$103,051.71	\$980.34
BARCLAY	DAVID	Protection & Control Tech.	\$112,648.88	\$462.96
BARKWELL	JOHN	Regional Maintainer I - Lines	\$104,208.47	\$411.28
BARRIE	DAVE	Senior VP, Asset Management	\$445,452.94	\$755.04

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
BASKOT	VLADO	Sr. Telecom Engineer/ Officer	\$116,176.45	\$480.48
BATEMAN	TERRY	FLM - Lines	\$110,395.52	\$546.48
BATES	GLEN	Regional Maintainer - Lines UTS	\$113,224.06	\$481.68
BATOFF	PAUL	Superv. Distribution Technician	\$102,353.82	\$481.68
BATOG	RICH	Regional Maintainer - Lines UTS	\$114,031.28	\$573.66
BATSON	PAUL	Regional Maintainer - Elect.	\$105,421.60	\$411.28
BAUMKEN	DAVID	Mgr., Emergency Preparedness	\$129,935.12	\$728.64
BEAM	DICK	Reg. Maintainer - Forestry UTS	\$103,739.33	\$451.36
BEANGE	ROBERT	Regional Maintainer - Lines UTS	\$131,197.63	\$481.68
BEATTIE	ROBERT	Regional Maintainer I - Lines	\$108,801.37	\$411.28
BEAUDRY	DEAN	Team Leader - Field Services	\$104,543.86	\$443.52
BEAUDRY	R.	Reg. Maintainer - Lines UTS - Lvl 3	\$106,760.35	\$445.12
BEAULIEU	JULIEN	Regional Maintainer I - Lines	\$118,106.97	\$411.28
BEAULNE	MARCEL	Protection & Control Engineer	\$104,432.89	\$490.32
BELL	NOEL	Chief Estimator	\$106,224.26	\$475.20
BELLAMY	TERRY	Maintenance Technician	\$102,045.12	\$368.72
BELLON	ENZO	Reg. Maintainer - Lines UTS - Lvl 3	\$113,496.28	\$445.12
BELZILE	MARCEL	Protection & Control Tech.	\$105,330.76	\$462.96
BENDALL	DOUG	Reg. Maintainer - Lines UTS - Lvl 3	\$118,229.13	\$445.12
BENISH	GLENN	Meter Data Acquisition Supervisor	\$107,086.37	\$502.80
BENKO	EDWARD	Regional Maintainer - Elect.	\$101,083.25	\$411.28
BENNETT	GARRY	Regional Maintainer I - Lines	\$109,663.25	\$1,098.97
BENSCHOP	ADRIAN	Senior Electrical Area Supervisor	\$118,767.85	\$475.44
BENTLEY	DAN	Regional Maintainer - Elect.	\$103,522.05	\$804.99
BERGIN	JEFF	Group Leader, Telecom	\$103,669.82	\$608.88
BERINGER	DALE	Regional Maintainer - Lines UTS	\$108,732.34	\$481.68
BERMON	M.	Sr. VP & Chief Regulatory Officer	\$116,554.00	\$5,323.68
BERRY	GEORGE	Regional Maintainer - Elec. UTS	\$109,059.97	\$859.41
BERTOLO	RICHARD	Dir., Carrier Rel. & Part Relations	\$172,971.12	\$1,045.44
BERTRAM	LESLIE	Senior Advisor	\$116,075.61	\$496.32
BEST	WAYNE	Regional Maintainer I - Lines	\$103,246.48	\$411.28
BESTER	DENIS	FLM - Lines	\$106,857.59	\$555.36
BESTER	BOB	Regional Maintainer - Lines UTS	\$112,039.38	\$481.68
BESTER	DAN	Regional Maintainer I - Lines	\$115,966.03	\$411.28
BEYORE	MICHEL	Regional Maintainer - Mech. UTS	\$141,982.56	\$964.44
BIKSA	VICTOR	Mgr., Prgrm Mgmt & MNTCE Support	\$111,619.27	\$237.60
BILCKE	RANDY	Regional Maintainer I - Lines	\$105,240.68	\$411.28
BILL	GREG	Regional Maintainer - Mechanical	\$110,270.61	\$4,282.02
BILLYARD	BOB	Operating Manager	\$109,349.29	\$768.24
BIRD	JOHN	Regional Maintainer - Elec. UTS	\$106,756.24	\$725.18
BJERNO	JEFF	Regional Maintainer - Elect.	\$103,425.16	\$681.47
BLACK	DAVE	Regional Maintainer - Lines UTS	\$114,115.58	\$481.68
BLANK	ANDREW	FLM - Forestry	\$132,772.70	\$530.40
BOATMAN	DAVE	Senior Shift Authority	\$111,704.89	\$475.44
BODKIN	BRIAN	Area Superintendent	\$122,348.73	\$1,519.70
BODNAR	SUSAN	Mgr., Financial & Business Support	\$157,937.44	\$982.08
BOLAND	MIKE M. D.	Mgr., Operating Effectiveness	\$140,856.59	\$1,892.25
BOOKER	GORD	Senior Protection & Control	\$106,650.46	\$577.68
BOOTH	DAVID	Protection & Control Tech.	\$104,474.02	\$468.00
BOSOMWORTH	JOHN	Helicopter Pilot	\$112,151.77	\$648.96
BOSYJ	RON	Senior P & C Specialist	\$123,415.45	\$605.28
BOUCHER	MARC	Senior Account Executive - Com.	\$112,672.89	\$596.40
BOURRET	PETER	Reg. Maintainer - Lines UTS - Lvl 3	\$115,570.32	\$445.12
BOWEN	JIM	Electrician - Sr. Foreperson Const.	\$101,333.38	\$0.00
BOWES	R.	Area Distribution Eng. Tech.	\$108,706.28	\$412.16

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
BOWMAN	GLENN	Reg. Maintainer - Lines UTS - Lvl 3	\$105,774.00	\$445.12
BOYLE	D.	Regional Maintainer - Lines UTS	\$126,605.22	\$1,275.38
BRACKEN	BRENDA	Sr. Advisor Customer & Reg.	\$106,557.17	\$633.84
BRADLEY	KEN	Sector Control Supervisor	\$143,556.84	\$502.80
BRADLEY	IAN	Manager, Operating Facilities	\$145,456.09	\$863.28
BRADLEY	DARRIN	Regional Maintainer - Elec. UTS	\$135,847.93	\$407.44
BRAINARD	TED	Regional Maintainer I - Lines	\$100,319.36	\$411.28
BRANCATI	DEREK	Regional Maintainer I - Lines	\$111,131.03	\$411.28
BRECHIN	NORM	Senior Protection & Control	\$112,258.63	\$443.52
BRENNAN	JOHN	FLM - Lines	\$108,878.20	\$600.87
BRIGGS	NATALIE	T/ L - Distribution Information	\$115,996.33	\$577.68
BRODIE	SCOTT	Regional Maintainer - Lines Impr.	\$111,391.83	\$298.32
BROHM	MARK	Regional Maintainer - Lines UTS	\$111,509.50	\$463.84
BROOKSBANK	JASON	Senior Protection & Control	\$100,793.03	\$443.52
BROWN	ROBERT	Manager Environment, H & S Audit	\$127,656.70	\$778.80
BROWN	DOUG	Area Distribution Eng. Tech.	\$102,554.99	\$412.16
BROWN	TERRY	Sr. Network Mgmt Eng./ Officer	\$113,586.54	\$586.56
BRUNKE	KEVIN	Level I Operator	\$113,755.04	\$426.88
BULFON	ADRIAN	Senior CADD Designer - Mech.	\$112,100.04	\$491.20
BULKIEWICZ	STAN	Superv. Distribution Technician	\$104,923.12	\$481.68
BULL	BRYCE	Regional Maintainer I - Lines	\$106,071.45	\$347.60
BULLOCK	RALPH	Regional Maintainer - Lines UTS	\$114,634.35	\$481.68
BUNN	PHIL	Design Draftsperson, Electrical	\$106,439.38	\$410.96
BUOY	KEVIN	Regional Maintainer I - Lines	\$106,944.66	\$347.60
BURAK	RITA	Chair	\$146,791.56	\$0.00
BURNIE	MEL	Senior Electrical Area Supervisor	\$107,906.53	\$430.00
BURNIE	DAN	Superv. Distribution Technician	\$103,193.89	\$480.42
BURTON	TIM	Prot. & Control Tech. Trainee	\$114,108.27	\$436.24
BUT	STANLEY	Mgr., Economics & Load Fore	\$137,672.23	\$799.92
BUTTERS	DAN	Regional Maintainer I - Lines	\$105,879.10	\$411.28
BYRNE	STEPHEN	Reg. Maintainer - Lines UTS - Lvl 3	\$128,220.58	\$445.12
CABEL	GRAHAM	Maintenance Scheduler	\$105,270.08	\$521.52
CAIRNS	CURTIS	Regional Maintainer - Elect.	\$100,205.20	\$805.01
CALVIN	V.	Supervising Meter & Relay Srvc	\$128,000.97	\$462.96
CAMELINO	RUBEN	H/ R Information Sys. Analyst	\$106,965.69	\$657.36
CAMERON	JIM	Protection & Control Tech.	\$117,825.19	\$1,018.00
CAMERON	JOHN	Regional Line Supervisor	\$107,815.22	\$646.32
CAMPBELL	IAN	Project Manager	\$125,720.32	\$252.20
CAMPBELL	DEAN	Senior Electrical Area Supervisor	\$122,397.87	\$475.44
CAMPBELL	BILL	Controller	\$102,864.24	\$426.88
CANCILLA	ENZA	Manager, Public Affairs	\$125,899.09	\$253.44
CAPPELLO	PHIL	Senior Telecommunications Analyst	\$118,418.90	\$462.00
CARLETON	GEORGE	Director, Business Integration	\$195,366.31	\$1,116.72
CARNOCHAN	BOB	Regional Maintainer - Lines UTS	\$142,985.75	\$481.68
CARNOVALE	GARY	Regional Maintainer - Forestry	\$101,992.95	\$867.20
CARPENTER	JOHN	Senior Integration Advisor	\$100,791.77	\$590.16
CASEY	KEN	Regional Maintainer - Lines UTS	\$106,621.38	\$481.68
CASSAR	STEPHEN	Senior Protection & Control	\$111,851.52	\$521.52
CASTELINO	JEAN	Senior Financial Advisor	\$101,674.80	\$608.88
CASTLE	H.	Area Distribution Eng. Tech.	\$105,798.91	\$411.28
CAUL	GORDON	FLM - Lines	\$107,572.22	\$436.24
CAVASIN	STEVE	Regional Maintainer I - Lines	\$103,132.83	\$464.16
CAVAZZON	LAURA	Team Leader/ Senior Advisor	\$104,227.85	\$520.08
CEASER	BRIAN	Regional Maintainer I - Lines	\$109,902.34	\$411.28
CHANDOK	ROB	Design Engineer - Specialist	\$131,195.32	\$567.84

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
CHANT	BILL	Lines Superintendent	\$142,223.12	\$831.60
CHARBONNEAU	MIKE	Regional Maintainer - Forestry	\$107,299.10	\$387.20
CHARLEBOIS	YVON	Regional Maintainer I - Lines	\$104,636.10	\$411.28
CHARTERS	DOUG	Senior Electrical Area Supervisor	\$116,588.23	\$509.92
CHASE	DUANE	Reg. Maintainer - Lines UTS - Lvl 3	\$112,625.02	\$464.18
CHEE HING	D.	Customer Intelligence Specialist	\$104,868.20	\$627.60
CHEN	R.	Network Mgmt Eng./ Officer	\$100,265.60	\$506.88
CHENG	WILLIAM	Strategic Planner	\$101,148.80	\$605.28
CHENG	AARON	Director, Information Tech. Systems	\$154,976.73	\$966.24
CHENG	STEVE	Information Systems Analyst	\$129,046.92	\$540.24
CHESSELL	DOUG	Regional Maintainer I - Lines	\$107,622.97	\$411.28
CHESSELL	PHILIP	Regional Maintainer - Lines UTS	\$106,671.68	\$481.68
CHEUNG	BILL	Micro Computer App. Specialist	\$106,799.40	\$546.48
CHILTON	GERRY	Sr. Telecom Engineer/ Officer	\$117,942.59	\$611.52
CHONG	DAVID	Project Manager	\$136,312.62	\$661.44
CHOPEE	ERWIN	Work Methods Specialist	\$106,209.14	\$772.11
CHRISTIE	WILLIAM	Manager, Cost Accounting	\$164,390.96	\$654.72
CHRISTOPHI	CHRIS	Sr. Network Mgmt Eng./ Officer	\$100,054.37	\$599.04
CHURCH	RANDY	Team Leader/ Senior Advisor	\$103,543.97	\$525.36
CHURCHILL	STEVE	Regional Maintainer I - Lines	\$101,905.30	\$411.28
CIUFO	JOHN	Team Leader/ Senior Advisor	\$103,292.17	\$615.12
CLANCY	EDWARD	Regional Maintainer I - Lines	\$101,147.53	\$347.60
CLARE	DAVE	Superintendent, Southern	\$132,958.98	\$821.04
CLARE	DOUG	Senior Comptrollership Advisor	\$113,665.48	\$680.16
CLARK	DEAN	Regional Maintainer I - Lines	\$113,182.39	\$411.28
CLARK	GRANT	Forestry Zone Manager	\$126,868.58	\$822.54
CLARKE	DOUG	Regional Maintainer I - Lines	\$105,646.61	\$411.28
CLARKE	PAT	Regional Maintainer - Elect.	\$112,187.50	\$755.02
CLARKE	GEORGE	FLM, Distribution Operations Mgmt	\$171,843.57	\$574.08
CLARKE	DAVE	Regional Maintainer I - Lines	\$132,759.77	\$411.28
CLAY	MICHAEL	Work Program Analyst	\$128,665.00	\$530.40
CLEMENT	MARC	Lines Coordinator	\$123,722.45	\$468.60
CLOUTIER	ROGER	Superv. Distribution Technician	\$106,942.82	\$1,434.42
COATHAM	JOHN	FLM - Forestry	\$126,268.66	\$540.24
COATHUP	JIM	Human Resources Consultant	\$121,592.76	\$728.64
COCHRANE	RITA	Sr. Contract Eng./ Officer Admin.	\$102,431.77	\$615.12
COFFEY	TOM	Regional Line Supervisor	\$104,205.66	\$952.56
COLACO	DERICK	Sr. Network Mgmt Eng./ Officer	\$102,108.57	\$506.88
COLBERT WRIGHT	SUSAN	Information Technology Business Mgr.	\$111,473.41	\$728.64
COLDEN	BRAD	Operating Manager	\$115,030.36	\$4,373.57
COLE	PHIL	Regional Maintainer I - Lines	\$105,747.74	\$411.28
COLE	DARRYL	Regional Maintainer I - Lines	\$119,557.26	\$411.28
COLLINS	GARY	Reg. Maintainer - Lines UTS - Lvl 3	\$110,467.17	\$445.12
COLLINS	GEORGE	Regional Maintainer - Lines UTS	\$107,294.02	\$481.68
COLLINS	SCOTT	Regional Maintainer I - Lines	\$105,627.77	\$347.60
COLLINS	LEON	Distribution Account Executive	\$102,739.98	\$2,712.72
COLLINS	TODD	Reg. Maintainer - Lines UTS - Lvl 3	\$105,676.68	\$445.12
COMEAU	DON	Superintendent - Stn Services	\$114,411.85	\$485.76
COMSTOCK	MARK	Distribution System Supervisor	\$131,040.45	\$2,898.96
CONLON	BRUCE	Superv. Protection & Cntrl Tech.	\$109,768.54	\$484.82
CONNELLY	TOM	FLM - Stations	\$103,593.73	\$481.68
CONNER	JOHN	Sector Control Supervisor	\$117,027.75	\$555.36
CORE	RONALD	Regional Maintainer I - Lines	\$106,289.79	\$411.28
CORNELL	PERRY	Senior Electrical Area Supervisor	\$101,794.48	\$377.68
CORY	PAUL	FLM - Lines	\$112,957.11	\$546.48

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
COSGROVE	R.	Regional Maintainer I - Lines	\$109,531.77	\$411.28
COTTON	BRAD	Regional Maintainer I - Lines	\$101,998.59	\$347.60
COULIS	C. J.	Dir., Remote Communities Operations	\$143,351.04	\$1,006.94
COULTER	BLAIR	Regional Maintainer I - Lines	\$132,989.34	\$411.28
COWAN SAHADATH	KATHY	Mgr., Change Management & Comm.	\$132,230.47	\$823.68
COXSON	DOUG	Regional Maintainer I - Lines	\$118,074.06	\$411.28
COYLE	BARRY	Reg. Maintainer - Lines UTS - Lvl 3	\$114,685.62	\$445.12
CRAIK	DAN	Regional Maintainer I - Lines	\$115,169.00	\$411.28
CRAWFORD	JOHN	Regional Maintainer I - Lines	\$104,411.65	\$411.28
CRAWFORD	TOM	Operating Manager	\$122,337.63	\$741.84
CREAMER	BRENT	Protection & Control Engineer	\$108,541.94	\$452.88
CREASER	DANA	Reg. Maintainer - Lines UTS - Lvl 3	\$111,104.36	\$445.12
CREIGHTON	ANNE	Dir., Corporate Communications	\$131,819.49	\$887.04
CROCKETT	KEN	Reg. Maintainer - Lines UTS - Lvl 3	\$117,499.01	\$445.12
CROCKETT	HUGH	Lines Superintendent	\$123,920.79	\$697.56
CROSBIE	CARMAN	Regional Maintainer I - Lines	\$104,506.23	\$411.28
CROSBIE	DAVID	FLM - Lines	\$110,075.49	\$577.68
CROWN	R.	Assistant General Counsel	\$218,923.50	\$404.80
CUMMING	JAMES	Regional Maintainer I - Lines	\$101,372.53	\$411.28
CURRIE	DAVE	Regional Maintainer I - Lines	\$108,047.53	\$411.28
CURRIE	DOUG	Mgr., Central Meter & P & C Svcs	\$125,207.08	\$501.60
CURTIS	BILL	Regional Maintainer I - Lines	\$101,425.43	\$411.28
CURTIS	DAVID	Director Transmission Rgltn	\$172,699.75	\$1,016.40
DAFOE	STAN	Account Exec. - Utility Sales	\$108,950.03	\$640.08
D'ANDREA	FRANK	Financial Planning & Reporting	\$114,437.60	\$667.68
DANG	MICHAEL	Sr. Network Mgmt Eng./ Officer	\$101,838.57	\$611.52
DAOUST	M.	Protection & Control Tech.	\$115,129.20	\$382.58
D'AOUST	DENNIS	Level 1A Operator	\$109,946.23	\$430.00
D'ARCEY	MYLES	VP, Stations & Remotes	\$268,971.37	\$2,039.11
DAUB	D.	Regional Maintainer - Lines UTS	\$106,753.58	\$481.68
DAVIDGE	BRIAN	Sr. Telecom Engineer/ Officer	\$116,734.95	\$546.48
DAVIDSON	TERRY	Regional Maintainer I - Lines	\$110,289.91	\$411.28
DAVIDSON	DEAN	Suprv Forestry Technician	\$100,665.89	\$462.96
DAVIS	JEFF	Regional Maintainer I - Lines	\$100,105.45	\$347.60
DAW	JOHN	Regional Maintainer - Lines UTS	\$113,704.98	\$481.68
DAWDY	DAVE	Regional Maintainer I - Lines	\$108,881.20	\$347.60
DAWSON	GLENN	Regional Maintainer I - Lines	\$103,065.61	\$411.28
DAWSON	SCOTT	FLM - Stations	\$103,912.84	\$571.44
DAYMAN	LAURIE	Regional Maintainer I - Lines	\$136,973.26	\$411.28
DAYMAN	GARY	Regional Maintainer I - Lines	\$113,182.40	\$411.28
DE MENECH	RENZO	Team Leader Business Processes	\$107,350.90	\$520.08
DEJESUS	DAN	Sr. Telecom Engineer/ Officer	\$109,012.20	\$534.00
DELLA ROSSA	MIKE	Dir., Environmental & H & S Policy	\$197,669.16	\$1,148.40
DELLA VEDOVA	GINO	Meter & Relay Services - First	\$107,012.14	\$541.20
DELLANDREA	BRIAN	Regional Maintainer I - Lines	\$102,375.31	\$411.28
DEMERS	JOHN	FLM - Lines	\$106,994.85	\$723.48
DENNIS	PAUL	Regional Maintainer I - Lines	\$143,876.20	\$411.28
DENNISTON	BRUCE	Regional Maintainer I - Lines	\$102,749.78	\$411.28
DENSMORE	RON	Helicopter Pilot	\$111,768.51	\$549.12
DEPOL	D.	Regional Maintainer I - Lines	\$102,703.76	\$546.28
DERASP	DEREK	Senior Electrical Area Supervisor	\$118,790.95	\$475.44
DESIMONE	RICHARD	Carpenter Foreman - Construction	\$112,247.41	\$0.00
DESIRA	GODFREY	Mgr., Cntrl Oprns & Support Teams	\$175,838.75	\$2,760.46
DEUGO	SHANE	Superv. Distribution Technician	\$101,557.46	\$462.96
DEUGO	DOUG	Reg. Maintainer - Cable Splicer UTS	\$110,979.11	\$481.68

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DEWULF	J.	Senior Technical Services Specialist	\$122,992.88	\$599.04
DHALIWAL	DAVID	Information Technology Business Mgr.	\$109,547.20	\$480.48
DI LULLO	BRUNO	Regional Maintainer - Elec. UTS	\$114,441.82	\$515.10
DICK	BRIAN	Regional Maintainer - Elec. UTS	\$116,483.39	\$3,758.37
DIEBOLD	TOM	Regional Maintainer I - Lines	\$106,537.36	\$411.28
DIER	STEVE	FLM - Forestry	\$148,910.09	\$567.84
DIGNEM	RICK	Regional Mntner - Civil UTS	\$101,261.38	\$690.29
DILLABOUGH	WAYNE	Regional Maintainer I - Lines	\$109,872.93	\$411.28
DION	LARRY	Regional Maintainer - Elect.	\$131,666.41	\$735.49
DION	BERNARD	Regional Maintainer - Elec. UTS	\$111,676.60	\$407.44
DIXON	GLENN	Regional Maintainer I - Lines	\$110,752.40	\$411.28
DIXON	JIM	Mgr., Design & Technical Support	\$115,498.99	\$689.04
DOBSON	JOHN	Powerline Ground Assistant	\$112,495.39	\$324.80
DOHERTY	DEAN	Regional Maintainer I - Lines	\$117,814.09	\$411.28
DOLAN	PERRY	Regional Maintainer I - Lines	\$112,067.35	\$411.28
DOLAN	DALE	FLM - Lines	\$102,385.06	\$546.48
DONADEL	RAY	Regional Maintainer - Elect.	\$107,289.88	\$411.28
DOREY	STEVE	Sr. VP, Strategic Planning	\$274,956.10	\$1,488.96
DORLAND	ART	Regional Maintainer - Elect.	\$113,542.60	\$555.17
DOUGLAS	STEVE	Regional Maintainer I - Lines	\$101,267.32	\$411.28
DRAUS	STAN	Sr. Protection & Control Superv.	\$101,938.50	\$599.04
DRAVES	MARK	Regional Maintainer I - Lines	\$104,481.25	\$411.28
DRESSER	JAY	Regional Maintainer I - Lines	\$105,453.30	\$411.28
DROHAN	PAT	Sector Control Supervisor	\$118,724.96	\$555.36
DUBEAU	B.	Regional Maintainer I - Lines	\$102,286.96	\$411.28
DUBROY	MIKE	Protection & Control Engineer	\$103,423.79	\$490.32
DUFOUR	JACK	Transmission Lines Technician	\$103,733.66	\$1,369.93
DUMKA	BOHDAN	Senior Comptrollership Advisor	\$113,000.80	\$661.44
DUNN	CLIFF	Controller	\$119,080.94	\$475.44
DUPUIS	PIERRE	Regional Maintainer I - Lines	\$129,605.99	\$411.28
DUPUIS	MIKE	Regional Maintainer I - Lines	\$106,491.04	\$411.28
DUPUIS	BRIAN	Regional Maintainer I - Lines	\$106,058.57	\$411.28
DUPUIS	J.	Regional Maintainer - Lines UTS	\$106,250.06	\$481.68
DURANT	JOHN	Reg. Maintainer - Lines UTS - Lvl 3	\$118,848.93	\$445.12
DURETTE	PHIL	Regional Maintainer - Elect.	\$102,245.98	\$763.14
DURST	DOUG	Regional Maintainer I - Lines	\$101,802.11	\$411.28
DUSOME	BRIAN	Regional Maintainer I - Lines	\$112,014.14	\$411.28
DYMENT	DAVE	Regional Maintainer I - Lines	\$110,514.63	\$411.28
EADY	GRANT	Superv. Distribution Technician	\$103,701.45	\$752.78
ECKENSWEILER	MIKE	Regional Maintainer I - Lines	\$107,626.82	\$411.28
ECKENSWEILER	PAUL	Regional Maintainer I - Lines	\$102,063.36	\$411.28
ECKENSWEILER	DAN	Reg. Maintainer - Lines UTS - Lvl 3	\$106,204.62	\$445.12
ECKERT	WAYNE	Regional Maintainer - Lines UTS	\$116,201.02	\$481.68
EGAN	DEAN	Protection & Control Tech.	\$102,425.42	\$468.00
EL NAHAS	IBRAHIM	Sr. Network Mgmt Eng./ Officer	\$101,383.96	\$599.04
ELEN	ALAIN	Sr. Network Mgmt Eng./ Officer	\$103,262.13	\$615.12
ELLIS	STACEY	Regional Maintainer I - Lines	\$102,435.08	\$411.28
ELLIS	DANNY	Regional Maintainer I - Lines	\$112,377.91	\$411.28
ELVINS	TODD	Protection & Control Tech.	\$101,794.08	\$468.00
EMMONS	ROSS	Regional Maintainer I - Lines	\$107,875.16	\$347.60
ENGELBERG	MICHAEL	Assistant General Counsel	\$211,069.23	\$1,214.40
ENS	RICK	Senior Comptrollership Advisor	\$102,491.60	\$608.88
ERHARDT	MANFRED	Sr. Network Mgmt Eng./ Officer	\$101,692.94	\$586.56
ESTABROOKS	MARC	Construction Field Eng./ Officer	\$106,279.57	\$3,866.17
ETHIER	GAETAN	Regional Maintainer I - Lines	\$110,985.26	\$411.28



## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
EVANS	GLEN	Senior Electrical Area Supervisor	\$129,603.26	\$509.92
EVANS	BOB	Prgrm Mgr. - Real Estate Mgmt	\$115,417.41	\$689.04
EVANS	DAN	Protection & Control Tech.	\$103,983.15	\$468.00
EVANS	DAVE	Regional Maintainer I - Lines	\$118,745.94	\$347.60
EVELAND	SCOTT	Regional Maintainer I - Lines	\$111,541.15	\$411.28
FAIRCHILD	BOB	Level 1A Operator	\$124,612.08	\$475.44
FALCIONI	RALPH	Supt. - Design, Const. & Asset	\$104,031.94	\$621.36
FALLS	H.	Regional Maintainer I - Lines	\$102,658.39	\$411.28
FAN	STEPHEN	Senior Comptrollership Advisor	\$101,216.80	\$501.60
FARLEY	GEORGE	Regional Line Supervisor	\$104,046.23	\$668.88
FARRELL	ED	Director, Performance Mgmt	\$149,430.43	\$942.59
FARRELL	BRENT	FLM - Forestry	\$119,680.20	\$486.20
FAZIO	ROSSELLA	Assist Project Eng. - Lines	\$107,895.04	\$390.72
FEAVER	ELDON	Sr. Network Mgmt Eng./ Officer	\$122,727.04	\$580.32
FELL	ROGER	Reg. Maintainer - Lines UTS - Lvl 3	\$131,017.10	\$445.12
FELL	KEN	Regional Maintainer I - Lines	\$109,918.46	\$411.28
FERGUSON	MIKE	Manager, Operating Networks	\$140,370.54	\$1,194.58
FERRIS	TIM	Sector Control Supervisor	\$137,482.56	\$4,230.32
FINCH	JIM	Technical Supervisor	\$135,375.75	\$481.68
FINDLAY	PAUL	Regional Maintainer I - Lines	\$107,709.07	\$343.20
FINSTAD	MARK	Safety/Envrmnt Coordinator	\$103,156.39	\$1,113.11
FISCHL	BRAD	Regional Maintainer - Elect.	\$102,133.42	\$820.64
FISHER	KEITH	Regional Maintainer I - Lines	\$102,859.60	\$411.28
FISHER	KEVIN	Regional Maintainer I - Lines	\$104,278.80	\$411.28
FISHER	KEVIN	Regional Maintainer I - Lines	\$118,743.48	\$411.28
FISHER	RON	Regional Maintainer I - Lines	\$103,044.09	\$411.28
FITCHETT	DAVE	Regional Maintainer I - Lines	\$111,738.41	\$411.28
FITZGERALD	LEO	Regional Maintainer - Elect.	\$112,081.96	\$1,116.39
FITZGERALD	EDDIE	Superv. Distribution Technician	\$119,061.12	\$480.42
FITZSIMONS	EAMONN	Rental Tool Supervisor	\$106,605.66	\$524.16
FLAHERTY	DAVE	Regional Maintainer I - Lines	\$108,546.20	\$2,281.28
FLEMING	J.	Regional Maintainer I - Lines	\$125,346.02	\$347.60
FLYNN	PAUL	Controller	\$116,844.29	\$475.44
FODCHUK	AL	Senior Electrical Area Supervisor	\$116,733.11	\$426.88
FODCHUK	BILL	Asst.. Safety/ Environment Coordinator	\$106,442.11	\$407.44
FOLEY	JOE	Sr. Network Mgmt Eng./ Officer	\$106,873.17	\$517.44
FOLEY	STEVEN	FLM - Lines	\$109,261.60	\$567.84
FOORD	BOB	FLM - Stations	\$105,377.67	\$555.36
FORBES	JIM	Accommodation & Support Svcs Superv.	\$100,256.20	\$580.32
FORBES	GORD	Senior Electrical Area Supervisor	\$103,534.76	\$475.44
FORMUSA	JOHN	Director, Pension Fund Operations	\$201,415.22	\$390.72
FORMUSA	LAURA	VP, General Counsel	\$345,654.90	\$650.10
FORSYTH	PETER	Regional Maintainer I - Lines	\$111,295.69	\$411.28
FOSTER	DOUG	Auditor	\$104,709.20	\$627.60
FOSTER	KEN	Regional Maintainer - Lines UTS	\$102,550.55	\$481.68
FOURNIER	DENNIS	Level 1A Operator	\$107,893.56	\$475.44
FOURNIER	JIM	Reg. Maintainer - Lines UTS - Lvl 3	\$105,351.70	\$445.12
FOX	JOHN	Regional Maintainer - Lines UTS	\$116,836.09	\$481.68
FOX	DOUG	Reg. Maintainer - Lines UTS - Lvl 3	\$118,675.44	\$445.12
FRANK	COLIN	Regional Maintainer I - Lines	\$114,383.46	\$347.60
FRANK	SUSAN	Director, Wires Fncl Integration & Reg.	\$214,740.05	\$1,267.20
FRASER	RICHARD	Regional Maintainer I - Lines	\$123,152.21	\$411.28
FRASER	JOHN	VP, Internal Audit & CRO	\$263,433.50	\$1,544.40
FRASER	PAUL	Sr. Supervisor - Work Mgmt	\$114,697.57	\$1,208.92
FRASER	COLIN	Financial Planning & Reporting	\$106,329.20	\$640.08

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FRASER	BARRY	Regional Maintainer - Elect.	\$124,320.67	\$820.64
FREE	RICHARD	Manager, Taxation	\$106,803.37	\$213.84
FREEMAN	NEIL	Project Director, Hydro One Networks	\$129,999.96	\$0.00
FRENCH	B.	Regional Maintainer - Lines UTS	\$135,321.82	\$481.68
FRENCH	GLEN	Regional Maintainer I - Lines	\$128,266.53	\$347.60
FRIESE	DALE	Regional Maintainer - Lines UTS	\$125,444.97	\$481.68
FRITSCH	TONY	Manager, Work Methods & Training	\$137,182.26	\$828.96
FUKUZAWA	MARK	Manager, Strategy & Business Dev.	\$130,178.88	\$267.96
GABEL	BRIAN	Vice President, Regulatory Affairs	\$299,781.70	\$1,036.64
GALE	DENNIS	Manager, Financial Audit	\$148,200.25	\$865.92
GALEA	DARRYL	Technical Supervisor	\$102,360.43	\$534.00
GALLAGHER	BRIAN	Reg. Maintainer - Lines UTS - Lvl 3	\$116,439.41	\$445.12
GALUSZKA	ZBIGNIEW	Teleprotection Engineer - Specialist	\$104,939.88	\$480.48
GARDEN	A.	Regional Maintainer I - Lines	\$131,497.56	\$411.28
GARG	AJAY	Team Leader/ Senior Advisor	\$108,467.37	\$549.12
GATES	DALE	Regional Maintainer I - Lines	\$110,462.35	\$411.28
GAUCI	WALTER	Protection & Control Eng./ Officer	\$108,916.20	\$461.76
GAUTHIER	P.	FLM - Forestry	\$110,490.27	\$555.36
GAVRILOVIC	MILOMIR	Design Eng. Specialist - Statistics	\$106,399.62	\$517.92
GAYLORD	JIM	Regional Maintainer I - Lines	\$118,528.18	\$411.28
GEDDIS	LARRY	Regional Maintainer I - Lines	\$117,012.07	\$411.28
GEE	R.	Manager, Work Mgmt & Redeployment	\$144,400.82	\$836.88
GEORGE	STEVE	Protection & Control Tech.	\$112,394.65	\$468.00
GERMANN	PETER	Lines Coordinator	\$107,281.40	\$608.88
GHAJ	RAJ	Sr. Network Mgmt Engineer/ Officer	\$101,838.57	\$611.52
GIBBINGS	MIKE	Regional Maintainer I - Lines	\$113,225.77	\$411.28
GIBBS	RAY	Reg. Maintainer - Lines UTS - Lvl 3	\$100,360.30	\$529.06
GIBSON	JOHN	Level 1A Operator	\$108,570.35	\$1,121.07
GIBSON	JIM	Regional Maintainer I - Lines	\$109,640.41	\$411.28
GIGUERE	R.	Superv. Distribution Technician	\$101,510.79	\$1,411.54
GILLIES	DAVID	Reg. Maintainer - Lines UTS - Lvl 3	\$115,335.64	\$445.12
GIRARD	NORM	Supt Stations Construction	\$147,835.75	\$1,316.20
GIRARD	VICTOR	Manager, Major Projects	\$131,544.13	\$807.84
GIRARD	ROBERT	Regional Maintainer - Lines UTS	\$140,838.46	\$454.48
GLASS	ROGER	Manager, Environment & Safety	\$131,332.08	\$823.68
GLOVEN	MARVIN	Manager Information Assets	\$142,277.11	\$858.00
GODFREY	ROBBIN	Reg. Maintainer - Lines UTS - Lvl 3	\$143,386.19	\$445.12
GODIN	DAVID	Regional Maintainer I - Lines	\$112,101.11	\$411.28
GOEL	ANAND	Manager Lines Engineering	\$131,494.21	\$744.48
GOLDIE	TOM	Senior VP, Corporate Services	\$384,413.33	\$6,759.18
GOLDING	BLANE	Regional Maintainer I - Lines	\$109,361.79	\$411.28
GOLDSMITH	KENT	Regional Maintainer I - Lines	\$127,826.58	\$411.28
GOODHAND	IAN	Sector Control Supervisor	\$135,280.71	\$611.52
GORDON	JIM	FLM - Lines	\$127,133.85	\$567.84
GORDON	DAVE	Regional Maintainer I - Lines	\$100,000.61	\$411.28
GORECKI	RAYMOND	FLM, Distribution Operations Mgmt	\$152,886.01	\$636.48
GORMAN	DON	Controller	\$115,663.84	\$509.92
GOTTSCHALD	TONY	Regional Maintainer - Elec. UTS	\$150,135.07	\$1,299.62
GOUGH	GARY	Labour Relations Manager	\$147,420.00	\$847.44
GOW	BILL	Safety/ Environment Coordinator	\$100,210.05	\$451.36
GRACIC	VLADIMIR	Project Engineer - Stations	\$123,052.92	\$425.04
GRAHAM	JIM	Reg. Maintainer - Lines UTS - Lvl 3	\$128,346.95	\$445.12
GRAHAM	KEVIN	Regional Maintainer I - Lines	\$101,813.02	\$411.28
GRAHAM	MARK	Director, Trans. Business Development	\$193,344.23	\$744.48
GRANT	JIM	Regional Maintainer - Lines UTS	\$127,775.50	\$2,206.68

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GRAY	KENNETH	Regional Maintainer - Elect.	\$104,626.98	\$1,078.86
GRAY	TODD	Regional Maintainer I - Lines	\$104,233.81	\$411.28
GRAY	RUSSELL	Regional Maintainer - Lines UTS	\$101,589.58	\$481.68
GREATRIX	PAUL	Regional Maintainer I - Lines	\$108,972.43	\$411.28
GREEN	ROGER	Reg. Maintainer - Lines UTS - Lvl 3	\$113,412.46	\$445.12
GREEY	RUTH	EMF Consultant	\$101,535.57	\$608.88
GRENNING	WAYNE	Project Engineer - Lines	\$128,998.80	\$0.00
GRIBBON	JAMES	VP, Fin. & Admin. - Brampton Hydro	\$128,622.73	\$6,624.41
GRIESE	ALAN	Controller	\$122,039.93	\$475.44
GRILLS	BOB	Superv. Protection & Cntrl Tech.	\$116,250.17	\$491.20
GRIMOLDBY	PAUL	Regional Maintainer - Elect.	\$103,241.45	\$347.60
GROSS	LEONARD	Vice President, Engineering	\$278,073.03	\$528.00
GUENETTE	DARRIN	Regional Maintainer I - Lines	\$100,343.23	\$411.28
GUILD	WAYNE	Regional Maintainer - Lines UTS	\$120,026.57	\$481.68
GUMMO	GARTH	Regional Maintainer I - Lines	\$109,598.91	\$411.28
GUNNIS	TOM	Regional Maintainer I - Lines	\$111,072.84	\$411.28
GUNSINGER	MIKE	Regional Maintainer - Lines UTS	\$125,452.54	\$481.68
GUNSON	LEN	Helicopter Pilot	\$115,376.00	\$549.12
GUTHRO	CHARLES	Manager, Fleet Services	\$159,540.61	\$974.16
HACKER	KAREN	Network Mgmt Eng./ Officer	\$109,214.05	\$2,025.90
HACKER	ALLAN	FLM - Lines	\$110,942.41	\$515.28
HADDOCK	STEVE	Team Leader/ Senior Advisor	\$105,430.97	\$535.92
HALL	JAMES	Manager, Business Integration	\$146,771.81	\$887.04
HAMILTON	SCOTT	Regional Maintainer I - Lines	\$101,668.56	\$347.60
HAMMOND	ROGER	Regional Maintainer I - Lines	\$111,180.07	\$411.28
HANCOCK	MARTY	FLM - Forestry	\$114,208.42	\$555.36
HANDFIELD	GINETTE	Mgr., Prog Integ. & Special Projects	\$142,219.88	\$277.20
HANN	NORM	Sr. Network Mgmt Eng./ Officer	\$102,381.93	\$592.80
HANNIMAN	KEVIN	Senior Electrical Area Supervisor	\$116,023.83	\$471.28
HARDING	JIM	Team Leader, Rehab Svcs	\$119,451.57	\$498.08
HARE	BRIAN	Controller	\$116,391.69	\$475.44
HAROMSZEKI	ROBERT	Eng./ Officer, Transmission Op. Tools	\$124,622.27	\$449.28
HARPER	TOM	Regional Maintainer - Lines UTS	\$112,805.73	\$481.68
HARREN	B.	Regional Maintainer I - Lines	\$111,872.54	\$411.28
HARRIS	LEN	Regional Maintainer - Elect.	\$113,033.36	\$820.64
HARRIS	NEIL	Mgr., Transmission Performance Mgmt	\$140,874.79	\$823.68
HART	LES	Sr. Real Estate Coordinator	\$106,868.39	\$577.68
HARTWICK	KEN	Chief Financial Officer	\$690,501.84	\$9,625.00
HARTWICK	MARK	Area Distribution Eng. Tech.	\$120,159.39	\$411.28
HARVEY	TOM	Regional Maintainer I - Lines	\$113,926.40	\$411.28
HASKELL	WILLIAM	Regional Maintainer I - Lines	\$105,661.60	\$411.28
HATHOUT	IBRAHIM	Senior Design Specialist	\$128,983.02	\$586.56
HATZIOANNOU	PETER	Reg. Maintainer - Cable Splicer UTS	\$134,153.52	\$407.44
HAURANEY	PAUL	Regional Maintainer - Lines UTS	\$101,390.09	\$481.68
HAWES	JOHN	Fleet Planning & Requist. Officer	\$103,119.42	\$586.56
HAWKINS	PAUL	Forestry Zone Manager	\$125,703.21	\$728.64
HAWLEY	TOM	Regional Maintainer - Lines UTS	\$134,962.93	\$481.68
HAYES	DAVID	Team Leader - Field Services	\$102,362.02	\$502.80
HEADRICK	PAUL	Reg. Maintainer - Lines UTS - Lvl 3	\$106,866.60	\$445.12
HEASLIP	TED	Regional Maintainer I - Lines	\$110,575.32	\$411.28
HEATH	WAYNE	Asst.. Resource Deployment & Est.	\$113,106.26	\$509.04
HEATH	JOE	Regional Maintainer - Elect.	\$117,703.43	\$820.64
HEFFRON	T.	Line - Sr. Foreperson Const.	\$105,164.89	\$0.00
HENDERSON	MIKE	Reg. Maintainer - Lines UTS - Lvl 3	\$116,929.34	\$445.12
HENDERSON	BRUCE	Director, Forestry Services	\$203,879.33	\$1,624.22

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HENDERSON	GRAHAM	Mgr., Transmission & Dstrb Sett.	\$154,716.31	\$1,013.76
HERD	TOM	Regional Maintainer - Elect.	\$133,765.53	\$347.60
HERINGER	ALF	Senior P & C Specialist	\$124,294.43	\$580.32
HEWSON	ALEX	Eng./ Officer, Transmission Op. Tools	\$144,017.87	\$506.88
HIBRANT	DOUG	Environment & Health Technician	\$102,024.60	\$436.24
HICKMAN	JEAN	Controller	\$109,010.24	\$475.44
HILL	DOUG	Regional Maintainer I - Lines	\$104,492.85	\$411.28
HILL	JIM	Transport & Work Equip Mec UTS	\$102,125.78	\$978.86
HILL	DAVE	Regional Maintainer I - Lines	\$126,763.28	\$411.28
HILL	DAVID	Team Leader - Op Tools Implementation	\$120,797.09	\$570.24
HILL	KEN	Area Superintendent	\$114,971.14	\$246.40
HINATSU	WALLY	Senior Network Specialist	\$115,132.09	\$477.84
HIND	J.	Electrician - Sr. Forepsn Const.	\$108,111.66	\$1,326.40
HIRANO	STEVEN	Manager, Investor Relations	\$110,622.80	\$758.00
HOARD	BRUCE	Regional Maintainer - Lines UTS	\$104,416.32	\$481.68
HOBLEY	JEFF	Regional Maintainer I - Lines	\$129,996.97	\$411.28
HOGENDOORN	L.	Regional Maintainer I - Lines	\$114,662.00	\$411.28
HOGG	DAVE	Reg. Maintainer - Lines UTS - Lvl 3	\$104,175.17	\$445.12
HOGLUND	GLEN	Manager, Power System Projects	\$132,325.01	\$760.32
HOLDSWORTH	ANDY	Regional Maintainer I - Lines	\$108,885.01	\$411.28
HOLMES	ELLIS	Reg. Maintainer - Lines UTS - Lvl 3	\$119,310.23	\$411.28
HOLMES	BRIAN	Regional Maintainer - Elect.	\$117,629.10	\$638.98
HOLMES	RICK	Regional Maintainer - Lines UTS	\$149,141.00	\$481.68
HOLOPAINEN	ANDY	Electrician - Foreperson Const.	\$101,297.60	\$0.00
HORNE	DAVE	Regional Maintainer - Mechanical	\$120,845.49	\$1,870.12
HORNE	JAMIE	Reg. Maintainer - Lines UTS - Lvl 3	\$100,634.69	\$411.28
HORRIGAN	JOE	Regional Maintainer I - Lines	\$109,112.99	\$411.28
HORTON	ROBERT	Regional Maintainer I - Lines	\$112,024.76	\$411.28
HOWARD	BRUCE	Regional Maintainer - Lines UTS	\$119,486.27	\$481.68
HOWE	DOUG	Superv. Distribution Technician	\$102,246.43	\$462.96
HOWELL	BILL	Controller	\$102,771.52	\$475.44
HOWLETT	STEWART	Sr. Telecom Engineer/ Officer	\$116,238.05	\$438.24
HOYLE	BRUCE	Regional Maintainer - Lines UTS	\$138,806.68	\$481.68
HOYLE	LARRY	Senior Electrical Area Supervisor	\$135,271.75	\$426.88
HSU	SHENG	Senior Network Specialist	\$126,512.69	\$477.84
HUBERT	ODED	Director, Network Strategy	\$191,196.38	\$1,148.40
HUDSON	HOWARD	Regional Maintainer I - Lines	\$107,643.09	\$411.28
HUDSPETH	DOUG	Transmission Lines Technician	\$109,750.20	\$1,533.22
HUETHER	PAUL	Protection & Control Tech.	\$105,570.83	\$468.00
HUMINLOWYCZ	YURI	Dir., Real Estate Mgmt/ Acquisition	\$148,052.97	\$958.32
HUMMEL	K.	FLM - Lines	\$120,892.08	\$1,065.36
HUNDT	DON	Reg. Maintainer - Lines UTS - Lvl 3	\$121,963.45	\$431.02
HUTCHINSON	GREGG	FLM - Lines	\$122,405.11	\$466.40
HUTCHINSON	WAYNE	Reg. Maintainer - Lines UTS - Lvl 3	\$117,103.03	\$445.12
HUTTON	DEBBIE	VP, Corporate Strategy	\$107,070.58	\$72.60
HUTTON	RALPH	Manager Workforce Deployment	\$116,990.74	\$5,417.34
INCH	JUDY	Human Resources Consultant	\$107,290.71	\$1,086.63
INCH	JACK	Regional Maintainer I - Lines	\$121,409.93	\$411.28
INGLIS	IAN	Level 1A Operator	\$111,385.09	\$475.44
INNIS	IAN	Manager, Planning & Reporting	\$161,832.67	\$950.40
IRVINE	KEN	Senior Electrical Area Supervisor	\$127,751.72	\$475.44
IRVINE	TOM	Sector Control Supervisor	\$123,516.46	\$648.96
IRVING	T.	Electrician - Foreperson Const.	\$112,507.23	\$0.00
IRWIN	BILL	Reg. Maintainer - Lines UTS - Lvl 3	\$122,966.48	\$445.12
ISAACS	GREG	Technical Supervisor	\$122,687.64	\$517.92

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ISHAC	MAGDI	Senior Design Specialist	\$107,057.31	\$605.28
IWAMOTO	TRAVIS	Meter & Relay Services - First	\$132,061.38	\$496.32
JACKOWSKI	J.	Financial Services Supervisor	\$105,275.20	\$621.36
JACKSON	TOM	Forestry Technician Manager	\$163,821.15	\$1,159.40
JACKSON	GERRY	District Services Specialist	\$139,556.50	\$1,437.62
JAKOB	FRANK	Mgr., Telecom/ P & C, T & D Programs	\$143,973.49	\$831.60
JANKOVICH	FRANK	Protection & Control Engineer	\$121,548.65	\$398.64
JANSSEN	ERIC	Regional Maintainer - Elec. UTS	\$111,641.32	\$481.68
JANULAITIS	DANNY	Protection & Control Tech.	\$123,167.97	\$396.00
JARY	NORM	Manager, Operating Planning	\$146,057.10	\$855.36
JEFFS	SCOTT	Controller	\$115,942.50	\$475.44
JENDEK	DANIEL	Sr. Telecom Engineer/ Officer	\$127,133.52	\$555.36
JENNE	JOHN	Electrician - Foreperson Const.	\$100,309.10	\$0.00
JESCHKE	GUNTHER	Sr. Performance Analyst	\$101,375.97	\$605.28
JESSOP	JAMES	Wkng Line Foreperson - Brampton Hydro	\$101,262.31	\$332.70
JESSUP	NEIL	Technical Supervisor	\$121,213.81	\$517.92
JESUS	BRUNO	Team Leader/ Senior Advisor	\$107,391.17	\$646.32
JEWITT	BRIAN	Regional Maintainer I - Lines	\$111,481.97	\$451.28
JOHAL	MOHAN	Regional Maintainer - Elect.	\$110,899.20	\$830.32
JOHANSEN	PETER	Regional Maintainer I - Lines	\$102,960.36	\$411.28
JOHNSON	BRENT	Regional Maintainer I - Lines	\$100,850.74	\$411.28
JOHNSON	PAT	Human Resources Consultant	\$105,599.72	\$633.60
JOHNSTON	STEVE	Regional Maintainer I - Lines	\$118,709.10	\$411.28
JOHNSTON	JEFF	Reg. Maintainer - Forestry UTS	\$107,410.89	\$387.20
JOHNSTONE	JIM	FLM - Stations	\$119,346.98	\$546.48
JOHNSTONE	GARRY	Regional Maintainer I - Lines	\$104,701.46	\$751.01
JOKINEN	LARRY	Regional Maintainer - Lines UTS	\$108,406.32	\$481.68
JONES	HUGH	Controller	\$109,383.91	\$487.54
JONES	SCOTT	Reg. Maintainer - Lines UTS - Lvl 3	\$106,010.86	\$445.12
JOOSSE	ANDY	Regional Maintainer I - Lines	\$102,266.79	\$347.60
JORDAN	SCOTT	Regional Maintainer I - Lines	\$110,513.79	\$411.28
JOYCE	PAUL	Reg. Maintainer - Lines UTS - Lvl 3	\$100,662.05	\$411.28
JUHN	GEORGE	Mgr., Lines & ROW T & D Sustain Prog.	\$144,951.30	\$1,864.82
JYLHA	E.	Sr. IT Specialist	\$100,581.57	\$602.64
KADELA	TED	Regional Maintainer - Elect.	\$128,356.55	\$799.96
KAMEKA	AL	Line - Foreperson Construction	\$100,578.75	\$0.00
KARCH	RALF	Stations Site Project Coordinator	\$114,073.06	\$576.95
KAYE	JOHN	Controller	\$105,181.61	\$475.44
KAYSER	DAVE	Regional Maintainer I - Lines	\$118,747.69	\$411.28
KEBER	JOE	District Services Specialist	\$138,020.90	\$555.36
KEENS	RICK	Senior Electrical Area Supervisor	\$113,185.13	\$509.92
KELLAR	KEVIN	Regional Maintainer I - Lines	\$115,190.73	\$411.28
KELLERMANN	WITOLD	Sr. Eng./ Officer, Trans. Oper. Tools	\$117,470.32	\$633.84
KELLESTINE	RICK	VP, Lines & Forestry	\$272,125.72	\$1,518.00
KELLY	STEVE	Senior P & C Specialist	\$103,586.96	\$586.56
KELLY	TOM	Sector Control Supervisor	\$125,018.48	\$611.52
KENIGSBERG	ROBERT	Mgr., Information Systems Audit	\$177,775.78	\$689.92
KENNEDY	TAM	Senior Electrical Area Supervisor	\$162,934.10	\$426.88
KENOPIC	PAUL	Regional Maintainer - Mechanical	\$105,672.92	\$731.78
KERKHOF	RICK	Regional Maintainer I - Lines	\$106,710.63	\$411.28
KERR	JIM	Sr. Telecom Engineer/ Officer	\$104,675.64	\$571.44
KERSTENS	MARTIN	Senior Comptrollership Advisor	\$108,786.80	\$646.32
KERTESZ	TIBOR	Senior Design Specialist - Stn	\$115,529.24	\$615.12
KETCHABAW	WILF	Lines Superintendent	\$138,971.48	\$815.76
KEUNG	FRANCIS	Senior Control Engineer	\$130,336.21	\$586.56

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KEYES	KEVIN	Regional Maintainer I - Lines	\$104,271.04	\$411.28
KHAN	HAMID	Team Leader/ Senior Advisor	\$111,429.77	\$667.68
KHOMARLOU	DELAVAR	Sr. Telecom Engineer/ Officer	\$110,337.68	\$462.00
KIEWNING	PAUL	FLM - Lines	\$107,236.99	\$1,042.80
KIGUEL	DAVID	Team Leader/ Senior Advisor	\$109,421.37	\$655.20
KIKOT	RON	Protection & Control Engineer	\$103,293.52	\$471.60
KILLINGBECK	TIM	Regional Maintainer I - Lines	\$107,461.96	\$411.28
KIM	HAROLD	Senior Protection & Control	\$127,133.07	\$571.44
KIM	JOE	Relay Engineer - Specialist	\$113,519.94	\$567.84
KING	TERRY	Forestry Zone Manager	\$133,911.23	\$522.72
KINSMAN	WES	Reg. Maintainer - Lines UTS - Lvl 3	\$127,415.53	\$445.12
KIRIENKO	NINA	Risk Manager	\$129,506.81	\$264.00
KIRKHAM	REG	Scheduling Technician	\$103,751.61	\$464.60
KIRKPATRICK	JIM	Supt. Operations & Maintenance	\$109,060.24	\$681.12
KITCHENER	GARY	Regional Maintainer I - Lines	\$109,129.95	\$411.28
KITTNER	TERRY	Transmission Lines Technician	\$119,911.94	\$1,167.57
KLAMANN	ROMAN	Regional Maintainer - Elect.	\$102,827.99	\$929.49
KLEIN	MEIR	Sr. Network Mgmt Eng./ Officer	\$100,447.33	\$1,111.31
KLETT	THOMAS	Sr. Eng./ Officer, Trans. Oper. Tools	\$106,265.37	\$586.56
KLINKER	BRAD	Regional Maintainer I - Lines	\$113,672.55	\$411.28
KLOOSTRA	WALTER	Manager, Lines & ROW	\$122,472.94	\$806.70
KNOX	BOYD	Regional Maintainer - Lines UTS	\$124,087.03	\$481.68
KNOX	MIKE	Regional Maintainer I - Lines	\$103,659.48	\$411.28
KNUTSON	MERLE	Regional Maintainer - Lines UTS	\$121,649.71	\$445.12
KOCHAN	CARL	Reg. Maintainer - Forestry UTS	\$101,047.03	\$551.36
KOCHUTA	CAROLE	Sr. Eng./ Officer, Trans. Oper. Tools	\$114,798.81	\$512.16
KOCZKA	RICK	Regional Maintainer I - Lines	\$112,434.21	\$347.60
KOEKKOEK	BRIAN	Regional Maintainer I - Lines	\$105,821.70	\$411.28
KOETT	GREG	Senior Protection & Control	\$100,573.00	\$555.36
KOK	JACK	Regional Maintainer - Elect.	\$102,983.94	\$643.81
KONEFAL	STAN	Protection & Control Engineer	\$125,937.28	\$490.32
KONTIO	TERO	Support Network Manager	\$108,649.69	\$493.68
KOPECHANSKI	KEN	Superintendent - Stn Services	\$146,623.94	\$855.36
KOSKI	LAURI	Senior Electrical Area Supervisor	\$125,450.08	\$475.44
KOVACS	GABE	Regional Maintainer I - Lines	\$104,651.73	\$411.28
KRAUSE	DON	Account Exec. - Utility Sales	\$108,575.57	\$646.32
KRIEGER	GEORGE	Regional Maintainer I - Lines	\$110,579.55	\$411.28
KUMRA	SUSHIL	Manager, IT Architecture	\$160,094.99	\$644.16
KURTZ	KEVIN	Mechanic 'A' Electrician	\$103,730.04	\$411.28
KUYVENHOVEN	HARRY	Regional Maintainer - Elect.	\$111,105.60	\$411.28
KWAN	TAK	Team Leader - Op Tools Implementation	\$117,416.85	\$541.20
KWOK	JOSEPH	Manager Sales Support	\$125,063.11	\$760.32
KWONG	ERNEST	Customer Applications Engineer	\$104,943.02	\$530.64
KYDD	TOM	Team Leader/ Senior Advisor	\$107,140.68	\$615.12
LAAKSO	RIC	Protection & Control Tech.	\$130,822.75	\$468.00
LABADIE	GERRY	Regional Maintainer I - Lines	\$122,594.87	\$411.28
LADHA	NARGIS	Manager, I/ T Consulting	\$144,490.10	\$831.60
LAFRAMBOISE	KEVIN	Sr. Network Mgmt Eng./ Officer	\$103,375.71	\$580.32
LAGENDYK	FRANK	Regional Maintainer I - Lines	\$131,822.22	\$411.28
LAGENDYK	GORD	Regional Maintainer I - Lines	\$114,234.27	\$411.28
LALANDE	MITCH	Regional Maintainer I - Lines	\$105,680.10	\$411.28
LALONDE	YVON	Regional Maintainer I - Lines	\$129,811.90	\$383.60
LAMONT	DOUG	Area Superintendent	\$116,881.89	\$241.12
LANDRY	DENIS	Protection & Control Tech.	\$120,913.62	\$462.96
LANE	MIKE	Regional Maintainer I - Lines	\$115,224.74	\$347.60

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LANNIGAN	TOM	Regional Maintainer I - Lines	\$108,244.48	\$411.28
LAPIERRE	MARC	Regional Maintainer - Lines UTS	\$131,202.84	\$481.68
LAPOINTE	KEITH	Senior Electrical Area Supervisor	\$134,793.90	\$475.44
LARSON	JIM	Transport & Work Equip Mec UTS	\$107,465.93	\$993.30
LASHBROOK	WARD	Regional Maintainer I - Lines	\$109,895.97	\$411.28
LAT	MICHAEL	Senior Materiel Management Eng.	\$105,184.42	\$621.36
LAVENDER	AL	Controller	\$130,691.43	\$509.92
LAWRANCE	SHEELAGH	Senior Advisor/ Program Manager	\$117,062.56	\$728.64
LAWSON	MIKE	Protection & Control Tech.	\$100,637.87	\$451.24
LAYCOCK	DAVID	Regional Maintainer I - Lines	\$108,932.96	\$411.28
LEACH	DAVE	Senior Electrical Area Supervisor	\$125,211.89	\$426.88
LEAVITT	JIM	Regional Maintainer - Lines UTS	\$149,600.50	\$445.12
LEE	RON	Regional Maintainer - Lines UTS	\$152,592.40	\$481.68
LEE	STEVE	Regional Maintainer I - Lines	\$112,196.60	\$347.60
LEE	JIM	Team Leader/ Senior Advisor	\$110,560.87	\$640.08
LEE	PAUL	Meter & Relay Services - First	\$102,512.97	\$517.44
LEE	L.	Team Leader/ Senior Advisor	\$109,751.57	\$655.20
LEESON	PERRY	Regional Maintainer I - Lines	\$109,079.34	\$411.28
LEFEBVRE	NORM	Regional Maintainer I - Lines	\$105,003.80	\$411.28
LEGAULT	CLAUDE	Area Distribution Eng. Tech.	\$106,984.24	\$412.16
LEIGHTON	LEN	Senior Electrical Area Supervisor	\$123,174.10	\$426.88
LELIEVER	ROBERT	Helicopter Pilot	\$126,355.81	\$540.32
LEMAY	CLARK	Regional Maintainer - Elec. UTS	\$123,609.35	\$1,381.68
LENARDUZZI	FRANK	Protection & Control Engineer	\$112,252.33	\$520.08
LENNON	GORDON	Lines Journey person	\$103,197.52	\$0.00
LESYCHYN	MICHAEL	Sr. Advisor Customer & Reg.	\$104,436.97	\$605.28
LETELLIER	NORM	Controller	\$101,392.02	\$426.88
LEVER	DENNIS	Regional Maintainer - Lines UTS	\$118,715.49	\$407.44
LEWIS	TOM	FLM - Lines	\$116,126.65	\$567.84
LEWIS	CHARLIE	Regional Maintainer I - Lines	\$120,218.35	\$1,219.46
LEWIS	PAUL	Regional Maintainer - Mechanical	\$106,471.19	\$753.97
LEWIS	CHRIS	Regional Maintainer I - Lines	\$113,655.91	\$411.28
LIPPOLD	RICHARD	Regional Maintainer I - Lines	\$103,085.68	\$531.28
LITTLE	TIM	Regional Maintainer I - Lines	\$104,359.01	\$411.28
LITTLE	M.	Reg. Maintainer - Forestry UTS	\$104,950.92	\$387.20
LIU	GEOFFREY	Protection & Control Engineer	\$110,475.77	\$480.48
LIU	CHIKIN	Telecom Operations Support Mgr.	\$116,872.13	\$768.24
LO	RENNIE	Manager Stations Engineering	\$121,090.44	\$752.40
LO	CLIFF	Protection & Control Tech.	\$108,792.43	\$468.00
LO	ANITA	Sr. Eng./ Officer, Trans. Oper. Tools	\$114,690.97	\$611.52
LONERGAN	GLENN	Regional Maintainer I - Lines	\$113,427.07	\$411.28
LONGLADE	MARTY	Account Executive	\$101,126.13	\$644.43
LOPATKO	CHRISTINE	Senior Comptrollership Advisor	\$102,312.59	\$2,473.83
LOW	STEVEN	Strategic Planner	\$101,148.80	\$605.28
LUDWIG	HAROLD	Senior Electrical Area Supervisor	\$117,720.92	\$475.44
LUK	ANDREW	Sr. Telecom Engineer/ Officer	\$105,217.19	\$534.00
LUK	K.	Senior CADD Designer - Mech.	\$122,880.37	\$471.28
LUNDMARK	RANDY	Regional Maintainer - Lines UTS	\$134,526.42	\$481.68
LUNN	NANCY	Director, Marketing	\$125,164.15	\$831.60
LUNN	HOWIE	Regional Maintainer I - Lines	\$113,356.36	\$411.28
LUPO	FRANK	Senior Protection & Control	\$109,176.37	\$433.62
LUYTEN	KEN	Regional Maintainer - Elec. UTS	\$102,100.68	\$481.68
LYTE	RON	Reg. Maintainer - Lines UTS - Lvl 3	\$117,559.47	\$445.12
MACDERMID	JOHN	Sector Control Supervisor	\$126,678.54	\$509.92
MACDONALD	TOM	Senior Shift Authority	\$107,983.71	\$475.44

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MACDONALD	JOHN	President & CEO, Hydro One Telecom	\$267,557.07	\$1,045.88
MACDONALD	JIM	Sector Control Supervisor	\$130,911.73	\$2,070.72
MACDONALD	GLEN	Sr. Advisor, Regulatory Review	\$124,315.73	\$776.16
MACDONALD	JOHN	Regional Maintainer I - Lines	\$103,441.59	\$411.28
MACDONALD	BLAIR	Sr. Advisor, Dist Regulation	\$110,702.01	\$1,429.00
MACDOUGALL	RICK	Regional Maintainer - Elect.	\$117,428.36	\$1,007.78
MACEDO	FRANK	Director, Special Projects	\$206,762.97	\$1,227.60
MACHAJ	ED	Business Economic Analyst	\$100,197.60	\$506.88
MACHAN	DAVE	Regional Maintainer I - Lines	\$100,732.57	\$411.28
MACHESNEY	SCOTT	Controller	\$106,042.05	\$487.54
MACIEJEWSKI	PAUL	Regional Maintainer - Lines UTS	\$118,101.78	\$481.68
MACKAY	TIMOTHY	Senior Technical Specialist	\$125,241.52	\$599.04
MACKENZIE	ROB	Regional Maintainer I - Lines	\$112,375.87	\$347.60
MACLEAN	AL	Regional Maintainer I - Lines	\$108,001.20	\$411.28
MACLEOD	ROGER	Regional Maintainer I - Lines	\$103,062.33	\$411.28
MACPHEE	DON	Regional Maintainer I - Lines	\$103,880.96	\$411.28
MADILL	ROB	Superv. Protection & Cntrl Tech.	\$115,561.17	\$491.20
MAGEE	DOUGLAS	Team Leader - Environmental Svcs	\$112,238.22	\$599.04
MAHER	BRIAN	Lines Superintendent	\$147,894.78	\$963.52
MALENFANT	JIM	Sr. Advisor, Dist. Regulation	\$121,397.42	\$264.00
MALES	RICHARD	Sr. Protection & Control Superv.	\$114,701.57	\$1,644.00
MALONEY	SHARON	Manager, Strategic Procurement	\$150,965.92	\$596.64
MALOUIN	BRENT	Controller	\$102,297.49	\$426.88
MALOZEWSKI	PAUL	Mgr., Communications Systms Projects	\$130,688.25	\$517.44
MALTAS	SCOTT	Regional Maintainer I - Lines	\$112,185.99	\$347.60
MAMMOLITI	FRED	Sr. Network Mgmt Eng./ Officer	\$100,054.37	\$599.04
MANCHEE	ALAN	Sr. Media & Pub Affairs Advisor	\$115,227.02	\$615.12
MAND	ANDY	Manager, Supply Chain	\$152,617.36	\$855.36
MANNELLA	JOE	Regional Maintainer - Elec. UTS	\$132,346.59	\$481.68
MANNELLA	JIM	Senior Electrical Area Supervisor	\$100,490.14	\$509.92
MANNING	KEVIN	Regional Maintainer - Elect.	\$107,275.70	\$411.28
MARACLE	PETE	Regional Maintainer I - Lines	\$107,594.78	\$411.28
MARCELLO	CARMINE	Director, System Development	\$172,158.19	\$645.92
MARCHAND	LUC	Regional Maintainer I - Lines	\$116,291.56	\$411.28
MARCHANT	PAUL	Vice President, Operations	\$211,209.95	\$844.80
MARCHE	TERRY	Regional Maintainer I - Lines	\$105,481.43	\$347.60
MARCHIORI	M.	Regional Maintainer I - Lines	\$107,711.20	\$411.28
MARCOPOULOS	DINOS	Regional Maintainer - Elect.	\$102,011.34	\$411.28
MARKOVIC	VLADIMIR	Design Eng., Specialist - Structural	\$117,268.43	\$425.04
MARLIN	LINDA	Manager, Metering Services	\$108,516.74	\$712.80
MARSH	ROBERT	Electrical Journeyman	\$105,109.26	\$0.00
MARSHALL	JOHN	Sr. Supervisor - Work Mgmt	\$100,264.14	\$577.68
MARTI	LUIS	Team Leader/ Senior Advisor	\$107,742.17	\$646.32
MARTIN	RICK	Regional Maintainer - Elect.	\$103,996.47	\$411.28
MARTIN	HARRY	Regional Maintainer I - Lines	\$103,491.14	\$411.28
MARTIN	DAVEA	Senior P & C Specialist	\$100,050.52	\$592.80
MASTERSON	CLARK	FLM - Lines	\$125,028.06	\$555.36
MATHERS	IAN	Information Technology Business Mgr.	\$123,030.22	\$248.16
MATHEWSON	STEVE	Level I Operator	\$114,440.32	\$426.88
MATTHEWS	RON	Regional Maintainer - Lines UTS	\$123,517.16	\$481.68
MATTHEWS	ROBERT	Sr. CADD Designer - Elec. & Tele.	\$105,793.21	\$415.36
MAVINS	BRAD	Manager, Finance & Integration	\$132,666.42	\$863.28
MAY	DAVID	Regional Maintainer I - Lines	\$118,597.84	\$411.28
MAYHEW	MOE	Regional Maintainer I - Lines	\$104,086.64	\$411.28
MAYNARD	P.	Regional Maintainer - Lines UTS	\$106,296.87	\$481.68



<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
MCARTHUR	BOB	Regional Maintainer I - Lines	\$143,038.20	\$411.28
MCARTHUR	KIM	Operating Manager	\$105,922.38	\$728.64
MCCALLUM	RICK	FLM - Forestry	\$126,977.24	\$552.72
MCCALLUM	CAM	Regional Maintainer - Elect.	\$108,778.82	\$411.28
MCCHRISTIE	K.	Area Distribution Eng. Tech.	\$100,348.50	\$412.16
MCCLEVIS	BOB	Regional Maintainer - Lines UTS	\$129,487.41	\$481.68
MCCONNELL	WILLIAM	Reg. Maintainer - Lines UTS - Lvl 3	\$110,582.58	\$445.12
MCCORD	KEN	Regional Maintainer - Lines UTS	\$112,363.69	\$481.68
MCCORMICK	MICHAEL	FLM - Lines	\$110,918.92	\$846.77
MCCORMICK	BRIAN	Mgr., Environmental Svcs & Approvals	\$126,912.02	\$506.88
MCCORMICK	CAMERON	Reg. Maintainer - Lines UTS - Lvl 3	\$101,204.48	\$445.12
MCDERMOTT	JAMES	Electrician - Foreperson Const.	\$105,897.90	\$0.00
MCDONALD	WAYNE	Regional Maintainer - Elec. UTS	\$159,189.57	\$785.79
MCDONALD	KARIN	Manager, Risk & Insurance	\$108,716.69	\$476.96
MCDONALD	ROD	Regional Maintainer I - Lines	\$104,175.54	\$411.28
MCDONALD	WAYNE	Regional Field Mechanic JP	\$101,206.03	\$912.44
MCDONELL	KEITH	Sr. Labour Relations Consultant	\$120,479.98	\$736.56
MCDUGALL	RANDY	Regional Maintainer I - Lines	\$102,773.45	\$411.28
MCFADDEN	RON	Area Superintendent	\$123,915.33	\$1,120.14
MCFARLANE COLLE	CASSIDY	Legal Counsel	\$106,784.20	\$675.84
MCGINN	DAVID	Senior P & C Specialist	\$102,410.72	\$599.04
MCGRATH	ANNE	Sr. Manager, Taxation Svcs	\$173,259.77	\$332.64
MCGRATH	MORGAN	FLM - Lines	\$105,147.68	\$755.50
MCGRATH	KELLY	Regional Maintainer I - Lines	\$106,730.18	\$411.28
MCGREGOR	BRIAN	FLM - Lines	\$133,949.60	\$523.44
MCINNES	DON	Director, Mergers & Acquisitions	\$186,881.05	\$1,029.60
MCINTYRE	IAN	Manager, Program & Wokrforce Mgmt	\$143,806.09	\$997.29
MCKAY	LESLIE	VP, Executive Office	\$237,995.05	\$897.60
MCKAY	JEFF	Regional Maintainer I - Lines	\$101,897.93	\$411.28
MCKAY	LARRY	Regional Maintainer I - Lines	\$108,550.50	\$411.28
MCKELLAR	JUDY	Director, Human Resources	\$188,653.04	\$1,056.00
MCKENDRICK	D.	Sr. Network Mgmt Eng./ Officer	\$105,025.85	\$615.12
MCLACHLAN	SCOTT	Team Leader/ Senior Advisor	\$101,137.90	\$558.96
MCLEAN	VINCE	Regional Maintainer I - Lines	\$117,037.25	\$411.28
MCLELLAN	JIM	Helicopter Pilot	\$109,240.43	\$648.96
MCLEOD	K.	Regional Maintainer - Lines UTS	\$156,558.68	\$481.68
MCMILLAN	LEN	Director, Provincial Lines	\$171,911.77	\$992.64
MCMULLEN	PAUL	Sr. Network Mgmt Eng./ Officer	\$104,207.66	\$491.04
MCMULLEN	KEITH	Regional Maintainer I - Lines	\$108,158.03	\$411.28
MCMULLIN	BRENT	Regional Maintainer I - Lines	\$121,071.19	\$411.28
MCNAIRN	DANA	Regional Maintainer I - Lines	\$106,799.15	\$411.28
MCPHERSON	KEITH	Reg. Maintainer - Lines UTS - Lvl 3	\$114,168.32	\$425.38
MCQUAKER	BRENT	Regional Maintainer - Lines UTS	\$109,317.32	\$481.68
MCQUEEN	NAIRN	VP, Eng. & Construction Svcs	\$249,307.06	\$1,399.20
MCRAE	RON	Regional Maintainer - Lines UTS	\$115,307.79	\$481.68
MCTEER	WATSON	Reg. Maintainer - Lines UTS - Lvl 3	\$101,370.95	\$445.12
MEDLAND	TED	Regional Maintainer I - Lines	\$115,344.55	\$411.28
MEEKER	BILL	Project Director, Hydro One Networks	\$147,413.68	\$902.88
MEEKS	BARRY	Reg. Maintainer - Lines UTS - Lvl 3	\$126,431.18	\$445.12
MEEKS	PETER	Regional Maintainer I - Lines	\$101,542.57	\$411.28
MEILLEUR	PAUL	Controller	\$101,956.27	\$432.08
MENDIRATTA	RAM	Telecommunications Project Eng.	\$122,464.82	\$451.44
MERCHAND	MIKE	Regional Maintainer - Elect.	\$118,767.52	\$2,184.21
MILES	TONY	Strategic Planner	\$101,957.60	\$605.28
MILLER	BRUCE	Senior Electrical Area Supervisor	\$139,551.71	\$475.44

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MILLER	KEVIN	FLM - Lines	\$100,849.41	\$540.24
MILLS	IRV	Regional Maintainer - Elec. UTS	\$101,870.63	\$481.68
MINER	LYLE	Senior Shift Authority	\$112,542.22	\$488.80
MINNINGS	PAUL	FLM, Distribution Operations Mgmt	\$126,714.19	\$561.60
MIRON	ART	Lines Superintendent	\$135,885.30	\$1,097.24
MISNER	MATT	Regional Maintainer I - Lines	\$112,694.87	\$411.28
MITCHELL	JOE	FLM - Forestry	\$108,605.63	\$534.00
MITCHELL	JOHN	Regional Maintainer - Forestry	\$112,759.59	\$387.20
MITTELHOLTZ	DAN	Superv. Protection & Cntrl Tech.	\$101,623.12	\$505.46
MOHAN	CARL	Electrician Journeyperson Con.	\$100,708.07	\$0.00
MONDOUX	PAUL	Helicopter Pilot	\$127,997.64	\$549.12
MONK	RICK	FLM - Forestry	\$113,420.79	\$567.84
MOORE	PAUL	Regional Maintainer I - Lines	\$108,084.97	\$347.60
MOORE	LEO	Regional Maintainer - Lines UTS	\$126,663.59	\$481.68
MOORE	BRIAN	Regional Maintainer I - Lines	\$104,931.52	\$411.28
MOOSA	SOLLY	Senior Financial Auditor	\$104,538.23	\$649.44
MORAN	BRIAN	Regional Maintainer I - Lines	\$105,151.07	\$411.28
MORAN	MIKE	FLM - Lines	\$105,769.17	\$571.44
MORAN	BILL	Regional Maintainer - Lines UTS	\$121,441.08	\$481.68
MOREAU	GILLES	Level 1A Operator	\$102,032.71	\$430.00
MORGAN	GRANT	FLM - Lines	\$109,841.30	\$555.36
MORRILL	PETER	Meter & Relay Services - First	\$108,399.07	\$599.04
MORRIN	BRENT	Regional Maintainer I - Lines	\$106,735.58	\$411.28
MORRIS	ROBERT	Regional Maintainer I - Lines	\$103,758.54	\$411.28
MORRIS	FRANK	Regional Maintainer I - Lines	\$121,879.57	\$411.28
MORRISON	WILLIAM	Regional Maintainer I - Lines	\$102,013.81	\$411.28
MORRISSEY O RYAN	MICHELLE	VP, Health, Safety & Env.	\$196,867.99	\$1,217.40
MORRITT	DAN	Regional Maintainer - Elect.	\$101,706.40	\$411.28
MORTIMER	BLAINE	Regional Maintainer I - Lines	\$111,161.99	\$411.28
MOSSMAN	RICK	Reg. Maintainer - Lines UTS - Lvl 3	\$109,149.80	\$445.12
MOULTON	KATHY	Manager, Business Processes	\$132,885.13	\$813.12
MOWAT	DAVID	Regional Maintainer - Lines UTS	\$112,376.87	\$481.68
MUEGGE	LEN	Regional Maintainer - Lines UTS	\$122,639.30	\$481.68
MUNHALL	HARRY	Regional Maintainer - Lines UTS	\$111,420.27	\$481.68
MURESANU	ANDREI	Design Eng. Specialist - Statistics	\$107,689.12	\$552.72
MURPHY	BOB	Superv. Protection & Cntrl Tech.	\$105,258.88	\$491.20
MURRAY	STEPHEN	Accommodation & Support Svcs Superv.	\$128,880.06	\$621.36
MURRE	RON	Transport & Work Equip Mec UTS	\$107,472.80	\$470.08
MUSAVI	MAX	Regional Maintainer I - Lines	\$122,342.24	\$411.28
MYLES	WAYNE	Regional Maintainer - Lines UTS	\$107,627.40	\$481.68
NAGLE	TOM	Regional Maintainer - Lines UTS	\$154,796.71	\$481.68
NAGY	KEN	District Services Specialist	\$112,083.47	\$521.52
NANJIANI	KETAN	Sr. Telecom Engineer/ Officer	\$107,946.58	\$509.04
NAPIER	GLEN	Controller	\$106,927.38	\$426.88
NASER	YOUSEF	Superv. Protection & Cntrl Tech.	\$118,984.15	\$475.14
NASH	BILL	Regional Maintainer - Lines UTS	\$121,851.41	\$411.28
NASH	MARK	Regional Maintainer I - Lines	\$115,515.22	\$411.28
NATHWANI	JATIN	Mgr., Strategic Planning & Assmt	\$141,391.90	\$438.90
NAUSE	JOHN	Maintenance Technician	\$103,014.36	\$366.08
NAVO	MO	Team Leader/ Senior Advisor	\$108,647.57	\$646.32
NEADOW	DARELL	Regional Maintainer - Lines UTS	\$114,930.30	\$481.68
NEGREA	HORIA	Senior Design Specialist - Stn	\$117,013.94	\$586.56
NELLES	PAUL	Operating Manager	\$130,013.58	\$512.16
NELSON	JEFF	Regional Maintainer - Mech UTS	\$114,311.66	\$1,928.81
NESS	STEVE	Regional Maintainer - Lines UTS	\$111,078.54	\$481.68

## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
NEUMUELLER	JOE	Reg. Maintainer - Lines UTS - Lvl 3	\$102,103.78	\$445.12
NEWMAN	KAREN	Mgr., Corporate Planning & Reporting	\$173,198.02	\$995.94
NEWMAN	RICK	Regional Maintainer I - Lines	\$109,217.96	\$411.28
NEWTON	BRUCE	Regional Maintainer I - Lines	\$111,190.18	\$411.28
NEWTON	DAVE	Protection & Control Tech.	\$100,155.09	\$468.00
NG	BENSON	Senior Design Specialist - Stn	\$110,733.17	\$640.08
NICHOLLS	ALAN	Controller	\$130,985.62	\$475.44
NICOL	KEN	FLM - Lines	\$134,288.07	\$577.68
NIEUWENHUIS	BERNARD	Regional Maintainer - Elect.	\$111,259.27	\$411.28
NOBLE	KEVIN	Senior Electrical Area Supervisor	\$123,964.96	\$426.88
NORRENA	DAN	Senior Electrical Area Supervisor	\$134,399.89	\$426.88
NORTHEY	BLAKE	Regional Maintainer I - Lines	\$123,119.21	\$411.28
NORTHEY	ALAN	Regional Maintainer I - Lines	\$109,694.11	\$411.28
NORTON	RAY	Regional Maintainer - Elect.	\$115,156.95	\$820.64
NOSKO	BORIS	Regional Maintainer I - Lines	\$120,429.92	\$411.28
OAKES	PATRICIA	Sr. Advisor, Aboriginal Relations	\$102,258.62	\$517.44
OATTES	RON	Level 1A Operator	\$123,843.48	\$426.88
O'BRIEN	KIM	Regional Maintainer I - Lines	\$108,344.82	\$411.28
O'CONNOR	NEIL	Regional Maintainer - Lines UTS	\$104,878.83	\$481.68
OGLE	TREVOR	Sector Control Supervisor	\$160,366.74	\$611.52
OGNIBENE	CARRIE-LYNN	Communications & Community Rel.	\$110,469.06	\$621.36
OGRAM	GEOFF	VP, Business Development	\$317,404.19	\$1,734.48
OHAGAN	JACK	Regional Maintainer I - Lines	\$157,161.89	\$411.28
OHAGAN	TERRY	Regional Maintainer I - Lines	\$111,389.58	\$411.28
OHALLORAN	JIM	Regional Maintainer I - Lines	\$124,828.93	\$411.28
O'HEARN	PATRICK	Regional Maintainer - Elect.	\$107,173.60	\$1,329.67
OKONGWU	EMEKA	Sr. Network Mgmt Eng./ Officer	\$100,054.37	\$599.04
OLENDER	BRIAN	Sr. Telecom Engineer/ Officer	\$113,702.71	\$435.60
OLIPHANT	DARCY	Regional Maintainer I - Lines	\$112,843.33	\$411.28
OLIVIER	PIERRE	Regional Maintainer - Lines UTS	\$116,924.74	\$924.47
OLIVIER	ANDRE	Regional Maintainer I - Lines	\$123,200.53	\$411.28
ORCHARD	PAUL	Controller	\$107,866.53	\$487.54
ORCHARD	ROB	Regional Maintainer - Mechanical	\$103,157.82	\$760.54
O'REILLY	UNA	Manager, Business Integration	\$113,170.76	\$704.88
ORTON	TODD	Regional Maintainer I - Lines	\$100,587.84	\$411.28
OSTERMAIER	WAYNE	Mgr., Land Assmt & Remediation	\$116,376.37	\$1,257.67
OTTEWELL	DOUG	Senior Electrical Area Supervisor	\$132,667.12	\$475.44
OUELLETTE	MITCH	Lines Superintendent	\$130,487.47	\$545.60
OUKES	CORRIE	Senior Comptrollership Advisor	\$105,642.20	\$2,329.55
PAGE	DAVE	FLM - Lines	\$127,838.61	\$1,112.49
PAISLEY	ERNIE	Regional Maintainer - Lines UTS	\$115,839.71	\$575.92
PANIZOVSKI	NORMAN	Meter & Relay Services Tech.	\$103,991.51	\$329.12
PANTUSA	ADELE	Legal Counsel	\$121,794.81	\$501.60
PAOLUCCI	WILLIAM	Mgr., Financing & Financial Risk Mgmt	\$173,363.08	\$328.24
PARK	DARRELL	Controller	\$142,546.14	\$509.92
PARKER	BRUCE	Sr. Network Mgmt Eng./ Officer	\$106,122.37	\$621.36
PARKINSON	TOM	President & CEO	\$999,041.98	\$54,566.31
PASCUAL	ARIEL	Sr. Telecom Engineer/ Officer	\$108,471.44	\$381.48
PATTANI	NAREN	Mgr., Strat Sup, Trans, Strat Planning	\$145,276.11	\$285.12
PATTERSON	RICHARD	Regional Maintainer I - Lines	\$103,507.26	\$411.28
PATTERSON	JIM	Manager, Customer Support	\$153,491.64	\$900.24
PAULSEN	KEITH	Regional Maintainer I - Lines	\$114,742.19	\$411.28
PAYNE	BILL	Reg. Maintainer - Forestry UTS	\$114,684.17	\$451.36
PECK	BRIAN	FLM - Lines	\$108,526.59	\$555.36
PEDDIE	MIKE	Regional Maintainer - Lines UTS	\$112,392.44	\$481.68

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PENRICE	J.	Team Leader - Op Tools Implementation	\$127,436.54	\$627.60
PENSTONE	MIKE	Mgr., Standards & Policies Dept.	\$157,191.91	\$910.80
PERERA	DAVID	Support Network Manager	\$105,783.02	\$799.73
PERRY	KIRK	Reg. Maintainer - Lines UTS - Lvl 3	\$111,842.22	\$411.28
PESANT	BOB	Sr. Customer Business Officer	\$101,286.17	\$586.56
PETCH	JOHN	Protection & Control Tech.	\$100,906.55	\$468.00
PETER	KARL	Regional Maintainer - Elec. UTS	\$117,406.98	\$481.68
PETRIC	PETER	Regional Maintainer - Elect.	\$135,520.43	\$411.28
PHILLIPS	ROGER	VP, Pension Fund	\$301,680.41	\$1,615.68
PIGGOTT	MIKE	Construction Field Eng./ Officer	\$100,643.84	\$436.24
PINET	DANIEL	Regional Maintainer - Civil	\$108,854.83	\$569.97
PITT	KENNETH	Sr. CADD Designer - Elec. & Tele.	\$110,476.68	\$1,223.06
PITT	WALT	Area Distribution Eng. Tech.	\$113,068.22	\$411.28
PLATA	KEN	Team Leader - Field Services	\$104,093.85	\$571.44
PLOURDE	MARCEL	FLM - Stations	\$105,674.02	\$590.16
PLUARD	DAN	Protection & Control Tech.	\$102,306.78	\$396.00
POIRIER	CAM	Work Methods Tech. Stations	\$102,801.16	\$415.44
POLISHCHUK	IZY	Senior Materiel Management Eng.	\$108,150.14	\$221.10
POLKINGHORNE	ROGER	Regional Maintainer - Lines UTS	\$118,653.01	\$481.68
POLLARD	DAN	Reg. Maintainer - Lines UTS - Lvl 3	\$112,101.94	\$445.12
POOLE	CHRIS	Superv. Protection & Cntrl Tech.	\$100,197.11	\$491.20
POOLE	STEVE	Protection & Control Engineer	\$105,700.66	\$483.33
PORAY	ANDY	Dir., Pricing & Strat. Support/ Planning	\$208,051.21	\$1,188.00
PORTEOUS	ALLAN	Regional Maintainer I - Lines	\$101,826.40	\$411.28
PORTER	CHRISTOPHER	Helicopter Pilot	\$120,370.07	\$540.32
POTTS	JOHN	FLM, Distribution Operations Mgmt	\$124,403.64	\$475.20
POTVIN	CLAUDE	Controller	\$112,018.57	\$488.80
POWELL	ANNE	Director, Distribution Regulation	\$167,403.20	\$356.40
POWELL	STEVEN	Regional Maintainer - Elec. UTS	\$100,864.12	\$716.22
POWER	LORNE	Electrical Area Supervisor	\$113,835.23	\$487.54
PRESTON	WILL	Regional Maintainer I - Lines	\$117,693.72	\$411.28
PRICE	RICHARD	Team Leader - Accounting & Rep.	\$102,679.00	\$520.08
PRICE	DAVID	Training Officer	\$110,550.83	\$435.32
PRICE	CHRISTOPHER	Director, Corporate Security	\$170,291.41	\$343.20
PRIEST	HOWARD	Regional Maintainer I - Lines	\$111,848.82	\$411.28
PRIESTAP	BRIAN	Area Superintendent	\$116,852.74	\$912.84
PRIESTAP	STEVE	Regional Maintainer - Lines UTS	\$112,625.71	\$481.68
PRINGLE	BRADLEY	Regional Maintainer I - Lines	\$102,058.63	\$411.28
PROCYK	JOHN	Sector Control Supervisor	\$133,048.83	\$509.92
PROUT	DAVID	Regional Maintainer I - Lines	\$110,765.99	\$347.60
QUAIL	ROB	Sr. Manager, Corporate Risk Mgmt	\$171,915.13	\$982.08
QUESNELLE	TIM	Regional Maintainer I - Lines	\$126,642.63	\$347.60
QUIBELL	TOM	Senior Shift Authority	\$112,765.89	\$488.80
QUINN	JIM	FLM - Lines	\$132,124.51	\$577.68
QUINN	SEAN	Regional Maintainer I - Lines	\$107,236.84	\$411.28
QUINN	FRANK	Regional Maintainer - Elect.	\$106,196.39	\$837.22
QURESHY	FAROOQ	Sr. Network Mgmt Eng./ Officer	\$101,906.57	\$611.52
RANCE	JIM	Regional Maintainer I - Lines	\$128,087.82	\$411.28
RANDELL	MEL	Insulation Test Technician	\$128,023.96	\$462.96
RANGER	RON	Reg. Maintainer - Forestry UTS	\$121,598.24	\$440.96
RATTAI	KEITH	Business Process Specialist	\$103,348.22	\$593.28
RAYCRAFT	GERRY	Regional Maintainer I - Lines	\$104,052.22	\$347.60
RAYMO	R.	Regional Maintainer - Lines UTS	\$133,794.92	\$481.68
RAYNOR	NORM	FLM - Forestry	\$105,018.66	\$546.48
READ	DAN	Regional Maintainer I - Lines	\$100,635.84	\$411.28

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REID	DON	Reg. Maintainer - Lines UTS - Lvl 3	\$131,376.36	\$445.12
REID	TED	Superv. Protection & Cntrl Tech.	\$112,235.76	\$491.20
REID	STEVEN	Regional Maintainer I - Lines	\$101,937.53	\$411.28
REID	BOB	Regional Maintainer I - Lines	\$111,876.80	\$411.28
REILLY	DOUG	Supt Fleet Maintenance	\$132,520.01	\$1,602.43
REINWALD	DOUG	Superv. Distribution Technician	\$109,028.33	\$480.42
REIST	MIKE	Regional Maintainer - Elect.	\$106,298.34	\$820.64
REIVE	RICK	Reg. Maintainer - Lines UTS - Lvl 3	\$121,381.58	\$445.12
RELICH	DANNY	Manager, Mass Market Management	\$149,246.91	\$910.80
RENKIEWICZ	CHRIS	Regional Site MNTCE Person	\$104,469.32	\$302.72
RESMER	KARL	Regional Maintainer - Lines UTS	\$126,227.37	\$481.68
REYNOLDS	DEREK	Account Executive	\$102,327.28	\$571.44
REYNOLDS	BARRY	Mgr., Bus Processes & Work Mgmt	\$163,491.75	\$298.32
RHODES	RICK	Operating Manager	\$126,609.13	\$979.53
RICE	MIKE	Regional Maintainer I - Lines	\$105,076.21	\$411.28
RIDDERBUSCH	CHRIS	Regional Maintainer - Mechanical	\$105,114.23	\$842.42
RIENDEAU	CAMERON	Manager, Administration & Planning	\$110,252.74	\$694.32
RIGNEY	LARRY	Superv. Protection & Cntrl Tech.	\$106,592.40	\$541.25
RIOUX	ROS	Manager, Workforce Acquisition	\$112,104.59	\$2,241.54
RISI	FRANK	Sr. Network Mgmt Eng./ Officer	\$108,041.17	\$551.16
RITCHIE	ALAN	FLM - Stations	\$117,297.75	\$456.72
RITCHIE	MICHAEL	Account Executive	\$101,401.17	\$586.56
RIVARD	PAUL	Regional Maintainer I - Lines	\$110,179.71	\$411.28
RIVETT	DAVID	Regional Maintainer I - Lines	\$117,043.63	\$411.28
ROACH	CLIFF	Sr. Network Mgmt Eng./ Officer	\$102,048.77	\$605.28
ROBB	CHRIS	Regional Maintainer - Elect.	\$106,898.48	\$561.74
ROBB	D.	Lines Superintendent	\$115,597.04	\$604.98
ROBBINS	RICK	FLM - Forestry	\$144,543.28	\$534.00
ROBERTSON	KIRK	Regional Maintainer - Elect.	\$109,737.45	\$1,231.21
ROBILLARD	BRIAN	FLM - Stations	\$104,281.65	\$534.00
ROBINSON	COLYNE	Electrician - Foreperson Const.	\$108,990.52	\$0.00
ROBINSON	PAUL	Regional Maintainer I - Lines	\$105,642.11	\$411.28
ROBINSON	DAN	FLM - Lines	\$115,861.02	\$524.16
ROBITAILLE	MARK	Senior Electrical Area Supervisor	\$129,911.18	\$475.44
ROCHON	AL	Regional Maintainer I - Lines	\$104,657.53	\$459.57
ROCHON	MIKE	Regional Maintainer I - Lines	\$105,702.50	\$503.26
RODDY	STEPHEN	Regional Maintainer - Forestry	\$100,468.52	\$387.20
ROGER	MICHAEL	Manager, Strategic Support	\$127,181.10	\$1,328.95
ROGERS	DOUGLAS	Superv., Info Telecom Tech.	\$120,056.92	\$436.24
ROGERS	CURT	Team Leader - Field Services	\$112,880.72	\$567.84
ROLLINS	MIKE	Regional Maintainer I - Lines	\$121,593.66	\$411.28
ROLLINS	BRIAN	Regional Maintainer I - Lines	\$127,622.68	\$411.28
ROLPH	PERRY	Regional Maintainer - Lines UTS	\$121,426.08	\$481.68
ROLSTON	KEVIN	Sr. Network Mgmt Eng./ Officer	\$103,689.97	\$621.36
ROMBOUGH	LEN	Manager, Design & Construction	\$154,616.89	\$314.16
ROMPHF	RANDY	Regional Maintainer - Lines UTS	\$125,481.31	\$481.68
ROQUE	BAYANI	Telecommunications Eng./ Officer	\$107,155.53	\$536.64
ROSSINI	GIULIANA	Director, Strategic Planning & Integ.	\$163,998.59	\$1,005.84
ROUSE	JIM	Environment & Health Technician	\$110,291.76	\$436.24
ROUSSE	LARRY	Operating Manager	\$137,906.59	\$792.00
ROWE	BOB	Operating Manager	\$118,899.06	\$792.00
ROWLAND	SHAWN	Regional Maintainer I - Lines	\$103,099.68	\$411.28
ROY	GERALD	Regional Maintainer I - Lines	\$114,216.97	\$411.28
RUHL	SHAWN	Regional Maintainer I - Lines	\$125,574.05	\$411.28
RUMNEY	M.	Regional Maintainer I - Lines	\$101,696.17	\$506.16

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
RUNNING	KEITH	Senior Electrical Area Supervisor	\$140,018.31	\$509.92
RUSSELL	CAROLYN	Sr. Advisor Regulatory Research	\$124,812.56	\$264.00
RUSSWURM	GARY	Reg. Maintainer - Lines UTS - Lvl 3	\$116,315.79	\$445.12
SABISTON	JOHN	Team Leader/ Senior Advisor	\$109,535.87	\$646.32
SAGER	TOM	FLM - Forestry	\$126,017.35	\$567.84
SAHAZIAN	ANNE-MARIE	Manager, Lines & Stns Engineering	\$156,338.00	\$871.20
SAKULA	MARK	Regional Maintainer - Lines UTS	\$145,799.82	\$481.68
SALOMAA	OLLI	Sr. Eng./ Officer, Trans. Op Tools Impl.	\$123,002.29	\$506.88
SALT	RON	Manager, Special Projects	\$115,765.70	\$835.74
SALTARELLI	JOHN	Regional Maintainer - Elec. UTS	\$119,029.38	\$481.68
SANDHU	SULAKHAN	Senior Technical Specialist	\$138,587.27	\$477.84
SANTERRE	DAN	Lines Superintendent	\$115,275.65	\$641.74
SASSE	CARL	Protection & Control Tech.	\$111,442.47	\$468.00
SAUTER	CHARLIE	Supt Lines Construction	\$146,150.55	\$847.44
SAVAGE	TED	FLM - Lines	\$138,787.25	\$530.40
SCHANDLEN	ROGER	Reg. Maintainer - Lines UTS - Lvl 3	\$110,412.86	\$422.56
SCHEER	RUSSELL	Protection & Control Tech.	\$107,010.77	\$462.96
SCHELL	JOHN	Regional Maintainer - Elect.	\$112,409.24	\$623.78
SCHENK	STEPHEN	Regional Maintainer I - Lines	\$111,796.14	\$411.28
SCHIEFER	DAVE	FLM - Forestry	\$118,220.56	\$552.72
SCHILTHUIS	CHARLIE	Regional Maintainer - Elect.	\$104,001.80	\$347.60
SCHNEIDER	PAUL	Team Leader/ Senior Advisor	\$107,257.97	\$640.08
SCHNEIDER	GARY	Mgr., Transmission Approvals	\$138,388.88	\$813.78
SCHNEKENBURGER	JOE	Regional Maintainer - Lines UTS	\$139,864.44	\$407.44
SCHOFIELD	DOUG	Level 1A Operator	\$115,994.34	\$430.00
SCHWAB	MAURY	Reg. Maintainer - Forestry UTS	\$102,367.13	\$451.36
SCHWARTZ	ANA	Sr. Advisor, Customer Intelligence	\$100,485.37	\$600.84
SCOTT	DOUG	Regional Maintainer I - Lines	\$106,839.11	\$411.28
SCOTT	ALLAN	Manager, Business Planning & Perf.	\$143,863.87	\$823.68
SEARS	STEWART	Environmental Advisor	\$111,709.82	\$564.96
SEDORE	JOHN	Reg. Maintainer - Lines UTS - Lvl 3	\$117,358.75	\$513.68
SEETHAPATHY	RAVI	Audit Associate	\$133,554.00	\$794.64
SERAVALLE	TONY	Accommodation & Support Svcs Superv.	\$101,947.80	\$610.86
SETH	HITESH	Chief Information Officer	\$229,100.03	\$484.00
SEVERIN	MAURO	Protection & Control Tech.	\$105,233.76	\$468.00
SHANNON	TIM	Operating Manager	\$110,069.09	\$611.52
SHE	KEVIN	Team Leader - Accounting & Rep.	\$113,599.20	\$667.68
SHEEHAN	MIKE	VP, Land, Bldg, Svc & Security	\$247,170.56	\$1,227.60
SHEELER	GEOFF	Instructor - Lines	\$103,609.02	\$417.52
SHELP	DARRELL	Regional Maintainer I - Lines	\$116,496.31	\$411.28
SHERIDAN	W.	Electrician - Foreperson Const.	\$114,871.54	\$0.00
SHIER	JIM	Manager - Telecom Engineering	\$125,379.66	\$522.72
SHWEDYK	PETE	Regional Maintainer I - Lines	\$100,949.67	\$411.28
SIEBERT	JOHN	Regional Maintainer I - Lines	\$134,865.88	\$411.28
SIELOFF	ROB	Area Distribution Eng. Tech.	\$108,785.80	\$420.64
SILLS	GORD	Regional Maintainer - Elect.	\$126,896.29	\$514.77
SIMON	CLAUDE	Reg. Maintainer - Forestry UTS	\$105,462.90	\$451.36
SIMPSON	D.	Reg. Maintainer - Lines UTS - Lvl 3	\$144,936.68	\$411.28
SINCLAIR	JOHN	Manager, Engineering & Project Dev.	\$152,664.59	\$316.80
SINDELAR	FRANK	Sr. CADD Designer - Elec. & Tele.	\$105,155.69	\$491.20
SINE	STEVEN	Regional Maintainer I - Lines	\$114,699.73	\$347.60
SINGH	LAKHRAM	Project Engineer - Stations	\$144,466.42	\$599.04
SINGH	BOB	Mgr., T & D Dev. Cen. & SW Inv. Plng Div	\$140,783.55	\$282.48
SKALSKI	ANDREW	Manager, Decision Support	\$152,624.64	\$300.96
SKINNER	LAURIE	Lines Superintendent	\$153,534.30	\$842.16

## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
SKINNER	STEVEN	Regional Maintainer I - Lines	\$104,989.29	\$411.28
SLOSS	DEAN	Regional Maintainer - Elect.	\$100,147.02	\$554.74
SMALL	CAROL	Regional Maintainer I - Lines	\$100,985.18	\$411.28
SMEDLEY	RICHARD	Regional Maintainer I - Lines	\$126,775.20	\$399.22
SMITH	KEVIN	Information Technology Business Mgr.	\$108,347.89	\$720.72
SMITH	JEFFREY	Sr. Advisor - Decision Support & Regln.	\$127,647.90	\$757.68
SMITH	RUSSELL	Manager, Corporate Risk	\$118,860.89	\$839.52
SMITH	STAN	FLM - Lines	\$130,763.76	\$567.84
SMITH	WAYNE	Director, Investment Planning	\$192,314.70	\$1,124.64
SMITH	TREVOR	Regional Maintainer I - Lines	\$106,532.49	\$411.28
SMITH	JIM	Sr. Telecom Engineer/ Officer	\$111,323.32	\$499.20
SMOCKUM	STEPHEN	Mgr., Distribution Operations	\$145,903.27	\$2,428.86
SMYTHE	PETER	Senior Technical Specialist	\$185,841.17	\$501.60
SNELL	IAN	Regional Maintainer I - Lines	\$118,855.80	\$411.28
SOARES	BRIAN	Sr. Mgr., Income Tax Compliance	\$163,622.29	\$947.76
SOLANKI	ATUL	Support Network Manager	\$101,001.53	\$483.12
SOONTIENS	FRANK	Regional Maintainer I - Lines	\$106,279.78	\$411.28
SOOS	JOE	Regional Maintainer I - Lines	\$109,001.11	\$411.28
SOUN	SUPHIEP	Manager, Taxation	\$108,088.78	\$448.80
SOUTHWOOD	PAUL	Regional Maintainer - Elect.	\$126,068.00	\$411.28
SPEAGLE	STEVE	Regional Maintainer - Elect.	\$104,552.89	\$526.27
SPEEDIE	IVAN	Senior Design Specialist - Stn	\$107,637.72	\$611.52
SPENCER	JENNI	Customer Relations Team Leader	\$100,999.57	\$605.28
SPENCER	BRIAN	Regional Maintainer I - Lines	\$103,190.21	\$411.28
SPENCER	LAURIE	Auditor	\$100,974.73	\$665.28
SPEROU	GEORGE	Team Leader/ Senior Advisor	\$110,627.97	\$655.20
SPROULE	DALTON	FLM - Forestry	\$132,886.69	\$561.60
ST LOUIS	MATT	Sector Control Supervisor	\$135,509.28	\$1,046.27
ST. DENIS	PAUL	Supt, Grounds & Site MTCE	\$117,258.42	\$1,262.64
STAFFORD	TIM	FLM - Lines	\$109,970.58	\$410.52
STANOJEVIC	ALEX	Senior Protection & Control	\$101,163.80	\$488.40
STARK	GEORGE	Senior Electrical Area Supervisor	\$148,056.02	\$475.44
STARRETT	JIM	Regional Maintainer I - Lines	\$132,889.31	\$347.60
STASZKIEL	ROBERT	Regional Maintainer - Lines Impr.	\$107,796.06	\$298.32
STATHAM	TIM	FLM - Lines	\$112,023.78	\$546.48
STEELE	GARRY	Regional Maintainer - Elect.	\$116,114.79	\$760.39
STEELE	ROBERT	Reg. Maintainer - Lines UTS - Lvl 3	\$113,603.69	\$445.12
STEELE	JACK	FLM - Lines	\$105,520.60	\$513.20
STEIN	STAN	Regional Maintainer I - Lines	\$120,693.26	\$411.28
STEIN	CALVIN	Reg. Maintainer - Lines UTS - Lvl 3	\$127,114.09	\$445.12
STENNING	ANDREW	Superintendent, Western	\$130,554.69	\$1,128.82
STEPHENSON	MARK	Regional Maintainer I - Lines	\$121,439.09	\$411.28
STEPHENSON	TODD	Protection & Control Tech.	\$100,159.38	\$468.00
STEVENS	RICK	Director, Development Strategy	\$181,202.24	\$672.48
STEVENSON	CEDRIC	Manager, Staffing & Leadership Dev.	\$149,440.68	\$879.12
STEWART	JOHN	Regional Maintainer - Lines UTS	\$119,711.04	\$481.68
STEWART	NEIL	FLM - Lines	\$105,760.10	\$955.16
STOPPARD	BOB	Regional Maintainer I - Lines	\$100,811.48	\$1,183.76
STOREY	ROBB	Regional Maintainer - Elect.	\$130,017.57	\$820.64
STRACK	RICK	Reg. Maintainer - Lines UTS - Lvl 3	\$105,573.32	\$445.12
STROME	STEVE	Vice President, Labour Rltns	\$288,082.37	\$1,496.88
STRUTHERS	SANDY	Director, Mergers & Acquisitions	\$221,976.69	\$855.36
STRYBOSCH	JOE	Regional Maintainer I - Lines	\$124,610.66	\$411.28
SULEMAN	ALI	Treasurer	\$221,540.15	\$1,275.12
SULLIVAN	M.	Business Process Specialist	\$101,403.06	\$571.44

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SULLY	ALOURDES	Sr. Telecom Engineer/ Officer	\$104,353.22	\$534.00
SUMMERS	BETH	Corporate Controller	\$242,636.39	\$1,399.20
SUMMERS	KEN	Lines Superintendent	\$136,054.70	\$1,212.03
SURRIDGE	RICHARD	Controller	\$118,611.01	\$487.54
SUTTON	JOHN	Regional Maintainer I - Lines	\$115,642.86	\$411.28
SYMONS	JEFF	Regional Maintainer - Elect.	\$101,461.04	\$802.00
SZEWCZYK	R.	Regional Maintainer I - Lines	\$103,932.38	\$542.89
SZILAGYI	DARLENE	Estimating & Scheduling Eng.	\$109,850.06	\$385.44
SZUMIK	BILL	Safety/ Environment Coordinator	\$111,719.83	\$1,157.57
TACKABERRY	DARRYL	Sr. Network Mgmt Eng./ Officer	\$106,816.46	\$611.52
TAM	MAY	Senior Financial Advisor	\$104,709.20	\$530.64
TANNER	ARVO	Protection & Control Engineer	\$118,553.72	\$502.80
TASCONA	WAYNE	Regional Maintainer I - Lines	\$105,009.27	\$411.28
TAYLOR	JOE	Account Exec. - Utility Sales	\$106,854.31	\$1,733.74
TAYLOR	GREGORY	Manager, Program Security	\$110,240.79	\$720.72
TAYLOR	ROY	FLM - Lines	\$112,439.02	\$555.36
TAYLOR	STEVE	Regional Maintainer I - Lines	\$101,533.86	\$411.28
TAYLOR	BRAD	Protection & Control Tech.	\$107,540.97	\$462.96
TAYLOR	RON	Senior Electrical Area Supervisor	\$127,097.87	\$509.92
TEJADA	ED	Project Engineer - Stations	\$105,185.85	\$567.84
TEN HOEVE	ANDY	Regional Maintainer I - Lines	\$106,240.45	\$411.28
TENHUNEN	ART	Regional Maintainer I - Lines	\$115,183.60	\$411.28
TERRY	KEVIN	Regional Maintainer I - Lines	\$118,558.94	\$411.28
THAM	CHIN	Senior Materiel Management Eng.	\$102,098.42	\$605.28
THISDELLE	MOE	Regional Maintainer I - Lines	\$116,249.34	\$411.28
THOM	DARYL	FLM - Stations	\$104,989.96	\$540.24
THOMAS	NIGEL	Project Engineer - Lines	\$112,423.42	\$0.00
THOMAS	MARTIN	Programs Analyst	\$104,063.04	\$128.48
THOMPSON	LUCKY	Level 1A Operator	\$106,036.48	\$426.88
THOMPSON	KEVIN	Mgr., Strategic Init. & Business Plan.	\$149,147.24	\$285.12
THOMPSON	AL	Programs Engineer/ Officer	\$100,767.57	\$577.68
THOMSON	AISLA	Sr. Security Policy/ Plan Specialist	\$104,966.32	\$221.76
THOMSON	R.	FLM Employee Relocation Svcs	\$105,476.40	\$627.60
TINGLE	WARREN	Senior Protection & Control	\$105,001.46	\$494.32
TINK	BRIAN	Manager, Field Support	\$131,463.32	\$799.92
TLAMSA	JOSEF	Regional Maintainer I - Lines	\$103,122.10	\$411.28
TODD	JOHN	Regional Maintainer I - Lines	\$120,278.64	\$411.28
TODD	G.	Regional Maintainer I - Lines	\$110,842.27	\$411.28
TOLPA	J.	Environment & Health Technician	\$102,584.75	\$436.24
TOMKIEWICZ	RAY	Insulation Test Technician	\$127,285.83	\$462.96
TONEGUZZO	JOE	Mgr., Strategy Development Regltn.	\$157,839.81	\$900.24
TOPHAM	DAVID	Regional Maintainer I - Lines	\$111,549.15	\$411.28
TOTH	DENNIS	Regional Maintainer I - Lines	\$110,352.71	\$411.28
TOWNS	GREG	Regional Line Supervisor	\$114,617.70	\$593.26
TOWNSEND	MARK	Senior Protection & Control	\$135,597.92	\$556.38
TRACZ	WARREN	Training Officer	\$108,552.81	\$421.96
TRAMBLE	GREG	Treasury Officer	\$100,469.40	\$586.56
TRAQUAIR	KEVIN	Regional Maintainer - Elect.	\$101,781.55	\$808.21
TREACY	CATHERINE	Dir., Human Resources Operations	\$153,568.38	\$607.20
TREBILCOCK	TERRY	Senior Protection & Control	\$122,711.54	\$573.52
TRELEAVEN	DAN	Senior Electrical Area Supervisor	\$119,812.43	\$475.44
TREMBLAY	PAUL	Director, Network Operating	\$166,128.14	\$966.24
TREMBLAY	M.	Regional Maintainer I - Lines	\$101,350.35	\$411.28
TRIMBLE	DAVE	Mgr., Design & Tech. Supp. Cntrl & Sys.	\$125,689.79	\$248.16
TRUAX	CLIFF	Director, Finance & Admin.	\$166,250.67	\$990.00



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TRUFAL	DAVE	FLM - Lines	\$121,126.24	\$654.94
TRUSSLER	J.	Regional Maintainer I - Lines	\$112,440.91	\$411.28
TSIMBERG	YURY	Adv., M & A Operations Integration	\$125,068.32	\$736.56
TSOULIS	ANGELO	Manager, Treasury Operations	\$125,856.57	\$815.76
TU	OLIVIA	Senior Financial Advisor	\$160,176.21	\$942.48
TULLOCH	BILL	Superv. Protection & Cntrl Tech.	\$110,955.41	\$491.20
TURCOTTE	RON	Regional Maintainer I - Lines	\$115,012.87	\$411.28
TURCOTTE	STEPHEN	Reg. Maintainer - Forestry UTS	\$109,249.02	\$440.96
TURNER	STUART	Line - Sr. Foreperson Const.	\$101,812.44	\$0.00
TWEEDY	ROBERT	FLM - Stations	\$104,852.37	\$534.00
TWEEDY	L.	Reg. Maintainer - Lines UTS - Lvl 3	\$119,740.87	\$445.12
UNDERWOOD	MARK	Regional Maintainer I - Lines	\$100,880.13	\$411.28
UNSWORTH	MARK	Manager of Projects	\$103,457.80	\$217.80
URBANOWICZ	MARK	Regional Maintainer I - Lines	\$102,274.08	\$411.28
URBANOWICZ	ALEX	Account Executive	\$100,243.57	\$1,433.36
UREKAR	DEAN	Regional Maintainer - Elect.	\$132,832.73	\$411.28
VALERIANI	LORENZO	FLM - Stations	\$105,794.27	\$590.16
VALIQUETTE	MARK	Regional Line Supervisor	\$114,612.36	\$561.60
VAN DUSEN	GREGORY	Director, Special Projects	\$176,359.65	\$1,037.52
VAN DYK	BILL	Reg. Maintainer - Lines UTS - Lvl 3	\$111,007.72	\$425.38
VANCE	STEVEN	Mgr., Process Mgmt & Special Projects	\$120,946.65	\$1,222.71
VANDAALEN	FRANK	Regional Maintainer - Elec. UTS	\$114,442.13	\$481.68
VANDEN HOVEN	ADRIAN	Regional Maintainer I - Lines	\$101,474.84	\$411.28
VANDEN TILLAART	HANK	Regional Maintainer I - Lines	\$112,351.11	\$411.28
VANDERBEEK	FRED	Sr. Superv. - Resource Deployment	\$111,384.90	\$532.48
VANDERWEY	LUDGERUS	Regional Maintainer I - Lines	\$118,584.95	\$411.28
VANKESSEL	PETER	Regional Maintainer I - Lines	\$100,555.81	\$411.28
VANLAREN	RICHARD	Regional Maintainer I - Lines	\$111,449.46	\$462.21
VASEY	JOHN	Senior Electrical Area Supervisor	\$128,423.25	\$475.44
VENUTOLO	VITO	Team Leader/ Senior Advisor	\$101,929.24	\$1,027.99
VERSCHUREN	PETER	Regional Maintainer I - Lines	\$110,270.00	\$411.28
VEZINA	JEFF	Regional Maintainer I - Lines	\$102,244.02	\$411.28
VIDLER	SCOTT	Operating Manager	\$123,483.42	\$1,009.16
VILLENEUVE	PAUL	Regional Maintainer - Elec. UTS	\$107,874.61	\$770.69
VINES	DEBRA	Manager, Pension & Compensation	\$130,928.75	\$533.28
VIOLA	VICTOR J.	VP, Sales & Marketing	\$121,941.95	\$249.48
VIOLETTE	JACQUES	Superv. Distribution Technician	\$122,806.35	\$480.42
VOISIN	ROBERT	Regional Maintainer I - Lines	\$112,328.47	\$347.60
VOLICK	JIM	Regional Maintainer - Elect.	\$105,952.45	\$411.28
VONSEEFRIED	PHILIP	Reg. Maintainer - Lines UTS - Lvl 3	\$122,208.37	\$445.12
VRIESEN	HENRY	Regional Maintainer I - Lines	\$124,098.39	\$411.28
WAGNER	DIETER	Sr. Network Mgmt Eng./ Officer	\$101,906.57	\$517.44
WAITE	ED	Operating Manager	\$104,511.82	\$3,455.15
WALCOTT	GORD	Senior Protection & Control	\$103,970.04	\$561.60
WALEWSKI	JOHN	Team Leader/ Senior Advisor	\$108,806.88	\$633.84
WALICKI	S.	Reg. Maintainer - Lines UTS - Lvl 3	\$119,800.40	\$445.12
WALKER	HOWARD	Regional Maintainer - Lines UTS	\$117,039.52	\$481.68
WALL	MICHAEL	Regional Maintainer - Lines UTS	\$105,165.65	\$616.37
WALTEN	ROSS	Regional Maintainer - Elect.	\$101,255.00	\$411.28
WALTER	BERNHARD	Regional Maintainer - Elect.	\$131,687.88	\$802.28
WAN	DAVID	Sr. Telecom Engineer/ Officer	\$114,070.03	\$590.16
WANNAMAKER	DAVID	Regional Maintainer - Mechanical	\$119,246.65	\$1,295.94
WARBURTON	KEVIN	Regional Maintainer I - Lines	\$153,113.66	\$411.28
WARDELL	TREVOR	Regional Maintainer I - Lines	\$112,548.38	\$411.28
WAREHAM	MAUREEN	Exec. Director & Crop. Ethics Officer	\$159,900.07	\$660.00

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WARREN	STEPHEN	Regional Maintainer - Elec. UTS	\$118,821.43	\$481.68
WATSON	C.	Data Collection & Perform Superv.	\$101,025.45	\$1,414.23
WATSON	SCOTT	Training Officer	\$100,546.26	\$451.24
WATSON	GLENN	Programs Engineer/ Officer	\$100,638.65	\$567.84
WATT	KAREN	Senior Website Specialist	\$171,675.28	\$225.10
WATT	GEORGE	Senior Advisor - Strategic Mar.	\$107,857.97	\$646.32
WEATHERLEY	RANDY	Senior Protection & Control	\$102,527.45	\$456.72
WEAVER	DENNIS	Regional Maintainer I - Lines	\$110,342.38	\$411.28
WEBB	KEVIN	Regional Maintainer I - Lines	\$100,775.34	\$411.28
WEBBER	VERNE	Dir., Operations Cntr Amalg Projects	\$188,163.47	\$1,077.12
WEE	CHAW	Sr. Network Mgmt Eng./ Officer	\$101,005.57	\$605.28
WEYLIE	WRAY	Reg. Maintainer - Lines UTS - Lvl 3	\$106,249.61	\$445.12
WHALEN	GERARD	Regional Maintainer - Lines UTS	\$147,740.50	\$481.68
WHATLEY	JAMES	Senior P & C Specialist	\$100,488.69	\$592.80
WHEATSTONE	MICHAEL	Team Leader - Op Tools Implementation	\$110,175.62	\$655.20
WHELAN	JOHN	Regional Maintainer I - Lines	\$119,673.13	\$411.28
WHITE	A.	Regional Maintainer I - Lines	\$103,586.36	\$411.28
WHITE	JON	Regional Maintainer - Elec. UTS	\$100,416.74	\$481.68
WHITE	ROGER	Lines Coordinator	\$102,342.33	\$479.30
WHITTAKER	CINDY	Training Instructor	\$140,359.99	\$380.96
WHITTIER	DAVE	Regional Maintainer I - Lines	\$103,513.80	\$411.28
WHITTINGTON	ANDREW	Team Leader - Op Tools Implementation	\$108,588.44	\$596.40
WHYTE	KERRI	Human Resources Consultant	\$121,691.07	\$736.56
WILLIAMS	CRAIG	Controller	\$112,034.19	\$475.44
WILLIAMS	BARRY	Manager, Helicopter Operation	\$120,938.50	\$792.00
WILLIAMSON	KERRY	Regional Maintainer - Elect.	\$106,020.10	\$717.14
WILLSON	DAVID	Project Engineer - Lines	\$113,228.40	\$577.68
WILSON	STEVE	Regional Maintainer I - Lines	\$107,258.45	\$411.28
WILSON	GARY	Regional Maintainer I - Lines	\$105,129.65	\$347.60
WILSON	BRIAN	FLM - Lines	\$112,352.42	\$552.72
WILSON	COLIN	Lines Coordinator	\$122,588.27	\$2,061.60
WINDSOR	SHAWN	Regional Maintainer I - Lines	\$106,552.34	\$411.28
WINDSOR	TREVOR	Reg. Maintainer - Lines UTS - Lvl 3	\$140,965.41	\$445.12
WINDSOR	TERRY	Regional Maintainer I - Lines	\$110,601.11	\$411.28
WISE	RHONDA	Senior Legal Counsel	\$173,746.39	\$338.80
WITHERSPOON	RON	Regional Maintainer I - Lines	\$104,489.32	\$411.28
WODZAK	RANDY	Regional Maintainer - Elect.	\$120,978.30	\$411.28
WOLFF	DIETER	Regional Maintainer - Elec. UTS	\$102,239.14	\$481.68
WONG	ALEXANDER	Senior Materiel Management Eng.	\$102,876.28	\$580.32
WONG	TOM	Senior Comptrollership Advisor	\$106,723.20	\$525.36
WOOD	LARRY	Protection & Control Tech.	\$102,890.66	\$468.00
WOOD	KARL	Regional Maintainer - Elect.	\$108,281.99	\$518.41
WOODWARD	STEPHEN	Sr. Network Mgmt Eng./ Officer	\$101,005.57	\$512.16
WRIGHT	LARRY	Regional Maintainer I - Lines	\$112,475.67	\$411.28
WRIGHT	GLEN O.	Chairman - Hydro One	\$282,041.55	\$990.00
WRIGHT	JOHN	FLM - Stations	\$107,545.55	\$879.14
WYLIE	NOEL	Team Leader/ Senior Advisor	\$113,127.34	\$655.20
YAN	ANDREW	Sr. Network Mgmt Eng./ Officer	\$102,857.77	\$615.12
YATES	MEL	Mgr., T & D Sustainment Programs	\$143,062.68	\$847.44
YAWNEY	GARRY	Regional Maintainer - Elect.	\$116,247.90	\$2,781.28
YEATMAN	MATTHEW	Helicopter Pilot	\$107,913.34	\$239.40
YEO	DAVE	Sr. Superv. - Resource Deployment	\$108,107.97	\$546.48
YOKOM	JOHN	Regional Maintainer I - Lines	\$108,610.10	\$347.60
YOUNG	BING	Sr. Network Mgmt Eng./ Officer	\$111,588.42	\$512.16
YUEN	ANDREW	Team Leader - Op Tools Implementation	\$125,778.18	\$1,179.95

**PUBLIC ACCOUNTS, 2003-2004****1-63**

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
YUNG	COCHRANE	Team Leader/ Senior Advisor	\$105,504.97	\$633.84
YUSKOW	LARRY	Regional Maintainer - Elect.	\$103,895.55	\$816.87
ZAJDEMAN	MARCIE	Senior Legal Counsel	\$121,483.74	\$250.80
ZAKAIB	CHUCK	Senior Financial Advisor	\$169,709.73	\$987.36
ZEPPIERI	ANGELO	Regional Mntner - Civil UTS	\$106,648.68	\$964.55
ZIOLKOWSKI	WOJCIECH	Relay Engineer - Specialist	\$113,938.15	\$567.84
ZUB	DOUGLAS	Electrician Subforeperson Const.	\$110,523.14	\$0.00
ZWICKER	C.	Regional Maintainer I - Lines	\$104,452.45	\$411.28



# Liquor Control Board of Ontario

## Responsibility for Financial Reporting

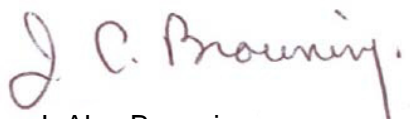
The accompanying financial statements of the Liquor Control Board of Ontario have been prepared in accordance with accounting principles generally accepted in Canada, and are the responsibility of management. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods. The financial statements have been properly prepared within reasonable limits of materiality and in light of information available up to June 11, 2004.

Management is responsible for the integrity of the financial statements and maintains a system of internal controls designed to provide reasonable assurance that the assets are safeguarded and that reliable financial information is available on a timely basis. The system includes formal policies and procedures and an organizational structure that provides for appropriate delegation of authority and segregation of responsibilities. An internal audit function independently evaluates the effectiveness of these internal controls on an ongoing basis and reports its findings to management and the Audit and Governance Review Committee of the Board.

The Board, through the Audit and Governance Review Committee, is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls. The Audit and Governance Review Committee, comprised of three Members who are not employees/officers of the LCBO, generally meets periodically with management, the internal auditors and the Office of the Provincial Auditor to satisfy itself that each group has properly discharged its respective responsibility. However, due to the expiration of the terms of two members of the Audit and Governance Committee prior to year end, the Financial Statements were reviewed and approved by the Board but not by the Audit and Governance Review Committee.

The financial statements have been audited by the Office of the Provincial Auditor. The Auditor's responsibility is to express an opinion on whether the financial statements are fairly presented in accordance with generally accepted accounting principles. The Auditor's Report outlines the scope of the Auditor's examination and opinion.

On behalf of management:



J. Alex Browning  
*Senior Vice President, Finance & Administration, and Chief Financial Officer*  
June 11, 2004

# Office of the Provincial Auditor of Ontario

## Liquor Control Board of Ontario

### *Auditor's Report*



To the Liquor Control Board of Ontario  
and to the Minister of Economic Development and Trade

I have audited the balance sheet of the Liquor Control Board of Ontario as at March 31, 2004 and the statements of income and retained income and cash flows for the year then ended. These financial statements are the responsibility of the Board's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Board as at March 31, 2004, the results of its operations and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario  
June 11, 2004

A blue ink signature of Jim McCarter.

Jim McCarter, CA  
Assistant Provincial Auditor

## LIQUOR CONTROL BOARD OF ONTARIO

**Balance Sheet**  
**As at March 31, 2004**

	2004 (\$ 000)	2003 (\$ 000)
<b><u>ASSETS</u></b>		
<b>Current</b>		
Cash and cash equivalents	60,724	46,385
Accounts receivable, trade and others	28,436	22,365
Inventories	270,246	247,523
Prepaid expenses	5,812	6,619
	<u>365,218</u>	<u>322,892</u>
<b>Long-term</b>		
Capital assets (Note 5)	<u>227,504</u>	<u>225,045</u>
	<u>592,722</u>	<u>547,937</u>
<b><u>LIABILITIES AND RETAINED INCOME</u></b>		
<b>Current</b>		
Accounts payable and accrued liabilities	298,755	262,140
Current portion of accrued benefit obligation (Note 3)	4,924	4,508
	<u>303,679</u>	<u>266,648</u>
<b>Long-term</b>		
Accrued benefit obligation (Note 3)	35,217	32,891
<b>Retained income</b>	<u>253,826</u>	<u>248,398</u>
	<u>592,722</u>	<u>547,937</u>

**Commitments and Contingencies** (Notes 6 and 8)

See accompanying notes to financial statements.

Approved by:



Chair and Chief Executive Officer



Board Member

## LIQUOR CONTROL BOARD OF ONTARIO

Statement of Income and Retained Income  
Year Ended March 31, 2004

	2004 (\$ 000)	2003 (\$ 000)
<b>Sales and other income</b>	3,320,681	3,119,240
<b>Cost and expenses</b>		
Cost of sales	1,726,475	1,653,739
Retail stores and marketing	373,978	360,448
Warehousing and distribution	67,470	64,431
Administration	57,413	53,478
Amortization	49,917	47,602
	<u>2,275,253</u>	<u>2,179,698</u>
<b>Net income for the year</b>	1,045,428	939,542
<b>Retained income, beginning of year</b>	<u>248,398</u>	<u>283,856</u>
	<u>1,293,826</u>	<u>1,223,398</u>
<b>Deduct</b>		
Dividend paid to the Province of Ontario	1,035,000	970,000
Payment to municipalities on behalf of the Province of Ontario (Note 9)	<u>5,000</u>	<u>5,000</u>
	<u>1,040,000</u>	<u>975,000</u>
<b>Retained income, end of year</b>	<u>253,826</u>	<u>248,398</u>

See accompanying notes to financial statements.



## LIQUOR CONTROL BOARD OF ONTARIO

Statement of Cash Flows  
Year Ended March 31, 2004

	2004 (\$ 000)	2003 (\$ 000)
<b>Cash provided from operations</b>		
Net income	1,045,428	939,542
Amortization	49,917	47,602
Loss (Gain) on sale of capital assets	(234)	(1,306)
	<u>1,095,111</u>	<u>985,838</u>
Increase in non-cash items		
Working capital	8,628	23,035
Accrued benefit obligation	2,742	5,850
	<u>1,106,481</u>	<u>1,014,723</u>
<b>Cash used for investment activities</b>		
Purchase of capital assets	(53,434)	(75,062)
Proceeds from sale of capital assets	1,292	1,616
	<u>(52,142)</u>	<u>(73,446)</u>
<b>Cash used for financing activities</b>		
Dividend paid to the Province of Ontario	(1,035,000)	(970,000)
Payment to municipalities on behalf of the Province of Ontario	(5,000)	(5,000)
	<u>(1,040,000)</u>	<u>(975,000)</u>
<b>Increase (decrease) in cash during the year</b>	14,339	(33,723)
<b>Cash and cash equivalents, beginning of year</b>	<u>46,385</u>	<u>80,108</u>
<b>Cash and cash equivalents, end of year</b>	<u><u>60,724</u></u>	<u><u>46,385</u></u>

See accompanying notes to financial statements.

**LIQUOR CONTROL BOARD OF ONTARIO****Notes to Financial Statements  
March 31, 2004**

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**1. NATURE OF THE CORPORATION**

The Liquor Control Board of Ontario (Board) is a corporation without share capital incorporated under the *Liquor Control Act*, R.S.O. 1990, Chapter L.18. The corporation is a government enterprise responsible for regulating the production, importation, distribution and sale of alcoholic beverages in the Province of Ontario. As an Ontario Crown Corporation, the Board is exempt from income taxes under Section 149(1)(d) of the *Canadian Income Tax Act*. The Board transfers most of its profits to the Province of Ontario's Consolidated Revenue Fund in the form of a dividend.

**2. SIGNIFICANT ACCOUNTING POLICIES****(a) Basis of Accounting**

The Board's financial statements are prepared in accordance with Canadian generally accepted accounting principles.

**(b) Inventories**

Inventories are valued at the lower of cost and net realizable value with cost being determined by the moving average cost method.

**(c) Capital Assets**

Major capital expenditures with a future useful life beyond the current year are capitalized at cost and are amortized on a straight-line basis according to their estimated useful lives, as follows:

Buildings	20 years
Furniture and Fixtures	5 years
Leasehold Improvements	5 years
Computer Equipment	3 years

Minor capital expenditures and the expenditures for repairs and maintenance are charged to income.

**(d) Use of Estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**(e) Cash and Cash Equivalents**

Cash and cash equivalents comprise cash, and highly liquid investments with original maturity dates of less than 90 days.

The Board's investment policy restricts short-term investments to high liquidity, high grade money market instruments such as federal/provincial treasury bills, banker's acceptances and term deposits.

**LIQUOR CONTROL BOARD OF ONTARIO****Notes to Financial Statements****March 31, 2004****3. ACCRUED BENEFIT OBLIGATION**

The accrued benefit obligation includes accruals for employee termination payments and unfunded workers compensation obligation.

In fiscal 2004, the cost of these employee future benefits was \$7.5 million (2003 – \$8.7 million) and is included in Cost and expenses in the Statement of Income and Retained Income. The accrued benefit obligation as at March 31, 2004 is \$40.1 million (2003 – \$37.4 million) of which \$4.9 million (2003 – \$4.5 million) is classified as a current liability.

The cost of post-retirement, non-pension employee benefits is paid by Management Board Secretariat and is not included in the Statement of Income and Retained Income.

**4. PENSION PLAN**

The Board provides pension benefits for all its permanent employees (and to non-permanent employees who elect to participate) through the Public Service Pension Fund (PSPF) and the Ontario Public Service Employees' Union Pension Fund (OPSEU Pension Fund) which are multi-employer defined benefit pension plans established by the Province of Ontario. These plans are accounted for as defined contribution pension plans as the Board has insufficient information to apply defined benefit plan accounting. The expense represents the Board's contributions to the plans during the year.

In fiscal 2004, the expense was \$13.8 million (2003 – \$11.1 million) and is included in Cost and expenses in the Statement of Income and Retained Income.

**5. CAPITAL ASSETS**

	<b>2004</b>			<b>2003</b>
	<b>(\$ 000)</b>			<b>(\$ 000)</b>
	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>Net Book Value</b>	<b>Net Book Value</b>
Land	13,473	—	13,473	13,584
Buildings	302,071	207,872	94,199	93,168
Furniture and fixtures	66,248	37,791	28,457	22,539
Leasehold improvements	177,348	113,200	64,148	62,269
Computer equipment	98,650	71,423	27,227	33,485
	<u>657,790</u>	<u>430,286</u>	<u>227,504</u>	<u>225,045</u>

**LIQUOR CONTROL BOARD OF ONTARIO****Notes to Financial Statements  
March 31, 2004**

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**6. LEASE COMMITMENTS**

The Board is committed under operating leases on leased premises with future minimum rental payments due as follows:

	(\$ 000)
2005	36,841
2006	35,194
2007	33,199
2008	30,741
2009	27,365
Thereafter	206,836
	<u>370,176</u>

**7. HEDGING**

The Board has entered into forward foreign exchange contracts to manage the foreign exchange risk associated with its purchases from foreign suppliers. A forward foreign exchange contract is an agreement between two parties to set exchange rates in advance.

As at March 31, 2004 the Board had \$4,871,250 (2003 – \$4,448,340) forward foreign exchange contracts outstanding.

Credit risk is the risk that a party to a forward foreign exchange contract will fail to discharge its obligation and cause the Board to incur financial loss. The Board minimizes credit risk by only dealing with major Canadian chartered banks and Canadian subsidiaries of major foreign banks.

**8. CONTINGENCIES**

The Board is involved in various legal actions arising out of the ordinary course and conduct of business. The outcome and ultimate disposition of these actions are not determinable at this time. Accordingly, no provision for these actions is reflected in the financial statements. Settlements, if any, concerning these contingencies will be accounted for in the period in which the settlement occurs.

**9. PAYMENT TO MUNICIPALITIES**

During fiscal 2004, in accordance with Section 5(2) of the *Liquor Control Act, 1990*, the Board was directed by Cabinet to contribute \$5 million (2003 - \$5 million) to assist municipalities with their glass recycling costs. Cabinet further directed the Board to contribute \$5 million annually in each of the next two years.

## Liquor Control Board of Ontario

Surname	Given Name	Position	Salary Paid	Taxable Benefits
ALEXPOULOS	JOHN	Manager, Retail Accounting	\$102,515.58	\$234.90
ARAUJO	VIC M.	General Manager, Operations, Durham	\$102,671.47	\$234.90
ASHDOWN	TONY D.	Director, HR Development	\$126,081.11	\$269.40
BALARJAN	PONNEMBALAN	Consulting Tech. Systems Specialist	\$100,611.05	\$221.98
BARTUCCI	RON	Director, Traffic, Customs & Excise	\$126,080.57	\$269.40
BIDIAN	CATALIN	Senior Programmer Analyst	\$100,312.10	\$167.16
BLYTHE	E. B.	Manager, Financial Quality Assurance	\$102,454.79	\$234.90
BONIC	JAUQUELINE E.	VP, Store Dev. & Real Estate	\$155,366.62	\$325.58
BOURRE	DON	Director, Eastern Region	\$146,808.95	\$2,118.64
BRANDT	ANDREW S.	Chair & CEO	\$139,115.93	\$5,308.00
BROWNING	J. A.	Senior VP, Finance & Administration	\$176,926.77	\$13,465.12
BUCK	PETER D.	Director, HR Services	\$146,809.11	\$307.64
BURNS	TAMARA L.	VP, Merchandising	\$159,607.44	\$339.70
BUSBY	MICHAEL B.	Database Administrator	\$100,500.93	\$204.68
CARDINAL	NANCY J.	VP, Marketing Communications	\$168,371.77	\$348.66
CHU	HANG-SUN	Senior Systems Analyst	\$106,867.42	\$204.68
CLEVELY	R.	Director, Central Region	\$120,043.73	\$1,723.62
COLLINS	ROBERT J.	Business Unit Director	\$139,186.29	\$295.11
DAVIO	R. A.	Manager, Pricing Administration	\$112,472.28	\$251.16
DOWNEY	ROBERT K.	Senior VP, Sales & Marketing	\$175,542.43	\$13,465.12
DUTTON	R. A.	Dir., Financial Planning & Development	\$155,010.74	\$325.58
ECKER	ROY W.	Senior VP, Retail Operations	\$172,950.27	\$13,211.12
FARRELL	MICHAEL	Dir., Wholesale Customer Management	\$112,493.99	\$209.08
FEHR	CLAUDIUS	Category Manager, Vintages	\$103,175.82	\$234.90
FISHER	R. G.	Director, Western Region	\$189,816.25	\$315.96
FITZPATRICK	MARY	Senior VP, Gen. Council & Corp. Sec.	\$176,926.77	\$13,465.12
FRENCH	ROBERT G.	District Manager	\$102,212.71	\$377.90
GRAHAM-PRENTICE	LAURA	Director, Marketing	\$105,476.20	\$237.72
GREEN	MICHAEL R.	Solicitor	\$146,136.44	\$307.64
HARFMANN	URSULA	District Manager	\$100,501.58	\$534.90
HOLLOWAY	BRIAN	Director, Applications Systems	\$141,684.47	\$307.64
HUYNH-LIU	MY LAN L.	Senior Systems Analyst	\$100,163.05	\$204.68
JAY	DAVID	Systems Manager	\$101,855.29	\$234.90
KALLADEEN	NALINI	Systems Manager	\$101,464.43	\$234.90
KANE	MURRAY D.	Senior VP, Human Resources	\$176,926.77	\$13,465.12
KELLY	HUGH	Senior VP, Information Technology	\$176,926.77	\$13,465.12
KENNEDY	WILLIAM	Exec. Director, Corp. Communications	\$155,366.62	\$325.58
KER	J. G.	Exec. Director, Corporate Policy	\$155,366.54	\$325.58
LAMANTIA	M.	Senior Systems Analyst	\$111,231.77	\$204.68
LANDY	RANDI B.	Business Unit Director	\$136,427.04	\$300.04
LE	NHON T.	Senior Systems Analyst	\$100,898.47	\$204.68
LEE	SUSAN	Manager, Financial Planning	\$103,435.98	\$234.90
LEGER	RICHARD	District Manager	\$105,147.37	\$906.90
LIDDLE	WAYNE R.	District Manager	\$139,201.71	\$478.67
LUMSDEN	PAT	Systems Manager	\$101,464.43	\$234.90
LYONS	CAROL J.	Controller	\$145,271.83	\$307.64
MACGREGOR	MARALISA	Director, Supply Chain	\$146,809.11	\$307.64
MALLET-THOMAS	KATE	Business Unit Director	\$112,084.33	\$263.72
MANNER	JOSEPH	Manager, Economic Policy & Planning	\$104,138.67	\$234.90
MARDIROSSIAN	G. H.	Manager, Information Systems Audit	\$103,445.15	\$234.90
MARSHALL	DAVE W.	Director, Northern Region	\$146,809.11	\$1,035.64
MARTIN	JOHN S.	Senior VP, Logistics	\$168,180.06	\$13,465.12
MCNEE	J. (ANDREW)	Solicitor	\$143,926.71	\$307.64
MISETICH	DAVID J.	Inventory Manager	\$105,564.47	\$242.50
MOGK-EDWARDS	SHARI L.	Director, Vintages Sales & Purchasing	\$136,427.04	\$300.04
MURPHY	PETER J.	Dir., Conv. Warehousing & Special Svcs	\$143,926.71	\$307.64
MUTLAK	THERESA	Dir., Financial Reporting & Tech.	\$124,071.42	\$269.40
O'BRIEN	BARRY	Director, Corporate Affairs	\$128,605.96	\$269.40
PETER	N. ROBERT	President & CEO	\$273,823.80	\$7,106.62
PEZZOT	BRUNO	Director, Real Estate	\$102,971.63	\$237.72
PIZZOLATO	BRUCE	Director, Durham Facility	\$141,684.28	\$307.64
POULIN	ROBERT	District Manager	\$102,212.97	\$423.90

## Liquor Control Board of Ontario

Surname	Given Name	Position	Salary Paid	Taxable Benefits
RAMSAY	GARY L.	Director, Application Systems	\$143,926.71	\$307.64
RENTON	ALISON E.	Solicitor	\$115,510.42	\$316.32
REYNOLDS	VINCENT	Manager, Tech. Support	\$101,793.79	\$234.90
ROBERTSON	TISH L.	Systems Manager	\$100,143.95	\$234.90
RUSSELL	KEVIN G.	Director, Retail Planning	\$104,912.25	\$237.72
SALVISBURG	A. N.	Director, Customer Service & Admin	\$141,684.47	\$307.64
SCHMIDT	LINDA	Inventory Manager	\$101,522.53	\$238.41
SHERWOOD	GARFIELD G.	Senior VP, Retail	\$218,689.77	\$2,055.55
SKELLY	JOHN P.	Maintenance Shift Supervisor	\$100,513.75	\$177.78
SOLEAS	GEORGE	VP, Quality Assurance	\$152,974.52	\$325.58
STANLEY	THOMAS D.	Director, I.T. Infrastructure	\$117,664.11	\$268.62
STEPHENS	MIKE	Director, Retail Inventory Management	\$118,652.68	\$1,085.64
SUTTON	SHELLEY	Director, Strategic Planning	\$128,213.38	\$269.40
TANG	K. (DAVID)	Consulting Tech. Systems Specialist	\$103,113.90	\$234.90
THIBODEAU	DONALD L.	District Manager	\$102,212.97	\$1,425.90
TONER	DAVID J.	District Manager	\$103,175.82	\$440.90
TUGHAN	WILLIAM H.	Director, Resource Protection	\$126,081.16	\$269.40
TURNER	JIM H.	Director, Western Region	\$146,808.95	\$861.64
VAN KESSEL	RENEE D.	Solicitor	\$123,653.81	\$307.64
WALKER	R. LILA	Director, Compensation & HR Admin	\$126,642.97	\$269.40
WHITELAW	RICHARD J.	Treasurer	\$145,271.76	\$307.64
WILSON	TOM J.	VP, Vintages	\$155,366.62	\$325.58
WOOD	J. R.	District Manager	\$102,671.47	\$3,238.90
WRIGHT	BRIAN A.	Database Administrator	\$101,112.79	\$204.68
YAZEJIAN	LEVON K.	Director, General Audit	\$128,605.96	\$269.40
ZACHAR	WAYNE V.	Director, Employee Relations	\$146,809.11	\$307.64
ZHU	YE	Senior Systems Analyst	\$102,457.56	\$169.84

# THE NIAGARA PARKS COMMISSION

## MANAGEMENT REPORT

The accompanying financial statements are the responsibility of the management of The Niagara Parks Commission.

These financial statements have been prepared by management in accordance with Canadian generally accepted accounting policies. Financial statements are not precise since they include certain amounts based on estimates and judgements. Management has determined such amounts on a reasonable basis in order to ensure that the financial statements are presented fairly, in all material respects.

The Commission maintains a system of internal accounting and administrative control that is designed to provide reasonable assurance the financial information is relevant, reliable and accurate and that the Commission's assets are properly accounted for and adequately safeguarded.

The appointed Commission is responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving the financial statements.

The Commission meets periodically with management to discuss internal controls over the financial reporting process, auditing matters

and financial reporting issues, and to satisfy itself that each party is properly discharging its responsibilities.

The financial statements have been audited by Crawford, Smith and Swallow Chartered Accountants LLP, the external auditors, in accordance with Canadian generally accepted auditing standards on behalf of the Commission, the Minister of Tourism and Recreation and the Provincial Auditor. Crawford, Smith and Swallow Chartered Accountants LLP has full and free access to the Commission.



John A. M. Kernahan  
General Manager  
January 16, 2004



Neil McDougall, CMA  
Senior Director, Corporate Services  
January 16, 2004

## AUDITORS' REPORT

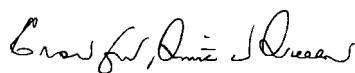
### *To The Niagara Parks Commission, the Minister of Tourism and Recreation and the Provincial Auditor*

Pursuant to the Niagara Parks Act which provides that The Niagara Parks Commission, an agency of the Crown, shall be audited by the Provincial Auditor or an auditor designated by the Lieutenant Governor in Council, we have audited the balance sheet of The Niagara Parks Commission as at October 31, 2003 and the statements of operations, equity and cash flows for the year then ended. These financial statements are the responsibility of management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also

includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Commission as at October 31, 2003 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Crawford, Smith and Swallow  
Chartered Accountants LLP  
January 16, 2004, Niagara Falls, Ontario

## BALANCE SHEET ~ as at October 31, 2003

## STATEMENT 1

	<i>(In thousands of dollars)</i>	
<b>Assets</b>	2003	2002
	\$	\$
<b>Current Assets</b>		
Cash	1,589	1,263
Accounts receivable	2,755	3,199
Inventories		
Saleable merchandise	4,965	4,240
Maintenance and other supplies	1,326	1,329
Prepaid expenses	339	290
	10,974	10,321
<b>Fixed Assets - note 2</b>	134,326	137,108
	<b>145,300</b>	<b>147,429</b>
<b>Liabilities and Equity</b>		
<b>Current Liabilities</b>		
Bank loan - note 3	13,000	6,000
Accounts payable	4,300	5,267
Accrued payroll	1,946	1,367
Current portion of long-term financing	59	
	19,305	12,634
<b>Long-Term Financing - note 4</b>	45	
<b>Post-Employment Benefits - note 5</b>	2,931	2,780
<b>Commitments - note 9</b>		
<b>Contingencies - note 10</b>		
<b>Equity - Statement 2</b>	123,019	132,015
	<b>145,300</b>	<b>147,429</b>

see accompanying notes

Signed on behalf of the Commission:



Acting Chair



Commissioner



## STATEMENT OF EQUITY ~ for the year ended October 31, 2003

## STATEMENT 2

	<i>(In thousands of dollars)</i>	
	2003	2002
	\$	\$
<b>Equity, Beginning of Year</b>	132,015	130,376
<b>Net Income (Loss) for the Year</b> - Statement 3	(8,996)	1,639
<b>Equity, End of Year</b>	<b>123,019</b>	<b>132,015</b>

see accompanying notes

## STATEMENT OF OPERATIONS ~ for the year ended October 31, 2003

## STATEMENT 3

	<i>(In thousands of dollars)</i>	
	2003	2002
	\$	\$
<b>Income</b>		
Gift shops, restaurants and attractions - Schedule 1	57,796	74,363
Land rent	5,572	5,416
Commissions, rentals and fees	2,078	2,891
Premium on United States funds - net	396	691
Gain on disposal of fixed assets - net	22	176
Sundry income	28	17
	65,892	83,554
<b>Expenses</b>		
Gift shops, restaurants and attractions - Schedule 1		
Cost of goods sold	11,453	15,615
Operating expenses	30,162	34,403
Maintenance	15,838	16,977
Administrative and general	5,527	5,166
Marketing and promotion	2,652	2,623
Customer service	319	383
	65,951	75,167
<b>Net Income (Loss) for the Year before Undernoted Items</b>	(59)	8,387
<b>Other Items</b>		
Interest expense - net - note 6	587	479
Depreciation - note 7	6,936	6,269
	7,523	6,748
<b>Net Income (Loss) before Non-Recurring Items</b>	(7,582)	1,639
<b>Non-Recurring Items - note 8</b>	(1,414)	
<b>Net Income (Loss) for the Year</b>	<b>(8,996)</b>	<b>1,639</b>

see accompanying notes

STATEMENT OF CASH FLOWS ~ *for the year ended October 31, 2003*

## STATEMENT 4

	<i>(In thousands of dollars)</i>	
	2003	2002
	\$	\$
<b>Operating Activities</b>		
Net income (loss) for the year	(8,996)	1,639
Charges against income not requiring an outlay of funds		
- change in post employment benefits	151	208
- depreciation	7,150	6,478
- gain on disposal of fixed assets - net	655	(176)
	(1,040)	8,149
Net change in non-cash working capital balances related to operations - note 11	(714)	(3,746)
Funds provided (used) by operating activities	(1,754)	4,403
<b>Investing Activities</b>		
Fixed asset acquisitions	(4,951)	(7,528)
Proceeds on sale of fixed assets	31	194
Funds used by investing activities	(4,920)	(7,334)
<b>Financing Activities</b>		
Increase in bank loan	7,000	3,000
Repayment of long-term debt		(300)
Funds provided by financing activities	7,000	2,700
<b>Increase (Decrease) in Cash Position</b>	326	(231)
<b>Cash Position, Beginning of Year</b>	1,263	1,494
<b>Cash Position, End of Year</b>	<b>1,589</b>	<b>1,263</b>

see accompanying notes

# SCHEDULE OF OPERATIONS ~ *Gift Shops, Restaurants and Attractions for the year ended October 31, 2003*

## SCHEDULE 1

	<i>(In thousands of dollars)</i>	
	2003	2002
	\$	\$
<b>Income</b>		
Souvenirs, china and post cards	15,783	23,382
Food and refreshments	12,262	16,438
Beer, liquor and wine	2,061	2,325
Confectionery	2,144	3,116
Fares and admission	23,237	26,499
Rentals	873	1,023
Sundry	1,436	1,580
	57,796	74,363
<b>Cost of Goods Sold</b>		
Souvenirs, china and post cards	5,855	8,658
Food and refreshments	3,514	4,462
Beer, liquor and wine	581	662
Confectionery	865	1,217
Sundry	638	616
	11,453	15,615
<b>Gross Profit</b>	46,343	58,748
<b>Operating Expenses</b>		
Salaries and wages	12,802	14,837
Employee benefits	2,517	2,630
Advertising	993	1,387
Fuel, power, water and laundry	1,293	1,374
General	3,963	4,468
Maintenance of buildings, equipment and vehicles	2,356	2,645
Maintenance of grounds	3,438	4,693
Grants in lieu of municipal taxes	870	823
Distribution Centre expense	1,930	1,546
	30,162	34,403
<b>Net Income before Depreciation</b>	16,181	24,345
<b>Depreciation of Income Producing Assets</b>	3,857	3,323
<b>Net Income Exclusive of any Portion of the Administrative Overhead of the Commission</b>	<b>12,324</b>	<b>21,022</b>

see accompanying notes

## NOTES TO FINANCIAL STATEMENTS ~ for the year ended October 31, 2003

**1. Significant Accounting Policies****Basis of accounting**

The financial statements of The Niagara Parks Commission (the "Commission") are the representations of management prepared in accordance with Canadian generally accepted accounting principles, consistently applied. Because a precise determination of many assets and liabilities is dependent upon future events, the preparation of periodic financial statements necessarily involves the use of estimates and approximations. These have been made using careful judgement in the light of available information. The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and within the framework of the accounting policies summarized below:

**Inventories**

Inventories of saleable merchandise are valued at the lower of average cost and net realizable value.

On November 1, 2002, the Commission changed the method of costing retail merchandise inventory from first-in, first-out (FIFO) to average cost. There is no significant effect on net income of the current year.

**Fixed assets**

All fixed assets are recorded at cost. Depreciation has been recorded using the straight-line method, with rates from 2.5 to 20 per cent for buildings, roadways and structures, 10 to 25 per cent for equipment and furnishings and from 8 to 40 per cent for vehicles.

**2. Fixed Assets***(In thousands of dollars)*

	Cost	Accumulated Depreciation	2003	2002
	\$	\$	\$	\$
Land	13,555	—	13,555	13,555
Land improvements	17,091	—	17,091	17,091
Buildings, roadways and structures	141,735	49,933	91,802	94,141
Equipment and furnishings	25,978	16,604	9,374	9,947
Vehicles	8,204	6,994	1,210	1,193
	206,563	73,531	133,032	135,927
Capital works in progress	1,294	—	1,294	1,181
	<b>207,857</b>	<b>73,531</b>	<b>134,326</b>	<b>137,108</b>

**3. Bank Loan**

The bank loan facilities, which have a maximum borrowing capacity of \$ 25,000,000, provide for two types of loans. There is a variable rate option with a rate which varies with the Bank of Montreal's prime rate and there is a fixed rate operating loan facility available for terms of 30/60/90/180 or 364 days at rates which are set relative to Banker's Acceptance rates. As at October 31, 2003 there was \$ 10,000,000 in a fixed rate loan bearing interest of 3.84% and maturing April 27, 2004. The Commission has applied for an Order in Council from the Province of Ontario to have the maximum borrowing capacity increased to \$ 35,000,000. As at the audit report date, this approval has not been granted.

## NOTES TO FINANCIAL STATEMENTS ~ for the year ended October 31, 2003

## 4. Long-Term Financing

(In thousands of dollars)

	2003	2002
	\$	\$
The Commission has an obligation under capital lease, bearing interest of nil, requiring monthly payments of \$ 5,279 to August, 2005, secured by equipment with a net book value of \$ 107,086	104	
Less portion due within one year	59	
	<b>45</b>	

The principal payments of the obligation under capital lease is due as follows:

(In thousands of dollars)

	\$
2004	59
2005	45

## 5. Post-Employment Benefits

The Commission provides a defined employee future benefit, payable on termination to certain full-time employees with a minimum of five years of service. The benefit is calculated on the basis of one week's remuneration, at the time of termination, for every year of full-time service provided to the Commission. See note 13 for other post-employment benefits.

## Defined Benefit Plan Information

(In thousands of dollars)

	2003	2002
	\$	\$
Employee benefit plan assets	—	—
Employee benefit plan liabilities	2,931	2,780
Employee benefit plan deficit	<b>2,931</b>	<b>2,780</b>
Benefit obligation recognized on the balance sheet		
Benefit obligation, beginning of year	2,780	2,571
Expense for the year	352	342
Benefits paid during the year	(201)	(133)
Benefit obligation, end of year	<b>2,931</b>	<b>2,780</b>

The main actuarial assumptions applied in the valuation of the defined benefit plan are as follows:

**Interest (Discount) Rate** - The accrued obligation and the expense for the year were determined using a discount rate of 6%.

**Salary Levels** - Future salary and wage levels were assumed to increase at 4% per annum.

## NOTES TO FINANCIAL STATEMENTS ~ for the year ended October 31, 2003

**6. Interest Expense***(In thousands of dollars)*

	2003	2002
	\$	\$
Interest income	(46)	(64)
Loan interest expense	633	543
	<b>587</b>	<b>479</b>

**7. Depreciation***(In thousands of dollars)*

	2003	2002
	\$	\$
Depreciation of income producing assets	3,857	3,323
Depreciation of non-income producing assets	3,079	2,946
	<b>6,936</b>	<b>6,269</b>

**8. Non-Recurring Items**

The Commission undertook a significant organizational restructuring that resulted in the elimination of several positions. Termination and salary continuance costs related to this matter amounted to \$ 550,000.

A comprehensive study for the future direction of the Commission was completed during the year rendering certain capital works in progress redundant. The write-off of these capital works in progress and other assets which were obsolete but not fully depreciated amounted to \$ 730,000.

The resolution of a disputed water usage and billing matter was finalized during the year at a cost of \$ 134,000.

**9. Commitments**

The Commission is committed to spending approximately \$ 1,900,000 on capital projects in the next year.

**10. Contingencies**

The Commission is in litigation pertaining to certain claims for which the likelihood of loss is not determinable and the amount not reasonably estimable. Accordingly, no provision for these claims is reflected in the financial statements.

## NOTES TO FINANCIAL STATEMENTS ~ for the year ended October 31, 2003

**11. Statement of Cash Flows**

Changes in working capital components include:

*(In thousands of dollars)*

	2003	2002
	\$	\$
Accounts receivable	604	931
Inventories	(723)	(797)
Prepaid expenses	(48)	(169)
Accounts payable and accrued payroll	(1,097)	(3,711)
Accrued severance	550	
	<b>(714)</b>	<b>(3,746)</b>

**Acquisition of fixed assets**

During the year, fixed assets were acquired at an aggregate cost of \$ 5,055,371 of which \$ 104,112 was acquired by means of capital leases. Cash payments of \$ 4,951,259 were made to purchase fixed assets.

**Interest**

	2003	2002
	\$	\$
Interest received	<b>46</b>	<b>64</b>
Interest paid	<b>633</b>	<b>535</b>

**12. Operating Leases**

The Commission leases vehicles, equipment and premises under operating leases expiring in various years through 2008. The total obligation under operating leases amounts to approximately \$ 1,687,795.

Future payments for each of the next five years are as follows:

*(In thousands of dollars)*

	\$
2004	791
2005	632
2006	111
2007	97
2008	57



NOTES TO FINANCIAL STATEMENTS ~ *for the year ended October 31, 2003***13. Other Post-Employment Benefits**

The Commission provides pension benefits for all its permanent employees (and to nonpermanent employees who elect to participate) through the Public Service Pension Fund (PSPF) and the Ontario Public Service Employees' Union Pension Fund (OPSEU Pension Fund). These are multi-employer plans established by the Province of Ontario. These plans are accounted for as defined contribution plans, as the Commission has insufficient information to apply defined benefit plan accounting to these pension plans.

The Commission's obligations related to the PSPF and OPSEU Pension Fund was \$ 1,505,751 (2002 - \$ 1,214,516) and is included in the administrative and general expenses in the Statement of Operations and employee benefits in the Schedule of Operations - Gift Shops, Restaurants and Attractions.

The cost of post-employment, non-pension benefits are paid by the Management Board Secretariat and are not included in the Statement of Operations.

See note 5 for details on the Commission's defined employee future benefit plan.

**14. Financial Instruments and Risk Management****Fair Value**

The Commission's financial instruments include cash, accounts receivable, bank loan, accounts payable and accrued payroll. The carrying value of these instruments approximates their fair value due to their immediate or short-term liquidity.

**Credit Risk**

The Commission is exposed to a credit risk by its customers. However, because of the large number of customers, credit risk concentration is reduced to a minimum.

**Currency Risk**

The Commission realizes approximately 16.0% (2002 - 16.3%) of its sales in foreign currency. Consequently, some assets and revenues are exposed to foreign exchange fluctuations.

**Cash Flow Risk**

The Commission has a variable rate bank loan payable bearing interest which varies with the prime interest rate. Accordingly, the Commission is exposed to cash flow risks relating to potential fluctuations in market interest rates.

**15. Related Party Transactions**

The Commission exercises significant influence over the Niagara Parks Foundation (the "Foundation") by virtue of its ability to appoint some of the Foundation's Board of Directors. The Foundation is incorporated under the Ontario Corporations Act and is a registered charity under the Income Tax Act. The purpose of the Foundation is to promote conservation, environmental, historical, performing arts, and musical initiatives within the lands of the Commission. Net resources of the Foundation amounted to \$ 44,391 (2002 - \$ 42,158). During the year, the Commission expended \$ 6,631 (2002 - \$ 32,688) on behalf of the Foundation. These amounts expended included computer software, professional fees, and telephone.

The net assets and results of operations of the Foundation are not included in the statements of the Commission. Separate financial statements of the Foundation are available upon request.

**16. Surplus Funds**

Pursuant to Section 16(2) of the Niagara Parks Act any surplus moneys shall, on the order of the Lieutenant Governor in Council, be paid to the Minister of Finance and shall form part of the Consolidated Revenue Fund.

## PUBLIC SECTOR SALARY DISCLOSURES

**Employees Paid \$100,000 or more in 2002**

Prepared in accordance with the Public Sector Salary Disclosure Act, 1996

**Record of Employees' 2002 Salaries and Benefits**

<b>Name</b>	<b>Position</b>	<b>Salary Paid</b>	<b>Taxable Benefits</b>
John Kernahan	General Manager	\$131,864.36	\$ 8,695.07
Robert Brooker	Assistant General Manager	\$123,194.64	\$ 355.71
Robert McIlveen	Senior Director – Community Services	\$103,425.65	\$ 231.19
Nicholas Murphy	Senior Director – Technical Services	\$103,425.65	\$ 231.19
Alois Poldl	Senior Director – Food Services	\$103,425.65	\$ 926.69
Joel Noden	Senior Director – Retail, Attractions & Heritage	\$103,425.65	\$ 231.19
Murray Mold	Senior Director – Marketing & Business Development	\$101,486.24	\$ 231.19



Ontario Clean Water Agency  
Agence Ontarienne Des Eaux

## Manager's Responsibility for Financial Information

Management and the Board of Directors are responsible for the financial statements and all other information presented in this Annual Report. The financial statements have been prepared by management in accordance with generally accepted accounting principles and, where appropriate, include amounts based on management's best estimates and judgments.

The Ontario Clean Water Agency is dedicated to the highest standards of integrity in its business. To safeguard assets, the Agency has a sound set of internal financial controls and procedures that balance benefits and costs. Management has developed and maintains financial and management controls, information systems and management practices to provide reasonable assurance of the reliability of financial information in accordance with the bylaws of the Agency. Internal audits are conducted to assess management systems and practices, and reports are issued to the Senior Management Committee.

The Board of Directors ensures that management fulfills its responsibilities for financial information and internal control. The Board of Directors meets quarterly to oversee the financial activities of the Agency and at least annually to review the financial statements and the external auditor's report thereon, and recommend them to the Minister of the Environment for approval.

The Provincial Auditor has examined the financial statements. The Provincial Auditor's responsibility is to express an opinion on whether the financial statements are fairly presented in accordance with generally accepted accounting principles. The Auditor's Report outlines the scope of the Auditor's examination and opinion.

A handwritten signature in black ink, appearing to read 'Carl Griffith'.

Carl Griffith  
President and  
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Brenda Baker'.

Brenda Baker  
Vice President  
Finance and Corporate Services



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

## Auditor's Report

To the Ontario Clean Water Agency,  
The Minister of the Environment  
And to the Minister of Finance

I have audited the balance sheet of the Ontario Clean Water Agency as at December 31, 2003 and the statements of income and retained earnings and of cash flows for the year then ended. These financial statements are the responsibility of the Agency's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Agency as at December 31, 2003 and the results of its operations and its cash flows for the year then ended, in accordance with generally accepted accounting principles.

Toronto, Ontario  
March 12, 2004

Jim McCarter, CA  
Assistant Provincial Auditor



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

## Balance Sheet – Assets

As at December 31, 2003  
*(in thousands of dollars)*

	2003	2002
Current assets:		
Cash and cash equivalents	\$9,419	\$131,831
Accounts receivable, net		
Municipalities and other customers	25,780	23,559
Ministry of the Environment	291	2,500
Goods and services tax receivable	1,013	1,094
Prepays	855	497
Current portion of investments receivable:		
Water and wastewater facilities (note 3)	3,080	1,632
Facilities under construction (note 4)	4,374	2,252
	<b>44,812</b>	163,365
Non-current assets		
Investments receivable for water and wastewater facilities (note 3)	38,300	43,832
Investments receivable for facilities under construction (note 4)	5,607	1,771
Loans receivable – Top-up loans (note 5)	352	552
Loan receivable - OMEIFA (note 6)	120,000	-
Provincial assistance advances (note 7)	451	2,129
Fixed assets, net (note 8)	6,973	9,043
	<b>171,683</b>	57,327
<b>Total Assets</b>	<b>\$216,495</b>	<b>\$220,692</b>

See accompanying notes to the financial statements



## Balance Sheet – Liabilities and Equity

As at December 31, 2003  
(in thousands of dollars)

	2003	2002
Current liabilities:		
Accounts payable and accrued liabilities	\$17,692	\$17,751
Current portion of long-term liabilities (note 11)	1,000	1,000
Deferred Revenue	-	35
	<b>18,692</b>	18,786
Long-term liabilities:		
Municipal contributions payable (note 10, 17)	1,425	1,433
Employee future benefits (note 11)	6,754	6,404
	<b>8,179</b>	7,837
Equity of Ontario:		
Contributed surplus (note 13)	97,951	100,330
Retained earnings	91,673	93,739
	<b>189,624</b>	194,069
Contingencies (note 14)		
Total Liabilities and Equity	<b>\$216,495</b>	\$220,692

See accompanying notes to the financial statements

On behalf of the Board

A handwritten signature in black ink, appearing to read "Carl Griffith".

Carl Griffith  
Director

A handwritten signature in black ink, appearing to read "Virginia West".

Virginia West  
Director



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

## Statement of Income and Retained Earnings

For the year ended December 31, 2003

(in thousands of dollars)

	December 31, 2003	December 31, 2002
<b>Utility Operations Revenues:</b>		
Utility operations	\$99,119	\$106,815
Fees	1,920	1,661
<b>Total Operating Revenues</b>	<b>101,039</b>	<b>108,476</b>
<b>Operating Expenses:</b>		
Salaries and benefits (note 11)	44,506	39,428
Other operating expenses	61,003	74,728
Amortization of fixed assets	2,095	1,920
Fixed asset write-off (note 8)	1,198	-
Electronic Operating Systems (note 1c)	1,700	3,347
<b>Total Operating Expenses</b>	<b>110,502</b>	<b>119,479</b>
<b>Net Loss - Utility Operations</b>	<b>(9,463)</b>	<b>(11,003)</b>
<b>Financing Revenues:</b>		
Revenues from investments and loans receivable	7,292	7,591
Interest on facilities under construction	234	208
<b>Total Financing Revenues</b>	<b>7,526</b>	<b>7,799</b>
<b>Financing Expenses:</b>		
Interest	30	60
Loan administration expenses	32	32
Amortization of fixed assets	60	60
<b>Total Financing Expenses</b>	<b>122</b>	<b>152</b>
<b>Net Income – Financing</b>	<b>7,404</b>	<b>7,647</b>
<b>Net Loss for the Period Before Property Transfer Initiative</b>	<b>(2,059)</b>	<b>(3,356)</b>
<b>Property Transfer Initiative (note 15)</b>	<b>(7)</b>	<b>(20)</b>
<b>Net Loss for the Year</b>	<b>(2,066)</b>	<b>(3,376)</b>
<b>Retained earnings, opening balance</b>	<b>93,739</b>	<b>97,115</b>
<b>Retained earnings, ending balance</b>	<b>\$91,673</b>	<b>\$93,739</b>

See accompanying notes to the financial statements



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

## Statement of Cash Flows

For the year ended December 31, 2003

*(in thousands of dollars)*

	December 31, 2003	December 31, 2002
<b>Cash provided by (used for)</b>		
<b>Operating activities:</b>		
Net Loss	(\$2,066)	(\$3,376)
Items not affecting cash:		
Amortization of fixed assets	2,155	1,980
Fixed asset write-off	1,198	-
	1,287	(1,396)
Changes in non-cash operating working capital		
- Accounts receivable	(2,140)	(2,351)
- Prepaids	(358)	(139)
- Accounts payable and accrued liabilities	(59)	(3,486)
- Ministry of the Environment	2,209	(2,496)
- Deferred revenue	(35)	35
	(383)	(8,437)
<b>Net cash flows from operating activities</b>	<b>(904)</b>	<b>(9,833)</b>
<b>Financing Activities:</b>		
Decrease in investments receivable for water and wastewater facilities	4,084	9,325
(Increase) decrease in investments receivable for facilities under construction	(5,958)	3,715
(Decrease) increase in municipal contributions payable	(8)	713
Increase (decrease) in future employee benefits payable	350	(217)
Decrease in provincial assistance advances receivable	1,678	1,000
Increase in loan receivable – OMEIFA	(120,000)	-
Decrease in loans receivable – Top-up loan	200	84
Changes in contributed surplus	(2,379)	(3,735)
<b>Net cash flows from financing activities</b>	<b>(122,033)</b>	<b>10,885</b>
Fixed assets – acquired	(1,283)	(1,576)
<b>Decrease in Cash</b>	<b>(122,412)</b>	<b>(524)</b>
<b>Cash and Cash Equivalents, Opening Balance</b>	<b>131,831</b>	<b>132,355</b>
<b>Cash and Cash Equivalents, Ending Balance</b>	<b>\$9,419</b>	<b>\$131,831</b>

See accompanying notes to the financial statements





## Notes to Financial Statements

### GENERAL:

The Ontario Clean Water Agency (The "Agency") was established on November 15, 1993, under the authority of *The Capital Investment Plan Act, 1993* (the "*Act*").

In accordance with the *Act*, the Agency's objectives include:

- Assisting municipalities to provide water and wastewater services on a cost-recovery basis by financing, planning, developing, building and operating such works and services;
- Financing, building and operating water and wastewater facilities on behalf of Ontario on a cost-recovery basis; and
- Providing these services so as to protect human health and the environment, encourage conservation of water resources and support Provincial policies for land use and settlement.

The Agency is exempt from Federal and Provincial income taxes.

### 1. SIGNIFICANT ACCOUNTING POLICIES:

These financial statements are prepared in accordance with Canadian generally accepted accounting principles as prescribed by the Canadian Institute of Chartered Accountants. Included below are those accounting policies, which are of significance to the Agency.

#### (a) Cash and cash equivalents:

Cash and cash equivalents are highly liquid investments with original maturities of three months or less when purchased.

#### (b) Fixed assets:

Major capital expenditures with a future useful life beyond the current year are capitalized at cost. Amortization is provided using the declining balance method with a half-year provision in the year of purchase if the asset is available for use. Fixed assets are being amortized at annual rates as follows:

Automotive equipment	25%
Furniture and fixtures	20%
Computer hardware	33.33%
Computer software	50%
Machinery and equipment	20%
Leasehold improvements	Life of the lease



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

## **1. SIGNIFICANT ACCOUNTING POLICIES: (continued)**

### **(c) Electronic Operating Systems**

As approved by the Board of Directors, the Agency continues to reflect spending on Electronic Operating Systems (OCWAware<sup>TM</sup>) as an operating expense in the year in which it is incurred.

### **(d) Investments receivable for facilities under construction:**

Interest on borrowings and other incremental expenditures relating to facilities are capitalized during the construction period. The rate of interest is set at the start of the fiscal year by using the average one-year interest rate of the prior year, paid by the Ontario Financing Authority.

### **(e) Utility operations:**

A portion of the contractual arrangements with clients for the operation of water and wastewater treatment facilities provides for the recovery of all costs incurred in their operations plus a management fee. Revenue is recognized at the time such costs are incurred even though agreements may provide for the collection of a portion of those costs in future years. Accordingly, costs incurred in excess of amounts billed and to be recovered in future years are classified as "Investments receivable in water and wastewater facilities."

### **(f) Use of estimates:**

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires that management make estimates and assumptions that affect the reported amounts of assets and liabilities as at the date of the financial statements and the reported amounts of revenues and expenditures for the period. Actual amounts could differ from these estimates.

## **2. FAIR VALUE OF FINANCIAL INSTRUMENTS:**

The carrying amount of cash and cash equivalents, accounts receivable, accounts payable and accrued liabilities approximates fair value due to the short-term maturities of these instruments. Due to prepayment options, the carrying value of the balance of the financial assets and long-term liabilities approximates their fair value.



### 3. INVESTMENTS RECEIVABLE FOR WATER AND WASTEWATER FACILITIES:

- (a) These investments represent the outstanding principal portion of amounts receivable from clients for capital expenditures undertaken by the Agency on their behalf, and recoverable operating costs, if any, not billed. In addition, it includes capitalized interest on certain facilities that will be collected from clients during future years. Investments receivable for water and wastewater facilities are recorded at the lesser of both the outstanding principal and other capitalized amounts, and net realizable value.
- (b) The investments receivable are supported by agreements that bear interest at rates between 2.0% and 13.69%. Scheduled principal repayments of the investments are as follows:

<i>(in thousands of dollars)</i>	
2004	\$3,080
2005	3,277
2006	3,487
2007	3,948
2008	3,948
Thereafter	23,878
	41,380
Add: Current portion	3,080
	\$38,300

### 4. INVESTMENTS RECEIVABLE FOR FACILITIES UNDER CONSTRUCTION:

- (a) "Investments receivable for facilities under construction" represent new water and wastewater facilities or major capital improvements to existing facilities that have been undertaken by the Agency on behalf of its clients. Annually, the net recoverable amount from the customer is transferred to "Investments receivable for water and wastewater facilities." Certain clients pay the entire balance of their amount, accumulated as facilities under construction, within one year.
- (b) In the current period, the Agency capitalized interest amounting to \$0.2 million (2002-\$0.2 million) to investments receivable for facilities under construction.



## 5. LOANS RECEIVABLE - TOP-UP LOANS:

The Agency made loans to municipalities to finance water and wastewater facilities that have received provincial assistance under the Municipal Assistance Program. The loans were made for terms of up to 20 years at interest rates between 8.1% and 8.85% set by the Province at the time the loan was granted.

## 6. LOAN RECEIVABLE - OMEIFA:

On April 15th, 2003, the agency provided a loan of \$120 million to the Ontario Municipal Economic Infrastructure Financing Authority (OMEIFA). OMEIFA, an agency of the Provincial Government, provided a promissory note that matures on March 1st, 2023. The interest rate is set at the average monthly CDOR rate minus 4 basis points. The market value of the loan approximates cost.

## 7. PROVINCIAL ASSISTANCE ADVANCES:

The agency finances the construction of certain facilities on behalf of municipalities. A portion of the construction costs is eligible for provincial assistance grants provided by the Ministry of the Environment. The excess of the construction costs over the grants received from the Ministry is classified as a non-current asset.

## 8. FIXED ASSETS:

<i>(in thousands of dollars)</i>	Cost	Accumulated Amortization	Net Dec. 31, 2003	Net Dec. 31, 2002
Furniture and fixtures	\$1,752	\$1,114	<b>\$638</b>	\$673
Automotive equipment	187	89	<b>98</b>	92
Computer hardware	5,933	4,556	<b>1,377</b>	1,586
Computer software	3,021	2,490	<b>531</b>	490
Leasehold improvements	6,807	2,700	<b>4,107</b>	4,538
Machinery and equipment	493	271	<b>222</b>	344
Energy Management Equipment	--	--	--	1,103
	<b>\$18,193</b>	<b>\$11,220</b>	<b>\$6,973</b>	<b>\$8,826</b>
Capital Work in Progress	--	--	--	217
	<b>\$18,193</b>	<b>\$11,220</b>	<b>\$6,973</b>	<b>\$9,043</b>

During the year, the Agency reviewed the value of its fixed assets, Energy Management Equipment, and determined that due to changes in estimates, the Agency no longer anticipates recovering the book value of this asset. Consequently, the Agency wrote off the book value of the assets on December 31, 2003.



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

## 9. LEASE COMMITMENTS:

Annual lease payments under operating leases for rental of office equipment, premises and vehicles in aggregate are as follows:

<i>(in thousands of dollars)</i>	
2004	\$1,960
2005	1,767
2006	1,468
2007	1,271
2008	964
Thereafter	254
	<b>\$7,684</b>

## 10. MUNICIPAL CONTRIBUTIONS PAYABLE:

<i>(in thousands of dollars)</i>	<b>Dec. 31, 2003</b>	Dec. 31, 2002
Municipal contributions held for future repairs	<b>\$1,425</b>	\$1,433

At December 31, 2003, the Agency held funds that will be used for future repairs amounting to \$1.4 million (2002 - \$1.4 million). The \$1.4 million is included in cash and cash equivalents.

## 11. NON-PENSION EMPLOYEE FUTURE BENEFITS:

The Agency is responsible for the accrued employee termination payments.

The costs of these employee future benefits have been estimated to amount to \$7.8 million (2002 - \$7.4 million) of which \$1.0 million has been classified as current liability. The amount accrued in 2003 was \$0.7 million (2002 - \$0.6 million) and is included in salaries and benefits expense in the Statement of Income and Retained Earnings.

Included in employee future benefits is an estimated workers compensation obligation in the amount of \$1.1 million for the fiscal year ended December 31, 2003. This amount has been determined from the most recent available actuarial calculations provided by the Workplace Safety and Insurance Board (WSIB) as at December 31, 2002.



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

### 11. NON-PENSION EMPLOYEE FUTURE BENEFITS: (continued)

The valuation at December 31, 2003 is not expected to be provided by WSIB until after the date of the financial statements preparation. It is management's opinion that the balance at December 31, 2003 will not be materially different. Adjustment to the estimated WSIB obligation cumulative balance, if any, will be made in the year the actual balance is provided by WSIB.

The cost of post-retirement, non-pension employee benefits is paid by Management Board Secretariat and are not included in the Statement of Income and Retained Earnings.

### 12. PENSION PLAN:

The agency provides pension benefits for all its full-time employees through participation in the Public Service Pension Fund (PSPF) and the Ontario Public Service Employees' Union Pension Fund (OPSEU Pension Fund) established by the Province of Ontario. These plans are accounted for as defined contribution plans, as the Agency has insufficient information to apply defined benefit accounting to these pension plans. The Agency's contribution related to the pension plans for the period was \$1.9 million (2002 - \$1.4 million) and is included in salaries and benefits in the Statement of Income and Retained Earnings.

### 13. CONTRIBUTED SURPLUS:

The opening contributed surplus was received from the Province of Ontario in the form of the book value of net assets in excess of obligations assumed. Included in the closing balance are the following:

<i>(in thousands of dollars)</i>	<b>December 31, 2003</b>	December 31, 2002
Opening balance, January 1	<b>\$100,330</b>	\$104,065
Adjustments to opening balance	<b>(2,379)</b>	(3,735)
	<b>\$97,951</b>	\$100,330

The adjustments to the opening balance relates to repair and maintenance costs that were agreed to prior to the establishment of the Agency. The funds committed for such repair and maintenance are spent on various undertakings, the largest of these undertakings has a spending limit of \$7.5 million for capital repairs as approved by the Agency's Board of Directors. Of the \$7.5 million approved, a cumulated \$6.0 million has been spent. On other undertakings, a cumulated \$3.8 million has been spent. The adjustment also includes a write off of provincial assistance advances.



#### **14. CONTINGENCIES:**

##### **Litigation**

The Agency is the defendant in a number of lawsuits. Most of these claims are covered by insurance after the application of a deductible, ranging from \$2,500 to \$50,000, depending on when the event of the claim occurred and the nature of the claim. The outcome of the lawsuits cannot be determined at this time. Losses, if any, will be accounted for in the period of settlement.

##### **Goods and Services Tax (GST)**

As a result of a GST audit by the Canada Customs and Revenue Agency (CCRA), the Agency has been advised by the CCRA that it is entitled to claim a refund for some of the GST on certain purchases, as the Agency had not claimed the full amount of the rebate to which it is entitled. The claim was approved in January 2004 and will be recorded when received in fiscal 2004.

##### **Electricity Rebates**

Pursuant to certain statutes and agreements related to the governments restructuring of the electricity market, the Agency is entitled to certain rebates related to the price it has incurred for electricity. The amount of the rebates is based on the amount of energy consumed that is subject to the rebate mechanisms. The Agency has distributed a portion of the rebates to customers who are contractually eligible to share in such rebates. The Agency accounts for the receipt and distribution of the rebates in the year they are made.

#### **15. PROPERTY TRANSFER INITIATIVE:**

In 1997, the Province passed legislation requiring the transfer of ownership of water and wastewater facilities from the Agency to municipalities. The Property Transfer Initiative captures all real estate conveyance costs associated with the title transfers. To date, \$4.5 million has been spent and an additional \$0.04 Million is expected to be spent and will be recorded in the period of the transfer. The transfers must be completed by the end of 2004.

#### **16. RELATED PARTY TRANSACTIONS:**

As a result of the relationship of the Agency with the Province, the following related party transactions exist and have been disclosed in the notes to the financial statements:

- a) Transactions with the Ministry of the Environment
- b) Transactions with the Ontario Municipal Economic Infrastructure Financing Authority
- c) Transactions with the Management Board Secretariat



**Ontario Clean Water Agency**  
**Agence Ontarienne Des Eaux**

## 17. COMPARATIVE FIGURES

Prior years figures have been reclassified where necessary to conform to the current year's presentation.

## 18. SALARIES:

The "Public Sector Salary Disclosure Act, 1996" requires disclosure of Ontario public-sector employees paid an annual remuneration in excess of \$100,000. The salary portion of an individual's compensation includes base salary, overtime payments, vacation/lieu time payouts, incentive and/or lump sum merit payments, and one-time relocation and/or resettlement payments. Listed below by name, position, salary paid and taxable benefits are those within OCWA whose salary exceeded \$100,000 for the year 2003.

Name	Position	Salary Paid	Benefits
Atkinson, Daniel	V.P., Operations	\$111,379.15	\$206.45
Baker, Brenda	V.P., Finance and Corporate Services	\$104,986.79	\$187.11
Carter, John	Manager, Project Dev. & Tech. Services	\$113,537.18	\$202.40
Chiasson, Linda	V.P., Business Development	\$104,986.79	\$187.11
Griffith, Carl	Chief Executive Officer	\$148,500.02	\$268.23
Kind, Robin	(Acting) General Counsel	\$158,259.51	\$287.23
Pontone, Dante	V.P., Information Technology	\$112,785.31	\$207.09
Quarisa, Frank	V.P., Project Dev. & Tech. Services	\$105,872.31	\$191.31
Rinas, Wilhelm	General Counsel	\$104,863.18	\$195.78
Sasaki, Lauren	Legal Counsel	\$112,242.42	\$209.68
West, Phillip A.	Thermal Operator	\$107,637.99	\$105.00



Ontario Lottery and  
Gaming Corporation



Société des loteries et  
des jeux de l'Ontario

## ***MANAGEMENT'S RESPONSIBILITY FOR ANNUAL REPORTING***

The accompanying consolidated financial statements of the Ontario Lottery and Gaming Corporation and all information in this annual report are the responsibility of management and have been approved by the Board of Directors.

The consolidated financial statements have been prepared by management in accordance with Canadian generally accepted accounting principles. Where required, management has made informed judgements and estimated in accordance with Canadian generally accepted accounting principles.

The Board of Directors oversees management's responsibilities for financial reporting through its Audit and Risk Management Committee, which is composed entirely of directors who are neither officers nor employees of the Corporation. The Audit and Risk Management Committee reviews the financial statements and recommends them to the Board for approval. This Committee meets periodically with management, internal audit and the external auditors.

To discharge its responsibility, management maintains an appropriate system of internal control to provide reasonable assurance that relevant and reliable consolidated financial statements are produced and that the Corporation's assets are properly safeguarded. The Corporation maintains a staff of internal auditors whose functions include reviewing internal controls and their applications, on an ongoing basis. The reports prepared by the internal auditors are reviewed by the Committee. The internal auditors have free independent access to the Committee.

Grant Thornton LLP and KPMG LLP, the independent auditors appointed by the Board of Directors upon the recommendation of the Audit and Risk Management Committee, have examined the consolidated financial statements. Their report outlines the scope of their examination and their opinion on the consolidated financial statements. The independent auditors have full and unrestricted access to the Committee.

Duncan Brown  
Chief Executive Officer

E.T. Dalton, CA  
Vice President,  
Finance and Administration

May 14, 2004

## AUDITORS' REPORT

To the Board of Directors of Ontario Lottery and Gaming Corporation  
and to the Ministry of Economic Development and Trade

We have audited the consolidated balance sheet of Ontario Lottery and Gaming Corporation as at March 31, 2004 and the consolidated statements of income, cash flows, changes in due to Province of Ontario and equity in capital assets for the year then ended. These consolidated financial statements are the responsibility of the Corporation's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these consolidated financial statements present fairly, in all material respects, the financial position of the Corporation as at March 31, 2004 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Chartered Accountants

Toronto, Canada

May 14, 2004



Chartered Accountants

Sault Ste. Marie, Canada

May 14, 2004

**Ontario Lottery and Gaming Corporation****Consolidated Balance Sheet**

As at March 31, 2004

(in thousands of dollars)

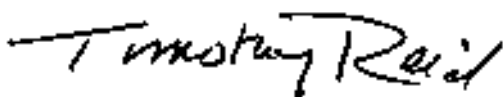
	2004	2003
<b>Assets</b>		
<b>Current assets:</b>		
Cash and cash equivalents (Note 2)	\$ 568,383	\$ 499,015
Accounts receivable	49,641	46,831
Due from Falls Management Company (Note 8)	4,334	-
Due from Government of Canada	1,432	1,168
Prepaid expenses and other	50,529	53,058
Current portion of loans receivable (Note 4)	10,006	7,370
	684,325	607,442
Pre-opening and deferred development expenditures (Note 3)	18,578	24,948
Loans receivable (Note 4)	41,884	22,903
Capital assets (Note 5)	1,548,157	1,434,228
Assets contributed to Chippewas of Mnjikaning and deferred charges (Note 6)	20,943	22,744
Cash and short-term investments held for First Nations (Note 7)	88,603	54,938
	<b>\$ 2,402,490</b>	<b>\$ 2,167,203</b>
<b>Liabilities and Equity</b>		
<b>Current liabilities:</b>		
Accounts payable and accrued liabilities	\$ 264,513	\$ 264,139
Due to operators (Note 8)	32,298	38,026
Due to Chippewas of Mnjikaning (Note 8)	1,205	4,884
Deferred revenues	15,410	14,580
Current portion of long-term liabilities (Note 9)	33,271	18,656
	346,697	340,285
Due to First Nations (Note 7)	88,603	54,938
Long-term liabilities (Note 9)	125,871	156,106
<b>Equity:</b>		
Due to Province of Ontario	252,827	186,786
Reserves (Note 2)	199,478	169,622
Equity in capital assets	1,389,014	1,259,466
	1,841,319	1,615,874
	<b>\$ 2,402,490</b>	<b>\$ 2,167,203</b>

Commitments (Notes 4, 8 and 10)

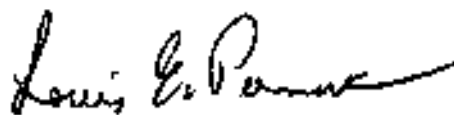
Contingencies (Note 11)

See accompanying notes to consolidated financial statements.

On behalf of the Board:



Timothy Reid, Chair



Louis E. Panontin, Director

**Ontario Lottery and Gaming Corporation****Consolidated Statement of Income**

Year ended March 31, 2004

(in thousands of dollars)

	2004	2003
<b>Revenues:</b>		
Lotteries and bingo	\$ 2,276,530	\$ 2,208,776
Commercial casinos	1,497,482	1,669,963
Charity casinos and racetrack slot operations	1,956,058	1,883,281
	<b>5,730,070</b>	<b>5,762,020</b>
<b>Operating expenses:</b>		
Lotteries and bingo	1,630,341	1,518,151
Commercial casinos	1,252,213	1,276,785
Charity casinos and racetrack slot operations	1,020,474	1,006,744
	<b>3,903,028</b>	<b>3,801,680</b>
<b>Income before the undernoted</b>	<b>1,827,042</b>	<b>1,960,340</b>
Interest and other income	25,778	25,296
Interest expense	(11,577)	(9,301)
Foreign exchange gain	16,409	26,854
<b>Net income</b>	<b>\$ 1,857,652</b>	<b>\$ 2,003,189</b>

Segmented information (Note 12)

See accompanying notes to consolidated financial statements.

**Ontario Lottery and Gaming Corporation****Consolidated Statement of Changes in Due to Province of Ontario**

Year ended March 31, 2004

(in thousands of dollars)

	2004	2003
Net income	\$ 1,857,652	\$ 2,003,189
Add (deduct):		
Capital expenditures, net	(262,202)	(220,458)
Amortization of capital assets	148,274	133,031
Repayments of long-term liabilities	(23,377)	(18,656)
Increase in long-term liabilities	7,757	6,858
Distributions to First Nations	(78,720)	(65,892)
Transfers to reserves, net		
Capital renewals	(22,719)	(8,113)
Operating	(4,530)	(4,744)
Severance	(2,608)	(2,515)
	(238,125)	(180,489)
Current year amount due	1,619,527	1,822,700
Payments to Province of Ontario	(1,553,486)	(1,900,932)
Amount due less payments	66,041	(78,232)
Due to Province of Ontario, beginning of year	186,786	265,018
<b>Due to Province of Ontario, end of year</b>	<b>\$ 252,827</b>	<b>\$ 186,786</b>

See accompanying notes to consolidated financial statements.

**Consolidated Statement of Equity in Capital Assets**

Year ended March 31, 2004

(in thousands of dollars)

	2004	2003
<b>Balance, beginning of year</b>	<b>\$ 1,259,466</b>	<b>\$ 1,160,241</b>
Capital expenditures, net	262,202	220,458
Amortization of capital assets	(148,274)	(133,031)
Repayments of long-term liabilities	23,377	18,656
Increase in long-term liabilities	(7,757)	(6,858)
<b>Balance, end of year</b>	<b>\$ 1,389,014</b>	<b>\$ 1,259,466</b>

See accompanying notes to consolidated financial statements.

**Ontario Lottery and Gaming Corporation**  
**Consolidated Statement of Cash Flows**

Year ended March 31, 2004  
(in thousands of dollars)

	2004	2003
<b>Cash derived from (applied to):</b>		
<b>Operations:</b>		
Net income	\$ 1,857,652	\$ 2,003,189
Amortization of capital assets	148,274	133,031
Amortization of non-capital assets	13,934	36,749
Loss on disposal of capital assets	1,128	6,783
Change in non-cash operating working capital:		
Accounts receivable	(2,810)	12,625
Due from Falls Management Company	(4,334)	-
Due from Government of Canada	(264)	(1,168)
Prepaid expenses and other	2,529	(8,973)
Accounts payable and accrued liabilities	374	24,606
Due to operators	(5,728)	(9,921)
Due to Chippewas of Mnjikaning	(3,679)	(11,750)
Due to Government of Canada	-	(30,758)
Deferred revenues	830	4,270
	2,007,906	2,158,683
<b>Financing:</b>		
Increase in long-term liabilities	7,757	6,858
Repayments of long-term liabilities	(23,377)	(18,656)
	(15,620)	(11,798)
<b>Investing:</b>		
Pre-opening and deferred development expenditures	(5,695)	(10,138)
Issuance of loans receivable	(30,513)	(4,170)
Repayment of loans receivable	8,896	23,389
Capital expenditures	(265,153)	(228,884)
Proceeds on disposal of capital assets	1,822	1,140
Assets contributed to Chippewas of Mnjikaning and deferred charges	(69)	(5,442)
	(290,712)	(224,105)
<b>Other:</b>		
Payments to Province of Ontario	(1,553,486)	(1,900,932)
Distributions to First Nations	(71,820)	(65,425)
Increase in due to First Nations	(6,900)	(467)
	(1,632,206)	(1,966,824)
Increase (decrease) in cash and cash equivalents	69,368	(44,044)
Cash and cash equivalents, beginning of year	499,015	543,059
<b>Cash and cash equivalents, end of year</b>	<b>\$ 568,383</b>	<b>\$ 499,015</b>
<b>Supplemental disclosure of cash flow information:</b>		
Cash interest received	\$ 10,780	\$ 10,648
Cash paid for interest	10,344	11,219

See accompanying notes to consolidated financial statements.

## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

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The Ontario Lottery and Gaming Corporation (the "Corporation") was incorporated without share capital on April 1, 2000 pursuant to the *Ontario Lottery and Gaming Corporation Act, 1999*. The Corporation is a Crown agency of the Ontario government and is responsible for conducting and managing lottery games, five charity casinos and The Great Blue Heron Charity Casino Slot Machine Facility, sixteen slot operations at racetracks and three commercial casinos in the Province of Ontario.

The Corporation has entered into operating agreements with Windsor Casino Limited, CHC Casinos Canada Limited, Falls Management Company and Great Blue Heron Gaming Company for the operation of Casino Windsor, Casino Rama, Casino Niagara and Niagara Fallsview Casino Resort, (to be opened June 2004, see Note 10e) and The Great Blue Heron Charity Casino Slot Machine Facility, respectively.

Casino Rama is located on reserve lands of the Chippewas of Mnjikaning First Nation. Under the terms of the Casino Rama Revenue Agreement dated June 9, 2000, Ontario First Nations are entitled to the ongoing net revenues, as defined, of Casino Rama. Upon the ultimate dissolution and wind up of the operation, Ontario First Nations are entitled to the net proceeds from the disposition of the moveable assets, as defined, as well as any remaining undistributed earnings. In addition, under the terms of a 25-year lease (expiring in March 2021) between the Corporation and Casino Rama Inc., a wholly owned subsidiary of the Chippewas of Mnjikaning, upon the dissolution and wind up of the casino operation the Corporation is required to surrender to the lessor, Casino Rama Inc., the lands and all improvements, except for the proceeds arising from the disposition of furniture, fixtures and casino gaming assets, which the Ontario First Nations are entitled to. These proceeds will be paid out to the Ontario First Nations in accordance with the Casino Rama Revenue Agreement.

The assets, liabilities and operations of The Great Blue Heron Charity Casino Slot Machine Facility are included in these financial statements. The operating results are included with the results of the charity casinos and racetrack slot operations. These financial statements do not include other operations carried out at The Great Blue Heron Charity Casino.

#### 1. Significant accounting policies

##### a) Basis of consolidation

The consolidated financial statements include the accounts of the Corporation and its 100% owned subsidiaries, Ontario Gaming Assets Corporation and OLC Services Limited. These subsidiaries were established to purchase capital assets which are leased to the parent corporation, at cost.

In addition, the consolidated financial statements combine the financial position and results of operations of the commercial casinos at Casino Windsor, Casino Rama and Casino Niagara, and of The Great Blue Heron Charity Casino Slot Machine Facility.

##### b) Revenue recognition

Revenue from lottery games, for which results are determined based on a draw, is recognized when the draw takes place. Revenue for future draws is deferred and recognized when the draw takes place. Revenue from instant games is recognized when the ticket is activated for play by the retailer. Revenue from sports wagering games and bingo gaming is recognized when the ticket is sold to the consumer. Tickets issued as a result of the redemption of free ticket prizes are not recorded as revenue.

Gaming revenue from slot and table game operations represents the net win from gaming activities, which is the difference between amounts earned through gaming wagers less the payouts from those wagers.

Non-gaming revenue includes revenue from hotel, food and beverage and other services and is recognized at the time the services are rendered to patrons. This also includes the retail value of accommodations, food and beverage and other services provided to patrons on a complimentary basis.

## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

#### c) Promotional allowances

Promotional allowances include the retail value of accommodation, food and beverage and other goods and services provided on a complimentary basis to patrons. The player clubs at the casinos and slot facilities allow patrons to earn points based on the volume of play. These points are accrued as a liability based on estimated redemption and are redeemable for complimentary goods and services and/or cash rebates. Promotional allowances include the value of the points as they are earned.

Promotional allowances also include the retail value of coupons (hotel, food and beverage and other goods and services) and other incentives provided to the patrons when these coupons are redeemed. The retail value of these coupons is included in revenue.

The estimated costs of providing these promotional allowances have been included as expenses in the Consolidated Statement of Income.

#### d) Pre-opening and deferred development expenditures

Certain expenditures, consisting of compensation, consulting and other costs incurred in connection with the development and opening of gaming sites are deferred and amortized over three years, commencing with site opening.

Expenditures, consisting of compensation, consulting and other costs incurred with the development of a management information system are deferred and amortized over a period not exceeding five years.

#### e) Capital assets

Major capital expenditures with a future useful life beyond the current year are capitalized at cost and are amortized on a straight-line basis according to their estimated useful lives, as follows:

Buildings	10 to 50 years
Furniture and fixtures	2 to 10 years
Leasehold improvements	5 to 15 years
Lottery gaming assets	3 to 7 years
Casino and racetrack slot operations gaming assets	2 to 10 years

Capital assets are amortized when brought into operations.

Construction in progress and assets not in use are stated at cost. Costs will be amortized commencing upon completion of the related project. Interest on debt used to finance major additions to capital assets is capitalized during the construction phase. The interest cost is determined using the interest rate on incremental debt incurred by the Corporation to finance these capital assets. Interest capitalized is amortized over the same period as the related asset.

The Corporation regularly reviews the carrying values of its capital assets by comparing the carrying amount of the asset to the expected future cash flows to be generated by the asset. If the carrying value exceeds the estimated amount recoverable, a write-down equal to the excess of the carrying value of the asset's fair value is charged to income.

#### f) Assets contributed to Chippewas of Mnjikaning and deferred charges

Assets contributed to Chippewas of Mnjikaning, consisting primarily of funding for the construction of a community centre, senior centre and certain infrastructure facilities, are amortized over the term of the Casino Rama ground lease. Deferred charges consist of financing fees, which are amortized over the term of the related debt.



## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

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g) Foreign currency translation

Monetary assets and liabilities are translated at the year-end exchange rates. Consolidated Statement of Income items are translated at the rate of exchange in effect at the transaction date. Translation gains and losses are included in the Consolidated Statement of Income in the period in which they arise.

h) Derivative financial instruments

Casino Rama Inc., a wholly owned subsidiary of the Chippewas of Mnjikaning, is party to certain derivative financial instruments, principally interest rate swap contracts, used to manage its exposure to interest rate fluctuations on the non-revolving term loan (Note 9). These instruments are not recognized in the financial statements of the Corporation on inception. Payments and receipts under the interest rate swap contracts are recognized as adjustments to interest capitalized to construction in progress or to interest expense. The fair value of the interest rate swap contracts was calculated based on market conditions at year-end, supplemented with a quote from a financial institution. The fair value represents the amount that would be paid to terminate or replace the contracts. There are no present plans to terminate or replace significant portions of the contracts.

i) Concentration of credit risk

The Corporation has financial instruments that potentially expose it to a concentration of credit risk. The instruments consist of cash equivalents, accounts receivable and loans receivable. Cash equivalents consist of deposits with major commercial banks. Accounts receivable include credit provided to retailers of lottery products and patrons of commercial casinos. Loans receivable consist of loans to racetrack operators and municipalities. The Corporation performs ongoing credit evaluations of retailers, patrons, racetrack operators and municipalities and maintains reserves for potential credit losses.

j) Financial instruments

The Corporation's financial instruments consist of cash and cash equivalents, accounts receivable, due from Falls Management Company, due from Government of Canada, loans receivable, cash and short-term investments held for First Nations, accounts payable and accrued liabilities, due to operators, due to Chippewas of Mnjikaning and long-term liabilities. The fair value of these financial instruments, excluding loans receivable and long-term liabilities, approximates carrying amounts due to the short maturities of these instruments. The fair value of loans receivable approximates carrying value prior to consideration of the allowance for loan losses and is estimated by discounting the future cash flows using current interest rates at which similar loans would be made to borrowers with similar credit ratings and similar remaining maturities. The fair value of the long-term liabilities approximates carrying value and is calculated by discounting future cash flows using rates currently available for similar terms and maturities.

k) Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that effect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. Significant estimates are used in determining, but are not limited to, the valuation of markers receivable, inventory valuation, valuation of loans receivable, the useful lives of all depreciable assets, the recoverability of capital and leased assets, unclaimed prize liability, the players club point provision and the outstanding chip and token liability. Actual results could differ from those estimates.

## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004  
(tabular amounts in thousands of dollars)

#### 2. Cash and cash equivalents

Cash and cash equivalents include the below-noted amounts, which are held in separate accounts

	2004	2003
Reserves		
Capital renewals	\$109,404	\$86,685
Operating	65,689	61,160
Severance	24,385	21,777
	199,478	169,622
Prize funds on deposit	34,675	32,852
Term loan proceeds	1,660	8,132
	\$235,813	\$210,606

The Corporation has established cash reserves at the commercial casinos in accordance with their respective operating agreements for the following purposes

- i) Capital renewals reserves for capital asset additions other than normal repairs or major renovations
- ii) Operating reserves to satisfy specified obligations in the event that revenue will be insufficient to meet such obligations and
- iii) Severance reserve to satisfy certain obligations of the Corporation arising from termination or layoff of employees of an operator in connection with the termination of an operator.

Prize funds on deposit are funds set aside representing the estimate of gross prizes outstanding less an estimate for prizes not expected to be claimed by players.

Term loan proceeds represent restricted cash that was to be used for construction purposes at Casino Rama.

Cash and cash equivalents include bank term deposits amounting to \$72,800,000 (2003 – \$43,000,000) at an interest rate of 2.1% to 2.15% (2003 – 2.1% to 3.2%).

#### 3. Pre-opening and deferred development expenditures

			2004	2003
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Pre-opening expenditures				
Commercial casinos	\$8,262	\$3,681	\$4,581	\$1,034
Charity casinos and racetrack slot operations	119,363	114,177	5,186	9,847
	127,625	117,858	9,767	10,881
Deferred development expenditures	23,956	15,145	8,811	14,067
	\$151,581	\$133,003	\$18,578	\$24,948

## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

#### 4. Loans receivable

The Corporation has loaned and is committed to loan funds to certain racetrack operators for the purposes of renovating or constructing buildings to accommodate the Corporation's slot machine facilities. Security is provided by mortgages and general security agreements covering the racetrack operators' assets. The loans bear interest based on the bank's prime rate and are repayable over periods ranging from one to ten years. The amounts will be repaid under an agreed upon formula by withholding from commissions that would otherwise be payable to the racetrack operators. The Corporation has also advanced funds to certain municipalities for purposes of infrastructure improvements. The amounts will be recovered from the municipal commissions otherwise payable.

The Corporation's maximum remaining commitment as at March 31, 2004 is \$3,000,000 to two racetrack operators and \$1,300,000 to one municipality.

#### 5. Capital assets

	2004		2003	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Land	\$133,161	\$ -	\$133,161	\$133,161
Buildings	641,834	69,868	571,966	580,345
Furniture and fixtures	438,949	274,083	164,866	181,736
Leasehold improvements	524,997	195,621	329,376	324,222
Lottery gaming assets	135,694	46,755	88,939	9,883
Casino and racetrack slot operation gaming assets	423,131	246,398	176,733	156,849
Construction in progress and assets not in use	83,116	-	83,116	48,032
	\$2,380,882	\$832,725	\$1,548,157	\$1,434,228

During the year the Corporation capitalized interest amounting to \$Nil (2003 — \$1,369,000).

#### 6. Assets contributed to Chippewas of Mnjikaning and deferred charges

	2004		2003	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Assets contributed to Chippewas of Mnjikaning	\$32,337	\$14,034	\$18,303	\$19,385
Deferred charges	4,019	1,379	2,640	3,359
	\$36,356	\$15,413	\$20,943	\$22,744

#### 7. Cash and short-term investments held for First Nations

	2004	2003
Segregated bank account, beginning of year	\$46,753	\$22,974
Distributions to the segregated bank account during the year	25,087	22,907
Interest earned during the year	1,678	872
Segregated bank account, end of year	73,518	46,753
Current distribution due to First Nations	15,085	8,185
	\$88,603	\$54,938

## Ontario Lottery and Gaming Corporation Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

On June 9, 2000, the Corporation, the First Nations of Ontario and the Province of Ontario entered into a revenue agreement that entitles the Ontario First Nations to the net revenues, as defined, from the operation of Casino Rama. Under the agreement, the Corporation is required to distribute the net revenues from the operation on a monthly basis.

The Casino Rama Revenue Agreement requires that, commencing July 31, 2001, the Corporation retain 35% of the net distributions from Casino Rama in a segregated bank account if the Corporation has not received a joint direction from the Chiefs of Ontario and the Chippewas of Mnjikaning with respect to a new revenue distribution formula. As at March 31, 2004, the Corporation has not received this direction and accordingly has retained 35% of the net distributions in a segregated interest-bearing bank account. This matter is currently the subject of an action brought by the Chippewas of Mnjikaning against the Province of Ontario and the Corporation and until the matter is decided by the Courts or, alternatively, the Chippewas of Mnjikaning and the Chiefs of Ontario reach agreement on a new revenue distribution formula, the Corporation is required to retain these funds.

The payment related to the monthly distribution of the net revenue for March 2004 is included above as Distribution due to First Nations.

### 8. Related party transactions

- a) Under the terms of the development and operating agreements for each of the commercial casinos and The Great Blue Heron Charity Casino Slot Machine Facility each operator is entitled to receive an operator's fee calculated as a percentage of gross revenues and as a percentage of net operating margin, both as defined in each of the related development and operating agreements.
- b) Under the terms of the development and operating agreement for Casino Rama, the Chippewas of Mnjikaning receive an annual fee of \$4,500,000, adjusted for inflation, relating to provision of ongoing operating services. During the year, \$5,170,000 (2003 – \$5,059,000) was expensed. Other Chippewas of Mnjikaning charges amounting to \$5,954,000 (2003 – \$9,242,000) were also incurred during the year in connection with snow removal, water, sewer and emergency services. In addition, under the terms of a ten-year lease expiring July 2006, an annual rental of \$563,000, adjusted for inflation, for office and warehouse space is paid to a company related to the Chippewas of Mnjikaning and during the year \$626,000 (2003 – \$597,000) was expensed. Also, under the terms of an eight-year lease ending July 2011, an annual rental of \$313,000, adjusted for inflation, for warehouse space is paid to a company related to the Chippewas of Mnjikaning. During the year, \$268,000 was expensed (2003 – \$113,000 was expensed under a previous lease).

On April 30, 2002, an agreement was signed with the Chippewas of Mnjikaning, whereby the Corporation will reimburse the Chippewas of Mnjikaning 75% of the annual operating budget of the fire department, in exchange for fire protection services to the casino complex. This amount is included in other Chippewas of Mnjikaning charges above and is defined in the agreement for the period of April 1, 2000 to July 31, 2011.

The lands used for the Casino Rama complex are leased by Casino Rama Inc. from Her Majesty the Queen in the Right of Canada under a 25-year lease, which expires in March 2021. Annual rent payable under this lease is \$3,500,000, adjusted for inflation, and is paid out of the gross revenues of the Casino Rama complex to the Chippewas of Mnjikaning in accordance with instructions from Indian and Northern Affairs Canada as representative for Her Majesty the Queen. During the year, \$4,081,000 (2003 – \$3,930,000) was expensed. Under the terms of an expansion agreement, additional annual rent of \$1,700,000, adjusted annually for inflation, is payable and during the year \$1,836,000 (2003 – \$1,737,000) was expensed.

The Chippewas of Mnjikaning was the developer of the expansion of the Casino Rama complex and included in the amounts Due to the Chippewas of Mnjikaning is \$Nil (2003 – \$1,334,000) related to the construction.

- c) Under the terms of the development and operating agreement, the Mississaugas of Scugog Island First Nation receive an amount equal to 5% of the gross revenue of The Great Blue Heron Charity Casino Slot Machine Facility in consideration for provision of the lands used for the Slot Machine Facility. During the year, \$5,173,000 (2003 – \$4,730,000) was paid to the Mississaugas of Scugog Island First Nation.

## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

- d) Falls Management Company (FMC) is the developer of the Niagara Fallsview Casino Resort ("Fallsview"). As at March 31, 2004, certain costs relating to the development of Fallsview were incurred by Casino Niagara. These costs were billed to FMC and are reflected on the financial statements as Due from Falls Management Company.

#### 9. Long-term liabilities

	2004	2003
Casino Rama non-revolving term loan	\$144,527	\$167,904
Niagara Fallsview construction development liability (Note 10e)	14,615	6,858
	159,142	174,762
Less current portion	33,271	18,656
	\$125,871	\$156,106

In June 2000, the Corporation entered into an agreement relating to the expansion and renovation of Casino Rama. Under the terms of the agreement, the Chippewas of Mnjikaning are responsible for the development, construction and financing of the expansion project at Casino Rama, which was completed during the year. In addition, Casino Rama Inc., a wholly owned subsidiary of the Chippewas of Mnjikaning, entered into a lending agreement that provides for a \$186,560,000 non-revolving term credit facility for the project. The development and operating agreement for Casino Rama requires, among other things, that principal and interest payments be made from the gross revenues of Casino Rama in nineteen quarterly principal installments, beginning June 28, 2002, of \$4,664,000 and a final installment of \$97,644,000.

The credit facility bears interest at rates ranging between bank prime and bank prime plus 1.5% dependent on conditions outlined in the credit facility agreement. Bank prime at March 31, 2004 is 4% (2003 – 4.75%). Interest paid during the year amounted to \$10,324,000 (2003 – \$10,858,000). An interest rate swap contract, which matures on June 30, 2007, was entered into with an original notional principle of \$125,100,000. The balance under the contract at March 31, 2004, amounted to \$102,055,000 (2003 - \$115,224,000). The contract results in a fixed rate of 6.68% on the outstanding notional amount. The interest rate risk exposure is limited to the net differential between the variable borrowing rate and the fixed rate under the swap contract, which is approximately 4.6% at March 31, 2004. The net interest rate receivable or payable under the contract is settled quarterly with the counter party, which is a Canadian chartered bank. The fair value of the interest rate swap contract, which represents the amount that would be paid to terminate or replace the contract as at March 31, 2004, is \$9,780,000 (2003 – \$8,332,000).

The funds advanced under the credit facility have been secured by certain Casino Rama assets.

The principal loan and construction development liability repayments expected to be made over the next three years are approximately:

2005	\$33,271
2006	18,656
2007	107,215

# Ontario Lottery and Gaming Corporation

## Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

### 10. Commitments

#### a) Obligations under operating leases

The Corporation has entered into several leases for property and equipment. The future minimum lease payments are approximately:

2005	\$10,718
2006	9,185
2007	7,443
2008	4,471
2009	3,758
	35,575
Thereafter	13,880
	<u>\$49,455</u>

#### b) Suppliers

The Corporation has computer hardware and maintenance agreements with future payments of approximately:

2005	\$9,537
2006	3,780
2007	2,069
2008	105
	<u>\$15,491</u>

#### c) Lotteries

The Corporation has purchase agreements with suppliers for ticket printing services and on-line supplies. A commitment for purchases to a maximum of \$4,701,000 is in force until March 2005.

#### d) Casino Windsor

In connection with Casino Windsor, in Windsor, Ontario, and under the terms of an agreement, the Corporation agreed to provide the City of Windsor with a fixed return over 20 years with payments commencing May 1, 1998 in the amount of \$2,600,000 per annum for the first ten years and \$3,000,000 per annum for the last ten years.

#### e) Casino Niagara

In connection with the Niagara Fallsview Casino Resort ("Fallsview") in Niagara Falls, Ontario, and under the terms of an agreement, the Corporation agreed to provide the Corporation of the City of Niagara Falls (the City) with payments commencing December 7, 2000 in the amount of \$2,600,000 per annum for the first ten years, \$3,000,000 per annum for the next ten years and then \$3,000,000 per annum, adjusted for Consumer Price Index, as defined in the agreement, thereafter. In addition, the Corporation is obligated to reimburse the City for the Corporation's share of certain infrastructure costs amounting to \$3,600,000.

On January 29, 2002, the Corporation signed an amended and restated master development agreement with Falls Management Company (FMC) for the construction and development of Fallsview. Under the terms of the contract, construction financing is the responsibility of the developer and risks of the contract are substantially transferred to the developer. The risks to the Corporation include *force majeure*, extraordinary fluctuations in interest rates and Canadian dollar devaluation. The grand opening of the complex is scheduled for June 8, 2004. The Corporation will purchase Fallsview from FMC for \$794,000,000 upon completion of the project, financed by a loan from the Province of Ontario, the terms of which include repayment over five years at an interest rate yet to be determined. Additional capital costs to be incurred by the Corporation are estimated at \$203,000,000 of which \$164,373,000 (2003 — \$92,351,000)

## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

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has been expended at March 31, 2004. Included in the costs to date is \$29,214,000 in construction development fees, representing a fee of 5.0% of project costs incurred by FMC to March 31, 2004, half of which has been already paid to FMC and half of which is recorded in the current portion of long-term liabilities (Note 9). The total cost of the project is estimated to be \$997,000,000.

#### 11. Contingencies

- a) In November 2003, the Ontario First Nations Limited Partnership (the Plaintiff) delivered a statement of claim against the Corporation, Her Majesty the Queen in Right of Ontario and the Chippewas of Mnjikaning First Nation, as defendant parties. The statement of claim alleges that the Province of Ontario wrongfully withheld 20 per cent of the gross revenues from Casino Rama operations. The Plaintiff claims damages in an amount equivalent to 20 percent of the gross revenues of Casino Rama from the time that it opened for operations to the date of judgement plus damages in the amount of \$300,000,000. The outcome is undeterminable at this time and no amounts have been accrued in these financial statements.
- b) In November 2003, the Chippewas of Mnjikaning First Nation (the Plaintiff) delivered a notice of claim against the Corporation, her Majesty the Queen in Right of Ontario and CHC Casinos Canada Limited, as defendant parties. The Plaintiff alleges to be the legal and beneficial owner of all capital assets purchased for use in the development and operation of Casino Rama and requires all amounts of retail sales tax that have been paid or accrued in respect of purchases of capital assets be reimbursed. The Plaintiff claims damages in the amount of \$21,000,000 against the defendant parties, excluding CHC Casinos Canada Limited, and claims that title to all capital assets purchased for use in the development and operation of Casino Rama be transferred to the Plaintiff. The outcome is undeterminable at this time and no amounts have been accrued in these financial statements.
- c) The Corporation is, from time to time, involved in various legal proceedings of a character normally incidental to its business. The Corporation believes that the outcome of these outstanding claims will not have a material impact on these financial statements. Settlements, if any, concerning these contingencies will be accounted for as a charge to the Consolidated Statement of Income in the period in which the settlement occurs.

# Ontario Lottery and Gaming Corporation

## Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

### 12. Segmented information

2004	Lotteries & Bingo	Commercial Casinos	Charity Casinos & Racetrack Slot Operations	Total
Revenues				
Lotteries & bingo	\$2,276,530	\$ -	\$ -	\$2,276,530
Slots	-	1,125,333	1,942,085	3,067,418
Tables	-	408,162	59,210	467,372
Non-gaming	-	172,358	29,617	201,975
	2,276,530	1,705,853	2,030,912	6,013,295
Less promotional allowances	-	208,371	74,854	283,225
	<b>2,276,530</b>	<b>1,497,482</b>	<b>1,956,058</b>	<b>5,730,070</b>
Operating expenses				
Non-gaming	-	152,528	29,988	182,516
Gaming and lottery operations	100,641	306,373	246,754	653,768
Lottery prizes	1,220,881	-	-	1,220,881
Commissions	161,474	-	383,079	544,553
Marketing and promotion	43,248	125,048	79,519	247,815
Operators' fees (Note 8a)	-	61,466	6,063	67,529
Amortization	12,109	71,106	78,993	162,208
General and administration	34,808	196,553	134,872	366,233
Win contribution (Note 14)	-	306,638	20,648	327,286
Payments to Government of Canada (Note 15)	57,180	32,501	40,558	130,239
	<b>1,630,341</b>	<b>1,252,213</b>	<b>1,020,474</b>	<b>3,903,028</b>
<b>Income before the undernoted</b>	<b>646,189</b>	<b>245,269</b>	<b>935,584</b>	<b>1,827,042</b>
Interest and other income	3,822	13,865	8,091	25,778
Interest expense	-	(11,577)	-	(11,577)
Foreign exchange gain	9	13,890	2,510	16,409
	<b>3,831</b>	<b>16,178</b>	<b>10,601</b>	<b>30,610</b>
<b>Net income</b>	<b>\$650,020</b>	<b>\$261,447</b>	<b>\$946,185</b>	<b>\$1,857,652</b>
2003	Lotteries & Bingo	Commercial Casinos	Charity Casinos & Racetrack Slot Operations	Total
Revenues				
Lotteries & bingo	\$2,208,776	\$ -	\$ -	\$ 2,208,776
Slots	-	1,267,415	1,868,245	3,135,660
Tables	-	435,887	58,332	494,219
Non-gaming	-	177,745	26,166	203,911
	2,208,776	1,881,047	1,952,743	6,042,566
Less promotional allowances	-	211,084	69,462	280,546
	<b>2,208,776</b>	<b>1,669,963</b>	<b>1,883,281</b>	<b>5,762,020</b>
Operating expenses				
Non-gaming	-	152,819	26,534	179,353
Gaming and lottery operations	89,769	305,246	228,175	623,190
Lottery prizes	1,134,696	-	-	1,134,696
Commissions	155,603	-	370,711	526,314
Marketing and promotion	40,781	125,949	80,772	247,502
Operators' fees (Note 8 a)	-	75,950	5,584	81,534
Amortization	6,371	66,781	96,628	169,780
General and administration	39,316	189,945	141,351	370,612
Win contribution (Note 14)	-	340,711	18,873	359,584
Payments to Government of Canada (Note 15)	51,615	19,384	38,116	109,115
	<b>1,518,151</b>	<b>1,276,785</b>	<b>1,006,744</b>	<b>3,801,680</b>
<b>Income before the undernoted</b>	<b>690,625</b>	<b>393,178</b>	<b>876,537</b>	<b>1,960,340</b>
Interest and other income	2,817	15,228	7,251	25,296
Interest expense	-	(9,301)	-	(9,301)
Foreign exchange gain	-	22,090	4,764	26,854
	<b>2,817</b>	<b>28,017</b>	<b>12,015</b>	<b>42,849</b>
<b>Net income</b>	<b>693,442</b>	<b>\$ 421,195</b>	<b>\$ 888,552</b>	<b>\$ 2,003,189</b>



## Ontario Lottery and Gaming Corporation

### Notes to Consolidated Financial Statements

Year ended March 31, 2004

(tabular amounts in thousands of dollars)

#### 13. Post employment plans

The Corporation provides pension benefits for all its permanent employees and to non-permanent employees who elect to participate through the Public Service Pension Fund (PSPF) and the Ontario Public Service Employee's Union Pension Fund (OPSEU Pension Fund) which are multi-employer defined benefit pension plans established by the Province of Ontario. The cost of post-employment benefits is included as part of the pension contributions made by the Corporation to the PSPF and OPSEU Pension Fund and accordingly the Corporation has no additional liability for these future costs. The Corporations' contribution rate to the fund increased in November 2002, from 4% to 8%. The Corporation's contribution during the year was \$15,226,000 (2003 – \$8,735,000).

The operators of the commercial casinos have created defined contribution pension plans for their employees. The pension expense for the year amounted to \$15,306,000 (2003 – \$15,474,000).

#### 14. Win contribution

— The Corporation remits a contribution to the Province of Ontario equal to 20% of gaming revenue from commercial casinos and The Great Blue Heron Charity Casino Slot Machine Facilities.

#### 15. Payments to Government of Canada

The Corporation made the following payments to the Government of Canada:

	2004	2003
Payments on behalf of the Province of Ontario	\$23,212	\$22,612
Goods and Services Tax	107,027	86,503
	\$130,239	\$109,115

##### a) Payments on behalf of the Province of Ontario

The provincial lottery corporations make payments to the Government of Canada under an agreement dated August 1979 between the provincial governments and the Government of Canada. The agreement stipulates that the Government of Canada will not participate in the sale of lottery tickets.

##### b) Goods and Services Tax

As a prescribed Goods and Services Tax (GST) Registrant, the Corporation makes GST remittances to the Federal Government pursuant to the Games of Chance (GST/HST) Regulations of the Excise Tax Act. The Corporation's net tax for a reporting period is calculated using net tax attributable to both gaming and non-gaming activities. The net tax attributable to gaming activities results in a 14% tax burden on most taxable gaming expenditures incurred by the Corporation. The net tax attributable to non-gaming activities is calculated similar to any other GST registrant in Canada.

#### 16. Comparative amounts

Certain prior year amounts have been reclassified to conform with current year financial statement presentation.

## RECORD OF EMPLOYEES' 2003 SALARY AND BENEFITS

Ontario Lottery and Gaming Corporation

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Tomie	Adriana	Director, Shared Services	139341.01	193.74
Longman	Robert	Key Account Manager	106478.65	904.99
Albidone	Italo	Manager Project Implementation	106866.97	129.94
Whitmell	Dereck	Director, Solutions Delivery	121515.23	163.07
Gray	Richard	Dir, Fin Plan & Analysis	114299.69	157.85
Mcphee	Terry	General Manager Level 1	112231.68	155.40
Wisternoff	John	VP, Lottery Marketing	172940.94	5890.23
Aronson	Donald	Director, Corp Events&Comm Rel	113417.51	156.99
Cronin	James	Sr Manager Public Relations	143667.33	186.54
Crawford	Mona	Dir, Sales&Service Initiatives	125015.57	172.52
Palmer	Brian	Dir, Process & Implementation	119870.35	166.53
Bell-Murray	Lisa	Director, Corp Acct & Rpt	139673.82	194.19
Markkula	Leo	Director Treasury	131972.49	182.77
Bortolussi	Roy	Director, Lottery Marketing	135512.91	185.32
Dalton	Earl	VP Finance & Admin & Corp Cont	201298.65	5501.39
D'agostini	Douglas	Director, Solutions Delivery	103217.43	143.00
Campbell	Alexander	Director, Customer Service	132919.69	183.14
Fioravanti	Walter	VP, Human Resources	205157.42	13432.13
Ko	Ronald	Director, Bingo Gaming	116564.32	156.93
Kasch	John	Architect Information	108619.85	140.87
Barnett	Kenneth	Dir, Slots Racetrack Bus Dev	122001.62	170.04
Marinelli	Thomas	Chief Technology Officer	167899.72	11577.26
Myers	David	VP, Sales & Service	169364.03	3514.55
Brown	Greg	Director, Retail Plan & Implem	128744.30	154.64
Festival	Mario	Architect- Security	112838.73	136.72
Tatasciore	John	Network Architect	109361.51	138.68
Aube	Michel	Sr Manager, Corporate Security	105034.47	144.59
Frair	Robert	Project Director - ERM	136860.14	182.77
Ferrara	Francesco	Senior Legal Counsel	125321.96	161.13
Prgomet	John	Dir, HR Programs&Infra	141394.15	179.86
Locke	Robert	Director, Facilities	124750.09	1332.47
Hill	Douglas	Relationship Manager	117591.45	163.71
Lapointe	Catherine	Director, Operate & Maintain	115200.19	160.13
Rozeluk	Jerry	Executive Director, Gaming	143698.49	2199.92
Deans	Wayne	Director, Internal Audit	128748.83	178.17
Cowie	Geoffrey	Senior Legal Counsel	111981.36	147.21
Smith	Geoff	General Manager Level 1	130069.68	171.46
Yammine	Georges	Executive Director, Gaming	145250.45	3263.08
Glenat	Suellen	Dir Employee Relations & Comm	106910.13	124.59
Babalís	Christos	General Manager Level 3	110778.92	146.70
Sepkowski	Karl	Director Marketing	117189.65	151.91
Kantovaara	Juha	Architect Technology	107208.78	139.81
Pastore	Giacomo	Mgr, Government Relations	101737.71	6713.07
Berdowski	Alan	Senior VP - Lottery	201298.65	13801.80
Lockhart	Scott	Design/Devel Oper Mgr Facil	100990.37	4215.31
Nieder	Michael	VP, Chief Information Officer	201298.65	12363.16
Hill	Stephen	Project Manager Level 2	111045.96	2858.95
Kozniuk	Bob	Senior VP - Gaming	201298.65	13239.75
Ramondt	Susan	Exec Sec, Board of Directors	107638.69	140.98
Maddocks	David	Director Development	141751.73	1941.00
Perugini	Tony	Mgr Comm Casinos&Corp Anal	106615.62	148.26
Barbaro	Ron	Chief Executive Officer	395617.31	7846.00

## RECORD OF EMPLOYEES' 2003 SALARY AND BENEFITS

Ontario Lottery and Gaming Corporation				
Surname	Given Name	Position Title	Salary Paid	Taxable
				Benefits
Carvalho	Antonio	VP Corporate Plan & e-Business	183590.58	1247.92
Wood	Brian	Chief Operating Officer	296448.67	9166.19
Peters	Ingrid	VP, GenCoun Crp Sec, Leg& Comp	201298.64	14432.61
Calderone	Bart	Director of Strategic Projects	145212.65	193.68
Franco	Elizabeth	Manager, Taxation	107487.26	147.11
Peltsch	Klaus	Architect Application	105009.35	139.53
Choronzey	Karen	Dir HR Strat Alliances & Learn	118468.89	161.33
Cooper	Jeff	Director, Customer & Channel M	139548.65	366.22
Walker	Stuart	General Manager Level 1	120123.18	167.58
Seldon dimock	Verity	Dir, Performance & Learning	136685.50	152.22
Kyle	Brian	Director, Business Development	133335.37	178.66
Henderson	Mark	Site General Manager Level 3	121439.52	758.02
Uhren	Cameron	General Manager Level 1	134562.28	181.25
Laitinen	Christena	Senior Mgr Labour Relations	101144.96	141.11
Gough	Lesley-anne	General Manager Level 2	103886.06	138.67
Zelisney	Jackie	Casino Manager	109911.03	152.76
Austin	David	General Manager Level 2	102939.70	131.19
Bailey	Rod	Executive Director, Gaming	175823.14	1090.23
Di maurizio	Mory	General Manager Level 2	112170.44	147.59
Gall	Danny	General Manager Level 3	105186.82	121.50
Rennie	Karen	General Manager Level 2	101975.54	140.40
Thorburn	David	General Manager Level 2	111698.32	139.72
Scott	Charles	Dir, Comp, Invest & Best Pract	103563.67	6111.14
Gibbons	Brenda	Director, Procurement	136640.40	189.15
Birch	Michael	Channel Development Manager	106438.26	142.53
Craig	Ron	Dir, Develop & Implementation	137548.55	189.88
Burton	Timothy	Director Taxation	136135.94	189.33
Brown	Gregory	Director External e-Channels	127170.37	172.17
Flynn	Larry	VP Gaming Marketing & Cust Dev	201298.65	3131.64
Cameron	Chris	Director, Lottery Marketing	132093.64	183.85
Gagesch	Karl	VP Financial Planning & Analys	172615.71	15181.43
Dal din	Linda	Relationship Manager	105093.44	144.33
Kurdyla	David	V.P. Solutions Delivery	172462.06	10085.64
Madden	Stephen	Director Security	117882.80	179.79



## Ontario Northland Transportation Commission Management's Responsibility

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The Ontario Northland Transportation Commission's management is responsible for the integrity and fair presentation of the consolidated financial statements and other information included in the annual report. The consolidated financial statements have been prepared in accordance with Canadian generally accepted accounting principles. The preparation of financial statements necessarily involves the use of management's judgment and best estimates, particularly when transactions affecting the current accounting period cannot be determined with certainty until future periods. All financial information in the annual report is consistent with the consolidated financial statements.

The Commission maintains systems of internal accounting controls designed to provide reasonable assurance that the financial information is accurate and reliable and that company assets and liabilities are adequately accounted for and assets safeguarded.

The consolidated financial statements have been reviewed by the Commission's Audit and Finance Committee and have been approved by its Governing Board of commissioners. In addition, the consolidated financial statements have been audited by the Ontario Provincial Auditor, whose report follows.



R.R. Poulin  
Chair and Acting CEO



Roy Hains  
Executive Vice-President  
Service Improvement and Operations

North Bay, Ontario  
March 31, 2004



## Auditors' Report

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To the Ontario Northland Transportation Commission  
and to the Minister of Northern Development and Mines

I have audited the consolidated balance sheet of the Ontario Northland Transportation Commission as at December 31, 2003 and the consolidated statements of investment by Province of Ontario, operations and retained earnings and cash flows for the year then ended. These consolidated financial statements are the responsibility of the Commission's management. My responsibility is to express an opinion on these consolidated financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the consolidated financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall consolidated financial statement presentation.

In my opinion, these consolidated financial statements present fairly, in all material respects, the financial position of the Commission as at December 31, 2003 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario  
March 31, 2004

J.R. McCarter, CA  
Assistant Provincial Auditor

# Ontario Northland Transportation Commission

## Consolidated Balance Sheet

(dollars in thousands)

**December 31** **2003** **2002**

### Assets

#### Current

Cash and cash equivalents	\$ 1,563	\$ -
Accounts receivable (Net of allowance - \$1,281; 2002 - \$990)	21,102	20,190
Inventory	10,629	10,668
Prepaid expenses	277	357

**33,571** **31,215**

#### Self-Insurance Fund (Note 2)

- Market value \$5,887; (2002 - \$5,489) 5,793 5,474

**Investment in property, plant and equipment** (Schedule 1) **256,417** **256,963**

**Accrued pension benefit assets** (Note 4) **128,618** **131,530**

**\$ 424,399 \$ 425,182**

### Liabilities and Province of Ontario Equity

#### Current

Bank overdraft	\$ -	\$ 248
Operating line of credit (Note 3)	23,000	17,000
Accounts payable and accrued liabilities	22,102	23,537
Current portion of long-term debt (Note 5a)	2,276	2,223
Deferred revenue	788	285

**48,166** **43,293**

**Provision for Self-Insurance** (Note 2) **5,793** **5,474**

**Long-term debt** (Note 5a) **26,223** **28,478**

**Accrued Non-Pension Benefit Obligation** (Note 4) **54,150** **53,720**

**134,332** **130,965**

#### Contingencies/Commitments (Note 8)

#### Province of Ontario Equity

Investment by the Province of Ontario	69,603	66,743
Retained earnings	220,464	227,474

**290,067** **294,217**

**\$ 424,399 \$ 425,182**

Approved on behalf of the Commission:



Chair and Acting CEO



Executive Vice-President  
Service Improvement and Operations

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

**Ontario Northland Transportation Commission**  
**Consolidated Statement of Investment by the Province of Ontario**  
(dollars in thousands)

<b>For the year ended December 31</b>	<b>2003</b>	<b>2002</b>
<b>Balance</b> , beginning of year		
Net investment in property, plant and equipment	\$ 17,794	\$ 16,465
Net investment other than share capital (Note 5b)	<u>48,949</u>	<u>48,949</u>
	<u>66,743</u>	<u>65,414</u>
<b>Net changes during the year</b>		
Contributions from Province of Ontario (Note 6b)	4,221	3,398
Retirements	(665)	(1,426)
Amortization	<u>(696)</u>	<u>(643)</u>
	<u>2,860</u>	<u>1,329</u>
<b>Balance</b> , end of year		
Net investment in property, plant and equipment	20,654	17,794
Net investment other than share capital (Note 5b)	<u>48,949</u>	<u>48,949</u>
	<u>\$ 69,603</u>	<u>\$ 66,743</u>



**Ontario Northland Transportation Commission**  
**Consolidated Statement of Operations and Retained Earnings**  
(dollars in thousands)

For the year ended December 31	2003	2002
<b>Revenues</b> (Schedule 2)	<b>\$ 129,181</b>	<b>\$ 131,453</b>
<b>Expenses</b> (Schedule 2)	<b>123,644</b>	<b>117,805</b>
	<b>5,537</b>	<b>13,648</b>
<b>Other revenues and expenses</b>		
Amortization (Schedule 2)	<b>14,659</b>	14,191
Interest expense (Schedule 2)	<b>2,303</b>	2,260
Investment and other income	<b>(21)</b>	(44)
Gain on sale of property, plant and equipment (Schedule 2)	<b>(372)</b>	(166)
<b>Net expenses</b>	<b>16,569</b>	<b>16,241</b>
<b>Loss before the following items</b>	<b>(11,032)</b>	<b>(2,593)</b>
Service improvement plan costs (Note 1)	<b>(878)</b>	(2,309)
Recovery of service improvement plan costs (Note 1)	<b>4,900</b>	-
Discontinued operations (Note 12)	<b>-</b>	53
<b>Net loss for the year</b>	<b>(7,010)</b>	<b>(4,849)</b>
<b>Retained earnings, beginning of year</b>	<b>227,474</b>	<b>232,323</b>
<b>Retained earnings, end of year</b>	<b>\$ 220,464</b>	<b>\$ 227,474</b>

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

# Ontario Northland Transportation Commission

## Consolidated Statement of Cash Flows

(dollars in thousands)

For the year ended December 31	2003	2002
<b>Cash provided by (used in)</b>		
<b>Operating activities</b>		
Loss before discontinued operations	\$ (7,010)	\$ (4,902)
Items not affecting cash		
Amortization (Schedule 2)	14,659	14,191
Gain on disposal of property, plant and equipment	(372)	(166)
Pension/non-pension expense	5,056	2,681
	12,333	11,804
Changes in non-cash working capital balances		
Accounts receivable	(912)	1,543
Inventory	39	1,207
Prepaid expenses	80	(121)
Accounts payable and accrued liabilities	(1,435)	(783)
Deferred revenue	503	77
Discontinued operations (Note 12)	-	54
	10,608	13,781
<b>Investing activities</b>		
Investment in property, plant and equipment	(16,140)	(17,001)
Proceeds from sale of property, plant and equipment	1,037	722
Decrease in other assets	(148)	(105)
	(15,251)	(16,384)
<b>Financing activities</b>		
Reduction of long-term debt (Note 5a)	(2,202)	(2,181)
Contributions from the Province of Ontario	4,221	3,398
Operating line of credit	6,000	5,079
Other liabilities	(1,565)	(1,538)
	6,454	4,758
<b>Change in cash and cash equivalents during the year</b>	<b>1,811</b>	<b>2,155</b>
<b>Cash and cash equivalents, beginning of year</b>	<b>(248)</b>	<b>(2,403)</b>
<b>Cash and cash equivalents, end of year</b>	<b>\$ 1,563</b>	<b>\$ (248)</b>
<b>Supplemental disclosure of cash flow information:</b>		
Interest paid during the year and included in net loss	\$ 2,303	\$ 2,260

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

**Ontario Northland Transportation Commission**  
**Consolidated Schedule of Investment**  
**in Property, Plant and Equipment**  
**Schedule 1**  
(dollars in thousands)

<b>For the year ended December 31</b>		<b>2003</b>		<b>2002</b>	
	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>Net Book Value</b>		<b>Net Book Value</b>
<b>Rail Services</b>					
Roadway	\$ 216,671	\$ 80,253	\$ 136,418	\$	131,071
Buildings	36,756	13,860	22,896		23,090
Equipment	77,091	38,775	38,316		38,851
Under construction	1,098	-	1,098		2,353
<b>Telecommunications</b>					
Equipment	130,227	84,794	45,433		49,801
Buildings	5,557	3,516	2,041		2,095
Under construction	806	-	806		844
<b>Bus services</b>					
Coaches	10,135	3,753	6,382		5,303
Under construction	28	-	28		-
<b>Marine Services (Moosonee)</b>					
Vessels	385	304	81		91
Under construction	-	-	-		264
<b>Development</b>					
Land and buildings	3,476	1,208	2,268		2,550
Land held for resale	650	-	650		650
	<b>\$ 482,880</b>	<b>\$ 226,463</b>	<b>\$ 256,417</b>	<b>\$</b>	<b>256,963</b>

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

**Ontario Northland Transportation Commission**  
**Consolidated Schedule of Operating Revenues and Expenses**  
**Schedule 2**  
(dollars in thousands)

For the year ended December 31	2003	2002
<b>Rail Services</b>		
Sales revenue (Note 11)	\$ 60,827	\$ 62,929
Government reimbursement (Note 6a)	20,428	19,927
	<hr/>	<hr/>
Operating revenue	81,255	82,856
Operating expense	70,559	68,110
	<hr/>	<hr/>
Operating income	10,696	14,746
Amortization	7,236	7,116
Gain on sale of property, plant and equipment	(171)	(87)
Interest expense	1,654	1,769
	<hr/>	<hr/>
Income from operations	1,977	5,948
	<hr/>	<hr/>
<b>Telecommunications</b>		
Sales revenue (Note 7)	36,945	37,745
Operating expense	36,536	35,387
	<hr/>	<hr/>
Operating income	409	2,358
Amortization	6,290	6,014
Loss on sale of property, plant and equipment	76	1
	<hr/>	<hr/>
Loss from operations	(5,957)	(3,657)
	<hr/>	<hr/>
<b>Bus Services</b>		
Sales revenue	10,212	10,090
Operating expense	9,268	8,934
	<hr/>	<hr/>
Operating income	944	1,156
Amortization	559	528
Loss on sale of property, plant and equipment	21	55
	<hr/>	<hr/>
Income from operations	364	573
	<hr/>	<hr/>
<b>Marine Services (Moosonee)</b>		
Sales revenue	129	124
Government reimbursement (Note 6a)	73	73
	<hr/>	<hr/>
Operating revenue	202	197
Operating expense	342	191
	<hr/>	<hr/>
(Loss) income from operations	(140)	6
	<hr/>	<hr/>

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

**Ontario Northland Transportation Commission**  
**Consolidated Schedule of Operating Revenues and Expenses**  
**Schedule 2 (continued)**  
(dollars in thousands)

<b>For the year ended December 31</b>	<b>2003</b>	<b>2002</b>
<b>Rental Properties</b>		
Sales revenue	567	565
Operating expense	332	314
	<hr/>	<hr/>
Operating income	235	251
Amortization	37	49
Gain on sale of property, plant and equipment	(298)	(135)
	<hr/>	<hr/>
Income from operations	496	337
<b>Administration</b>		
Operating revenue	-	-
Operating expense	6,607	4,869
	<hr/>	<hr/>
Operating loss	(6,607)	(4,869)
Amortization	537	484
Interest expense	649	491
	<hr/>	<hr/>
Loss from operations	(7,793)	(5,844)
<b>Total Operations</b>		
Sales revenue	108,680	111,453
Government reimbursement (Note 6a)	20,501	20,000
	<hr/>	<hr/>
Total revenues	129,181	131,453
Expenses	123,644	117,805
	<hr/>	<hr/>
Operating income	5,537	13,648
Amortization	14,659	14,191
Interest expense	2,303	2,260
Gain on sale of property, plant and equipment	(372)	(166)
	<hr/>	<hr/>
<b>Loss from operations (i)</b>	<b>\$ (11,053)</b>	<b>\$ (2,637)</b>

(i) Note: The above figure is before Service improvement plan costs (Note 1) and discontinued operations (Note 12).

## Ontario Northland Transportation Commission Summary of Significant Accounting Policies

**December 31, 2003**

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<b>Nature of Business</b>	The Ontario Northland Transportation Commission, an Operational Enterprise of the Ontario government, delivers a variety of commercial and non-commercial services, including rail freight, passenger rail, bus and telecommunications.																
<b>Basis of Accounting</b>	These consolidated financial statements are prepared by management in accordance with Canadian generally accepted accounting principles. They include the accounts of the Commission and its wholly-owned subsidiaries, Ontario Northland International Consulting Services Inc, O.N. Tel Inc., Star Transfer Limited, Air-Dale Limited and Nipissing Central Railway Company.																
<b>Inventory</b>	With the exception of used rail, all materials and supplies are valued at average cost. Used rail is shown at unamortized book value determined at the time of retirement.																
<b>Self-Insurance Fund</b>	The self-insurance fund assets are stated at acquisition cost.																
<b>Investment in Property, Plant and Equipment and Amortization</b>	<p>Property, plant and equipment are stated at acquisition cost. Amortization is calculated using the straight-line method over the estimated service lives of the assets.</p> <p>The estimated service lives for principal categories of assets are as follows:</p> <table style="margin-left: 40px;"> <tr> <td>Roadway - main line and branches</td><td>20 to 50 years</td></tr> <tr> <td>Railway diesel locomotives</td><td>25 years</td></tr> <tr> <td>Railway cars</td><td>33 years</td></tr> <tr> <td>Buildings</td><td>50 years</td></tr> <tr> <td>Telecommunications equipment</td><td>15 years</td></tr> <tr> <td>Vehicles</td><td>3 years</td></tr> <tr> <td>Computer equipment</td><td>5 years</td></tr> <tr> <td>Coaches</td><td>12 years</td></tr> </table> <p>The Province of Ontario reimburses the Commission for the cost of certain property, plant and equipment purchased for use in operations designated as non-commercial by the Province. The Commission records these assets at their original cost together with an offsetting credit to Net Investment in Property, Plant and Equipment (Province of Ontario). Annual amortization on these property, plant and equipment is recorded as a reduction of the Net Investment in Property, Plant and Equipment (see page 4).</p>	Roadway - main line and branches	20 to 50 years	Railway diesel locomotives	25 years	Railway cars	33 years	Buildings	50 years	Telecommunications equipment	15 years	Vehicles	3 years	Computer equipment	5 years	Coaches	12 years
Roadway - main line and branches	20 to 50 years																
Railway diesel locomotives	25 years																
Railway cars	33 years																
Buildings	50 years																
Telecommunications equipment	15 years																
Vehicles	3 years																
Computer equipment	5 years																
Coaches	12 years																

## Ontario Northland Transportation Commission Summary of Significant Accounting Policies

December 31, 2003

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### Employee Future benefits

#### Pension Plans

The Commission maintains a defined benefit pension plan for its employees. The obligations under the plan are determined using the accrued benefit method reflecting projected benefits for services rendered to date. Pension fund assets are valued using current market values. The Accrued Pension Benefit Asset or Obligation and expenses are determined annually by independent actuaries in accordance with accepted actuarial practice using management's best estimates.

#### Non-Pension Benefit Plans

The Commission offers non-pension post retirement benefits such as group life, health care and long-term disability to employees through defined benefit plans. The costs associated with these future benefits are actuarially determined using the projected benefits method prorated on service and best estimate assumptions. In addition, as a Schedule 2 employer under the Workplace Safety and Insurance Board (WSIB), the Commission recognizes workers compensation benefits on an accrual basis using actuarial calculations provided by the WSIB for benefits in force, benefits not yet awarded and administrative loading costs.

Both Pension and Non-Pension expenses consist of current service costs, interest and adjustments arising from plan amendments, changes in assumptions and experience gains or losses. Experience gains or losses are amortized on a straight-line basis over the expected average remaining service life of the employees covered by the plans. These expenses are recorded in the year in which employees render services to the Commission (See Note 4).

#### Vacation Pay

Vacation pay is not accrued but is instead expensed in the year it is taken.

## Ontario Northland Transportation Commission Summary of Significant Accounting Policies

December 31, 2003

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### Revenue Recognition

Transportation revenues are generally recognized on completion of movements, with interline movements being treated as complete when the shipment is turned over to the connecting carrier. Revenues from other sources are recognized when earned, with the exception of federal government reimbursements. Reimbursements, upon audit verification of yearly losses are recorded on a cash basis. Advance payments made prior to final determination of losses are recorded on an accrual basis. Telecommunications toll revenue adjustments are recognized when measurement is reasonable (see Note 7).

### Income Taxes

As an Operational Enterprise of the Province of Ontario, the Commission is exempt from income taxes. This exemption extends to its wholly-owned subsidiaries, and accordingly no tax provision is recorded in these financial statements.

### Accounting Estimates

Preparation of the financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimated.

### Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, balances with banks and short-term deposits with original maturities of three months or less.



## Ontario Northland Transportation Commission Notes to Consolidated Financial Statements

December 31, 2003

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### 1. Status of Service Improvement Plan

In the spring of 2000, the Minister of Northern Development and Mines directed the Commission to review all services it provided with a goal of developing a Service Improvement Strategy by the fall of that same year.

On December 4, 2000, the Commission accepted the recommendations of a Service Improvement Plan performed by an independent consulting firm. On December 13, 2000, the Minister of Northern Development and Mines accepted the recommendations of the Commission and directed it to implement the recommendations in a phased approach.

In two phases the Minister directed the ONTC to pursue the divestment, reorganization or alternate delivery of certain of its operations and the improvement or enhancement of those remaining. In fiscal 2002 the Commission took certain steps to implement parts of the Service Improvement Plan recommendations such as, the divestiture of the Owen Sound Transportation Company, Limited (OSTC) and accepting and evaluating Request for Proposals (RFP's) submissions for both the Rail Services and Telecommunications divisions. In early 2003 the Commission made its recommendations to the Ontario Government including the Minister of Northern Development and Mines for approval, subject to certain conditions. In June of 2003, the Canadian National Railway Company withdrew an offer to purchase rail assets and in July of 2003 the Commission was directed to enter into exclusive negotiations with TELUS in order to formalize a strategic alliance with O.N. Tel Inc. These negotiations have continued into 2004.

In complying with the recommendations set out in the Service Improvement Plan the Commission incurred costs in the amount of \$878,000 (2002 - \$2,309,000) during the year. These costs consisted primarily of consulting fees and legal fees in carrying out the recommendations. The cumulative amount expensed since the initiation of the Service Improvement Plan in fiscal 2000 is \$7,665,000. At the end of fiscal 2003 the Commission, in accordance with its previously disclosed intentions, applied to the Ministry of Northern Development and Mines to have all of these costs reimbursed. Subsequent to year end it was confirmed by this Ministry that \$4,900,000 would be reimbursed and as such this amount has been presented in these financial statements as a recovery on the statement of operations and retained earnings and is included in accounts receivable.

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### 2. Self-Insurance Fund

The Commission follows the policy of self-insuring for damages from rolling stock derailments and for cargo damage. Annual contributions to the self-insurance fund consist of a \$100,000 premium paid by the Commission in addition to investment income earned on fund assets. The Commission had no additional charges (2002 - \$1,000,000) to operations. Fund assets include investments in federal and provincial government bonds and cash in the amount of \$5,593,000 (2002 - \$5,374,000), and \$200,000 payable by ONTC. Interest rates on the above mentioned bonds vary from 3.7% to 14.0% per annum. Maturity dates on these investments are staggered ranging from June 15, 2006 to June 2, 2009

## Ontario Northland Transportation Commission Notes to Consolidated Financial Statements

**December 31, 2003**

### 3. Operating Line of Credit

The Commission negotiated an operating line of credit in early January 2002 with the Ontario Financing Authority (OFA) in the amount of \$20,000,000 which was subsequently increased to \$22,000,000 later in 2002. Of this amount \$18,000,000 was being utilized at the end of 2003 (2002 - \$12,000,000). In addition, the Commission also has a revolving operating line of credit with the OFA in the amount of \$5,000,000. Of this amount \$5,000,000 was being utilized at the end of 2003 (2002 - \$5,000,000). Both of these operating lines bear interest at the Province of Ontario's cost of borrowing plus 25 basis points based on the date of each advance.

### 4. Employee Future Benefits

The Commission is the administrator of its contributory pension plan which covers all permanent staff. The pension fund assets primarily include marketable securities, real estate and corporate and government bonds, which are invested by professional investment managers.

Included in the accrued non-pension benefit liability is worker's compensation benefits in the amount of \$10,953,000 (2002 - \$12,608,000). This amount has been determined from the most recent available actuarial calculations provided by the Workplace Safety and Insurance Board as at December 31, 2002. The valuation at December 31, 2003 is not expected to be ready until after the date of financial statement preparation. It is management's opinion that the balance at December 31, 2003 will not be significantly different.

#### a. Accrued Pension Benefit Assets

	<u>2003</u>	<u>2002</u>
Projected benefit obligations	<b>\$ 365,788,000</b>	\$ 349,450,000
Market value of plan assets	<b>434,359,000</b>	407,558,000
<b>Surplus</b>	<b>68,571,000</b>	58,108,000
<b>Accrued benefit assets - beginning of year</b>	<b>131,530,000</b>	130,174,000
(Expense) recovery	<b>(3,060,000)</b>	1,251,000
Funding contributions	<b>148,000</b>	105,000
<b>Accrued benefit assets - end of year</b>	<b><u>\$ 128,618,000</u></b>	<u>\$ 131,530,000</u>

## Ontario Northland Transportation Commission Notes to Consolidated Financial Statements

December 31, 2003

### 4. Employee Future Benefits (continued)

#### b. Accrued Non-Pension Benefit Obligation

	2003	2002
Accrued benefit obligation (not including WSIB)	\$ 45,342,000	\$ 42,047,000
Market value of plan assets	-	-
<b>Unfunded liability</b>	<b>45,342,000</b>	<b>42,047,000</b>
<b>Accrued benefit liability</b> - beginning of year	<b>53,720,000</b>	<b>51,326,000</b>
Expense	<b>1,996,000</b>	<b>3,932,000</b>
Funding contributions	<b>(1,566,000)</b>	<b>(1,538,000)</b>
<b>Accrued benefit liability</b> - end of year	<b>\$ 54,150,000</b>	<b>\$ 53,720,000</b>

#### c. Components of Net Periodic Pension Benefit Recovery

	2003	2002
Current service cost	\$ 7,240,000	\$ 6,806,000
Interest on accrued benefit obligation	<b>22,490,000</b>	21,978,000
Expected return on plan assets	<b>(29,771,000)</b>	(30,912,000)
Net amortization for the year	<b>3,101,000</b>	877,000
	<b>\$ 3,060,000</b>	<b>\$ (1,251,000)</b>

#### d. Components of Net Periodic Non-Pension Benefit Expense

	2003	2002
Current service cost	\$ (844,000)	\$ 1,207,000
Interest on accrued benefit obligation	<b>2,840,000</b>	2,725,000
	<b>\$ 1,996,000</b>	<b>\$ 3,932,000</b>

#### e. Weighted Average Assumptions

Discount rate - pension	6.25	6.50
Discount rate - non pension	6.50	6.75
Expected long-term rate of return on plan assets	7.50	7.25
Rate of compensation increase	4.00	4.00
Medical cost increases	4.5% to 9.0%	4.50% to 9.0%

## Ontario Northland Transportation Commission Notes to Consolidated Financial Statements

December 31, 2003

### 5. Long-term Debt

	<u>2003</u>	<u>2002</u>
a. Loan from Ontario Financing Authority, bearing interest at 5.64% per annum, blended monthly payments of \$43,000 for 10 years beginning May 1, 1998.	<b>\$ 1,980,000</b>	\$ 2,374,000
Loan from Ontario Financing Authority, bearing interest at 5.60% per annum, blended monthly payments of \$156,000 for 15 years beginning January 1, 2000.	<b>15,370,000</b>	16,358,000
Loan from Ontario Financing Authority, bearing interest at 6.37% per annum, blended monthly payments of \$109,000 for 15 years beginning September 1, 1999.	<b>10,161,000</b>	10,809,000
Vendor take back loan on an asset purchase that bears 0% interest, repayable over 8 years in accordance with the terms of the purchase agreement.	<b>988,000</b>	1,160,000
	<b>28,499,000</b>	30,701,000
<b>Less</b> current portion	<b>2,276,000</b>	2,223,000
	<b><u>\$ 26,223,000</u></b>	<b><u>\$ 28,478,000</u></b>

Payments required in the next five years and thereafter are as follows:

2004	\$ 2,276,000
2005	2,404,000
2006	2,540,000
2007	2,683,000
2008	2,486,000
Thereafter	<u>16,110,000</u>
	<b><u>\$ 28,499,000</u></b>

- b. Included in Investment by the Province of Ontario is a \$35,208,000 non-interest bearing loan with no specific repayment terms from the Province of Ontario which two years ago was reclassified to Investment by the Province of Ontario. This was done to be consistent with how the loan was reflected in the Province of Ontario's consolidated financial statements. The Province, recognizing the concessionary nature of the loan, classified it as an equity investment in the Commission.

## Ontario Northland Transportation Commission Notes to Consolidated Financial Statements

December 31, 2003

### 6. Government Reimbursement

- a. In accordance with a Memorandum of Understanding between the Commission and the Ministry of Northern Development and Mines, certain operations of the Commission have been designated as non-commercial. The Commission and the Ministry have entered into annual contribution agreements which define the amount of compensation which the Province of Ontario would provide in each fiscal year. Starting in fiscal 2002 the provincial government began to fully reimburse losses on the passenger train services.

A portion of the operating loss of the weekday passenger train service between North Bay and Toronto is reimbursed by the National Transportation Agency of Canada under Section 270 of the Railway Act. The federal government revoked the Railway Act during 1996 and replaced it with the Canada Transportation Act. Negotiations between the Commission and Transport Canada concluded in 1996. The amount of annual reimbursement was fixed at \$2,500,000 for a five year period expiring in 2001. Temporary agreements have been reached in the past two years to extend the original agreement noted above at the same terms on a year to year basis.

Details of Government reimbursement are as follows:

	<u>2003</u>	<u>2002</u>
<b>From Province of Ontario:</b>		
Rail - Passenger Service and Moosonee Branch	\$ 17,928,000	\$ 17,427,000
Marine Services (Moosonee)	73,000	73,000
Discontinued operations (Note 12)	-	928,000
	<u>18,001,000</u>	<u>18,428,000</u>
<b>From Transport Canada:</b>		
Current year's operations	<u>2,500,000</u>	<u>2,500,000</u>
	<u><b>\$ 20,501,000</b></u>	<u>20,928,000</u>

The Commission is dependent on these reimbursements to carry out its non-commercial operations.

- b. Included in the Contributions from the Province is \$1,744,000 received during the current fiscal year relating to a one-time approval to finance capital expenditures for O.N. Tel Inc in the amount of \$3,000,000.

## **Ontario Northland Transportation Commission Notes to Consolidated Financial Statements**

**December 31, 2003**

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### **7. Telecommunications Revenue**

The Commission's Telecommunications Division has a traffic agreement with Bell Canada that permits the two companies to exchange and settle on the toll traffic that traverses their network. During fiscal 2002 and 2003 the Access Tariffs charged by the Local Exchange Carriers were based on an interim decision made by the CRTC in late 2001 which is not expected to be finalized by the CRTC until sometime in 2004. In keeping with the Commission's accounting policy any revenue or cost adjustments whether positive or negative are to be recognized in the year in which they become known and estimable.

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### **8. Contingencies/Commitments**

Various statements of claim have been issued against the Commission claiming damages. Damages, if any, cannot be estimated at this time and in any event the Commission is of the opinion that these claims would be unfounded or covered by insurance after application of a \$2,000,000 deductible. Should any loss result, it would be charged to operations when the amount is ascertained.

In 1998 a claim for \$3,000,000 was submitted to the National Transportation Agency for partial reimbursement of the write-down of railway passenger rolling stock. The likelihood of the success of the claim remains not determinable at this time and as a result is not reflected in these financial statements.

The Commission has contractual obligations on a number of operating leases for such items as rail cars, computer equipment, automotive equipment and other. It is management's opinion that in aggregate the annual cost of these leases is not significant to the Commission as a whole.

The Commission is also obligated to certain job guarantee agreements with a significant number of its unionized employees.

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### **9. Financial Instruments**

The Commission's financial instruments consist of cash and bank, term investments of the self insurance fund, accounts receivable, bank overdraft, operating line of credit, accounts payable and long-term debt. Unless otherwise noted, it is management's opinion that the Commission is not exposed to significant interest, currency or credit risks arising from these financial instruments.

## Ontario Northland Transportation Commission Notes to Consolidated Financial Statements

**December 31, 2003**

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### 10. Related Party Transactions

During the year, the Commission charged the ONTC Contributory Pension Fund \$189,000 (2002 - \$296,000) for financial and administrative support.

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### 11. Economic Dependence

During 2003, the Rail Services Division derived 45% (2002 - 47%) of its revenue from three major customers.

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### 12. Discontinued Operations

As part of the recommendations of the Service Improvement Plan conducted in fiscal 2000 the Commission implemented one of the items in Phase I being the reorganization of its wholly owned subsidiary Owen Sound Transportation Company, Limited (OSTC). This was effectively done April 1, 2002 through a share sale of the OSTC to the Province of Ontario with no consideration being received by the Commission and no gain or loss. In addition the operation of Pelee Island has been assumed by the OSTC.

Selected financial information of the Marine Operations are as follows:

	<u>2003</u>	<u>2002</u>
<b>Marine Services (Owen Sound)</b>		
Sales revenue	\$ -	\$ 2,000
Government reimbursement (Note 6)	-	928,000
	<hr/>	<hr/>
Operating revenue	-	930,000
Operating expense	-	929,000
	<hr/>	<hr/>
Operating income	-	1,000
Amortization	-	1,000
	<hr/>	<hr/>
Net income from operations	-	-
	<hr/>	<hr/>
<b>Marine Services (Pelee Island)</b>		
Sales revenue	-	583,000
Operating expense	-	530,000
	<hr/>	<hr/>
Net income from operations	-	53,000
	<hr/>	<hr/>
<b>Income from discontinued operations</b>	<b>\$ -</b>	<b>\$ 53,000</b>
	<hr/>	<hr/>

## Ontario Northland Transportation Commission Notes to Consolidated Financial Statements

**December 31, 2003**

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### 12. Discontinued Operations (continued)

Cash flows from the Marine Operations are as follows:

	<u>2003</u>	<u>2002</u>
Operating activities	\$	\$ 54,000
Investing activities		-
Financing activities		-

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### 13. Subsequent Events

In March 2004, the government approved a decision made by the Commission in February 2004 to extend an early retirement offer to specified group of approximately 220 employees. If all of the qualifying employees accept the terms of this offer the impact on the Commission would be expected to amount to \$47,000,000 in additional expenses in fiscal 2004 and an offsetting decrease/increase to the accrued pension benefit assets and accrued non-pension benefit obligation respectively. The expected participation under the terms of this offer is unknown at this time.



## Ontario Northland Transportation Commission Statement of Employees Paid in Excess of \$100,000

December 31, 2003

Name	Position	Salary	Taxable Benefits
R M Thompson	Counsel	\$ 132,216	\$ 728
S G Carmichael	Vice President - Transportation Services	\$ 127,494	\$ 728
J K G Donnelly	Vice President - Finance & Administration	\$ 125,348	\$ 711
R J Cushing	Acting Vice President - O.N. Tel	\$ 119,379	\$ 586
C M Boston	Vice President - Corporate Strategy, Development and Service Improvement	\$ 118,867	\$ 630
D Church	Conductor	\$ 118,708	\$ 104
C Cozac	Locomotive Engineer	\$ 117,605	\$ 104
B R Wheeler	Director - Product Development	\$ 116,972	\$ 672
L Y Picard	Conductor	\$ 116,272	\$ 104
D R Wood	Locomotive Engineer	\$ 114,946	\$ 104
C E Corley	Conductor	\$ 114,209	\$ 104
K O'Grady	Locomotive Engineer	\$ 114,045	\$ 104
M G Marshall	Locomotive Engineer	\$ 113,183	\$ 104
M J Kenney	Locomotive Engineer	\$ 111,352	\$ 104
K L Archer	Locomotive Engineer	\$ 110,610	\$ 104
W A Quevillon	Conductor	\$ 109,591	\$ 104
B R Hofferd	Locomotive Engineer	\$ 109,005	\$ 104
S D Gowlett	Conductor	\$ 108,414	\$ 104
G Seguin	Locomotive Engineer	\$ 108,218	\$ 104
B Lacharity	Conductor	\$ 107,597	\$ 104
W D Sykes	Locomotive Engineer	\$ 107,310	\$ 104
D R Church	Conductor	\$ 106,635	\$ 104
D W Hueston	Conductor	\$ 104,575	\$ 104
J D Mudrick	Conductor	\$ 104,196	\$ 104
C G Yantha	Locomotive Engineer	\$ 104,087	\$ 104
P Grant	Locomotive Engineer	\$ 103,891	\$ 104
T A O'Grady	Manager - Train Service and Rules	\$ 102,896	\$ 96
W E Routledge	Conductor	\$ 102,533	\$ 104
E Marasco	Senior Director - Track and Structures	\$ 101,993	\$ 545
J L Miller Jr	Conductor	\$ 102,091	\$ 104
B D Hagar	Conductor	\$ 102,035	\$ 104
C G Knight	Locomotive Engineer	\$ 101,582	\$ 104
J A Fearnley	Locomotive Engineer	\$ 101,503	\$ 104
J L Thib	Superintendent - Train Operations	\$ 100,235	\$ 545

Prepared under the Public Sector Salary Disclosure Act, 1996



## Ontario Power Generation

### MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The accompanying consolidated financial statements of Ontario Power Generation Inc. ("OPG" or the "Company") are the responsibility of management and have been prepared in accordance with Canadian generally accepted accounting principles. Where alternative accounting methods exist, management has selected those it considers most appropriate in the circumstances. The preparation of the consolidated financial statements necessarily involves the use of estimates based on management's judgement, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods. The consolidated financial statements have been properly prepared within reasonable limits of materiality.

Management maintains a system of internal controls which are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate, and that OPG's assets are safeguarded and transactions are executed in accordance with management's authorization. These systems are monitored and evaluated by management and by an internal audit service and risk management function.

The Audit Committee meets regularly with management, internal audit services and the external auditors to satisfy itself that each group has properly discharged its respective responsibility, and to review the financial statements and independent Auditors' Report, and to discuss significant financial reporting issues and auditing matters before recommending approval of the financial statements by the Board of Directors.

The consolidated financial statements have been audited by Ernst & Young LLP, independent external auditors appointed by the Board of Directors. The Auditors' Report outlines the auditors' responsibilities and the scope of their examination and their opinion on OPG's consolidated financial statements. The independent auditors had direct and full access to the Audit Committee, with and without the presence of management, to discuss their audit and their findings as to the integrity of OPG's financial reporting and the effectiveness of the system of internal controls.



**Richard Dicerni**

Acting President and Chief Executive Officer



**David W. Drinkwater**

Executive Vice President and Chief Financial Officer

March 15, 2004

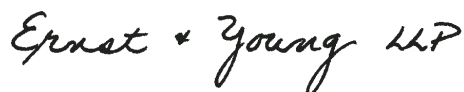
## AUDITORS' REPORT

**To the Shareholder of Ontario Power Generation Inc.**

We have audited the consolidated balance sheets of Ontario Power Generation Inc. as at December 31, 2003 and 2002 and the consolidated statements of income (loss), retained earnings and cash flows for the years then ended. These financial statements are the responsibility of Ontario Power Generation Inc.'s management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these consolidated financial statements present fairly, in all material respects, the financial position of Ontario Power Generation Inc. as at December 31, 2003 and 2002 and the results of its operations and its cash flows for the years then ended in accordance with Canadian generally accepted accounting principles.

**ERNST & YOUNG LLP**

Chartered Accountants

Toronto, Canada

March 15, 2004

## CONSOLIDATED STATEMENTS OF INCOME (LOSS)

<b>Years Ended December 31</b>		Restated (notes 3 and 8) 2002
(millions of dollars except where noted)	<b>2003</b>	
<b>Revenues</b>		
Revenue before Market Power Mitigation Agreement rebate	<b>6,688</b>	6,653
Market Power Mitigation Agreement rebate	<b>(1,510)</b>	(907)
	<b>5,178</b>	5,746
Fuel expense	<b>1,678</b>	1,604
Power purchased	<b>–</b>	290
<b>Gross Margin</b>	<b>3,500</b>	3,852
<b>Expenses</b>		
Operations, maintenance and administration	<b>2,393</b>	2,524
Depreciation and amortization (note 5)	<b>603</b>	561
Accretion on fixed asset removal and nuclear waste management liabilities	<b>430</b>	411
Earnings on nuclear fixed asset removal and nuclear waste management funds	<b>(238)</b>	(243)
Property and capital taxes	<b>114</b>	115
Loss on transition rate option contracts (note 16)	<b>30</b>	210
	<b>3,332</b>	3,578
<b>Income before the following:</b>	<b>168</b>	274
Restructuring (note 15)	<b>–</b>	222
Impairment of long-lived assets (note 5)	<b>576</b>	–
Other income (note 22)	<b>58</b>	171
Net interest expense	<b>144</b>	150
<b>(Loss) income before income taxes</b>	<b>(494)</b>	73
Income taxes (recoveries) (note 11)		
Current	<b>80</b>	29
Future	<b>(83)</b>	(23)
	<b>(3)</b>	6
<b>Net (loss) income</b>	<b>(491)</b>	67
<b>Basic and diluted (loss) earnings per common share</b> (dollars)	<b>(1.92)</b>	0.26
<b>Common shares outstanding</b> (millions) (note 12)	<b>256.3</b>	256.3

## CONSOLIDATED STATEMENTS OF RETAINED EARNINGS

<b>Years Ended December 31</b>		Restated (notes 3 and 8) 2002
(millions of dollars)	<b>2003</b>	
<b>Retained earnings, beginning of year as previously reported</b>	<b>257</b>	344
Adjustment (note 3)	<b>104</b>	84
<b>Retained earnings, beginning of year as restated</b>	<b>361</b>	428
Net (loss) income	<b>(491)</b>	67
Dividends	<b>(17)</b>	(134)
<b>(Deficit of assets over liabilities) retained earnings, end of year</b>	<b>(147)</b>	361

See accompanying notes to the consolidated financial statements

## CONSOLIDATED STATEMENTS OF CASH FLOWS

<b>Years Ended December 31</b>		Restated (notes 3 and 8) 2002
(millions of dollars)	<b>2003</b>	
<b>Operating activities</b>		
Net (loss) income	<b>(491)</b>	67
Adjust for non-cash items:		
Depreciation and amortization	<b>603</b>	561
Accretion on fixed asset removal and nuclear waste management liabilities	<b>430</b>	411
Earnings on nuclear fixed asset removal and nuclear waste management funds	<b>(238)</b>	(243)
Pension (income) cost	<b>(6)</b>	16
Other post employment benefits and supplemental pension	<b>118</b>	107
Future income taxes (note 11)	<b>(83)</b>	(23)
Provision for restructuring (note 15)	<b>–</b>	222
Transition rate option contracts (note 16)	<b>(43)</b>	144
Impairment of long-lived assets	<b>576</b>	–
Gain on sale of investments	<b>(58)</b>	(72)
Gain on sale of decontrol fixed assets	<b>–</b>	(99)
Mark to market on energy contracts (note 10)	<b>(5)</b>	2
Provision for used nuclear fuel	<b>21</b>	32
Other	<b>8</b>	52
	<b>832</b>	1,177
Contributions to nuclear fixed asset removal and nuclear waste management funds	<b>(453)</b>	(312)
Expenditures on fixed asset removal and nuclear waste management	<b>(72)</b>	(92)
Contributions to pension fund	<b>(153)</b>	–
Expenditures on other post employment benefits and supplemental pension	<b>(56)</b>	(52)
Expenditures on restructuring (note 15)	<b>(68)</b>	(134)
Net changes to other long-term assets and liabilities	<b>(82)</b>	117
Changes in non-cash working capital balances (note 23)	<b>149</b>	140
<b>Cash flow provided by operating activities</b>	<b>97</b>	844
<b>Investing activities</b>		
Sale of accounts receivable (note 4)	<b>300</b>	–
Net proceeds from short-term investments	<b>–</b>	39
Proceeds on sale of decontrol and other fixed assets (note 14)	<b>1</b>	342
Cash proceeds from sale of investments (note 22)	<b>59</b>	83
Purchases of fixed assets	<b>(643)</b>	(869)
<b>Cash flow used in investing activities</b>	<b>(283)</b>	(405)
<b>Financing activities</b>		
Issuance of long-term debt (note 7)	<b>51</b>	138
Repayment of long-term debt	<b>(4)</b>	(1)
Dividends paid	<b>(17)</b>	(134)
Net (decrease) increase in short-term notes	<b>(182)</b>	182
<b>Cash flow (used in) provided by financing activities</b>	<b>(152)</b>	185
<b>Net (decrease) increase in cash and cash equivalents</b>	<b>(338)</b>	624
<b>Cash and cash equivalents, beginning of year</b>	<b>624</b>	–
<b>Cash and cash equivalents, end of year</b>	<b>286</b>	624

See accompanying notes to the consolidated financial statements

## CONSOLIDATED BALANCE SHEETS

<b>As at December 31</b>		Restated (notes 3 and 8) 2002
(millions of dollars)	<b>2003</b>	
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents (note 3)	<b>286</b>	624
Accounts receivable (note 4)	<b>331</b>	736
Note receivable (note 14)	<b>—</b>	225
Income taxes recoverable	<b>16</b>	80
Fuel inventory	<b>524</b>	514
Materials and supplies	<b>73</b>	73
	<b>1,230</b>	2,252
<b>Fixed assets</b> (note 5)		
Property, plant and equipment	<b>14,775</b>	14,747
Less: Accumulated depreciation	<b>2,541</b>	1,956
	<b>12,234</b>	12,791
<b>Other long-term assets</b>		
Deferred pension asset (note 9)	<b>464</b>	305
Nuclear fixed asset removal and nuclear waste management funds (note 8)	<b>5,228</b>	4,537
Long-term materials and supplies	<b>231</b>	193
Long-term accounts receivable and other assets	<b>64</b>	59
	<b>5,987</b>	5,094
	<b>19,451</b>	20,137

See accompanying notes to the consolidated financial statements

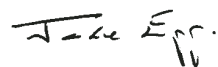
## CONSOLIDATED BALANCE SHEETS

<b>As at December 31</b>		Restated (notes 3 and 8) 2002
(millions of dollars)	<b>2003</b>	
<b>Liabilities</b>		
<b>Current liabilities</b>		
Accounts payable and accrued charges (notes 15 and 16)	<b>1,064</b>	1,235
Market Power Mitigation Agreement rebate payable (note 17)	<b>409</b>	572
Short-term notes payable (note 6)	–	182
Deferred revenue due within one year	<b>12</b>	12
Long-term debt due within one year (note 7)	<b>4</b>	5
	<b>1,489</b>	2,006
<b>Long-term debt</b> (note 7)	<b>3,393</b>	3,352
<b>Other long-term liabilities</b>		
Fixed asset removal and nuclear waste management (note 8)	<b>7,921</b>	7,539
Other post employment benefits and supplemental pension (note 9)	<b>1,013</b>	958
Long-term accounts payable and accrued charges (note 16)	<b>276</b>	321
Deferred revenue (note 14)	<b>168</b>	179
Future income taxes (note 11)	<b>212</b>	295
	<b>9,590</b>	9,292
<b>Shareholder's equity</b>		
Common shares (note 12)	<b>5,126</b>	5,126
(Deficit of assets over liabilities) retained earnings	<b>(147)</b>	361
	<b>4,979</b>	5,487
	<b>19,451</b>	20,137

Commitments and Contingencies (notes 5, 6, 10, 11 and 13)

See accompanying notes to the consolidated financial statements

**On behalf of the Board of Directors:**



**Honourable Jake Epp**  
Chairman



**C. Ian Ross**  
Director



NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2003 AND 2002

## 1 Description of Business

Ontario Power Generation Inc. was incorporated on December 1, 1998 pursuant to the *Business Corporations Act* (Ontario). As part of the reorganization of Ontario Hydro, under the *Electricity Act, 1998* and the related restructuring of the electricity industry in Ontario, Ontario Power Generation Inc. and its subsidiaries (collectively "OPG" or the "Company") purchased and assumed certain assets, liabilities, employees, rights and obligations of the electricity generation business of Ontario Hydro on April 1, 1999 and commenced operations on that date. Ontario Hydro has continued as Ontario Electricity Financial Corporation ("OEFEC"), responsible for managing and retiring Ontario Hydro's outstanding debt and other obligations.

## 2 Basis of Presentation

The consolidated financial statements of OPG have been prepared in accordance with Canadian generally accepted accounting principles. The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses, and the disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

The consolidated financial statements include the accounts of Ontario Power Generation Inc. and its subsidiaries. OPG accounts for its interests in jointly controlled entities using the proportionate consolidation method. All significant inter-company transactions have been eliminated on consolidation.

Certain of the 2002 comparative amounts have been reclassified from statements previously presented to conform to the 2003 financial statement presentation. Note 3 provides disclosure of a retroactive change in accounting for asset retirement obligations adopted during 2003.

## 3 Summary of Significant Accounting Policies

### Cash and Cash Equivalents and Short-term Investments

Cash and cash equivalents include cash on deposit and money market securities with a maturity of less than 90 days on the date of purchase. All other money market securities with a maturity on the date of purchase that is greater than 90 days, but less than one year, are recorded as short-term investments. These securities are valued at lower of cost or market.

Interest earned on cash and cash equivalents and short-term investments of \$21 million (2002 – \$10 million) at an average effective rate of 3.0 per cent (2002 – 3.0 per cent) is offset against interest expense in the consolidated statements of income.

### Sales of Accounts Receivable

Asset securitization involves selling assets such as accounts receivable to independent entities or trusts, which buy the receivables and then issue interests in them to investors. These transactions are accounted for as sales, given that control has been surrendered over these assets in return for net cash consideration. For each transfer, the excess of the carrying value of the receivables transferred over the estimated fair value of the proceeds received is reflected as a loss on the date of the transfer, and is included in net interest expense. The carrying value of the interests transferred is allocated to accounts receivable sold or interests retained according to their relative fair values on the day the transfer is made.

Fair value is determined based on the present value of future cash flows. Cash flows are projected using OPG's best estimates of key assumptions, such as discount rates, weighted-average life of accounts receivable and credit loss ratios.

As part of the sales of accounts receivable, certain financial assets are retained and consist of interests in the receivables transferred. Any retained interests held in the receivables are accounted for at cost. The receivables are transferred on a fully serviced basis and do not create a servicing asset or liability.

### **Inventories**

Fuel inventory is valued at weighted average cost.

Materials and supplies are valued at the lower of average cost or net realizable value with the exception of critical replacement parts which are unique to nuclear and fossil generating stations. The cost of the critical replacement parts inventory is charged to operations on a straight-line basis over the remaining life of the related facilities and is classified in long-term assets.

### **Fixed Assets and Depreciation**

Property, plant and equipment are recorded at cost. Interest costs incurred during construction are capitalized as part of the cost of the asset based on the interest rate on OPG's long-term debt. Expenditures for replacements of major components are capitalized.

Depreciation rates for the various classes of assets are based on their estimated service lives. Any asset removal costs that have not been specifically provided for in current or previous periods are also charged to depreciation expense. Repairs and maintenance are expensed when incurred.

Fixed assets are depreciated on a straight-line basis except for computers, and transport and work equipment, which are depreciated on a declining balance basis as noted below:

Nuclear generating stations	25 and 40 years <sup>1</sup>
Fossil generating stations	40 to 50 years <sup>2</sup>
Hydroelectric generating stations	100 years
Administration and service facilities	50 years
Computers and transport and work equipment assets – declining balance	9 to 40% per year
Major application software	7 years

<sup>1</sup> The nuclear stations are depreciated for accounting purposes over 25 years with the exception of Pickering A. The Pickering A station is depreciated over 40 years as a result of the completion, during the 1980's, of the retubing of the Pickering A station.

<sup>2</sup> Commencing January 1, 2004, the coal-fired generating stations will be depreciated over the period from 2004 to 2007, due to the expected shutdown of these stations by the end of 2007.

### **Impairment of Fixed Assets**

OPG evaluates its property, plant and equipment for impairment whenever conditions indicate that estimated undiscounted future net cash flows may be less than the net carrying amount of assets. In cases where the undiscounted expected future cash flows are less than the carrying amount, an impairment loss is recognized equal to the amount by which the carrying amount exceeds the fair value. Fair value is determined using expected discounted cash flows when quoted market prices are not available.

### **Long-term Portfolio Investments**

Long-term portfolio investments are stated at amortized cost and include the nuclear fixed asset removal and nuclear waste management funds. Gains and losses on long-term investments are recognized in other income when investments are sold.

### **Fixed Asset Removal and Nuclear Waste Management Liability**

OPG recognizes asset retirement obligations for fixed asset removal and nuclear waste management, taking into account the time value of money. OPG has estimated both the amount and timing of future cash expenditures based on current plans for fixed asset removal and nuclear waste management. The liabilities are initially recorded at their estimated fair value, which is based on a discounted value of the expected costs to be paid.

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On an ongoing basis, the liability is increased by the present value of the variable cost portion for the nuclear waste generated each year, with the corresponding amounts charged to operating expenses. Expenses relating to low and intermediate level waste are charged to depreciation and amortization expense. Expenses relating to the disposal of nuclear used fuel are charged to fuel expense. The liability is also adjusted for any changes in the estimated amount or timing of the underlying future cash flows. Upon settlement of the liability, a gain or loss is recorded.

Accretion arises because liabilities for fixed asset removal and nuclear waste management are reported on a net present value basis. Accretion expense is the increase in the carrying amount of the liabilities due to the passage of time. The resulting expense is included in operating expenses.

The asset retirement cost is capitalized by increasing the carrying value of the assets. The capitalized cost is depreciated over the remaining useful life of the assets and is included in depreciation expense.

**Reclassification of Accretion Expense and Earnings on Segregated Funds**

Prior to the third quarter of 2003, OPG reported a revalorization charge that was comprised of accretion expense on the fixed asset removal and nuclear waste management liabilities, net of the earnings on the nuclear fixed asset removal and nuclear waste management funds and interest earned on the receivable from the OEFC. Beginning in the third quarter of 2003, the accretion expense and earnings on the nuclear fixed asset removal and nuclear waste management funds, including interest earned on the receivable from the OEFC, are disclosed separately in the consolidated statements of income. Prior periods were reclassified to reflect this change.

**Nuclear Fixed Asset Removal and Nuclear Waste Management Funds**

The Ontario Nuclear Funds Agreement ("ONFA") between OPG and the Province of Ontario (the "Province") requires segregated funds to be established in custodial accounts for funding the nuclear fixed asset removal and nuclear waste management liabilities. The segregated funds are invested in debt and equity securities which are treated as long-term investments and are accounted for at amortized cost. The segregated funds are reported as nuclear fixed asset removal and nuclear waste management funds in the consolidated balance sheets. Realized gains and losses on the segregated funds are recorded in earnings in the consolidated statements of income.

Following the establishment of the segregated funds in July 2003, the amount receivable from the OEFC was transferred into the custodial account in the form of an interest-bearing note and is included in the investments reported in the nuclear fixed asset removal and nuclear waste management funds. Previously, the receivable from the OEFC had been offset against fixed asset removal and nuclear waste management liabilities. Amounts as at December 31, 2002 have been reclassified to reflect this change.

**Revenue Recognition**

Commencing May 1, 2002, with the opening of the Ontario electricity market to competition ("market opening"), all of OPG's electricity generation is sold into the real-time energy spot market administered by the Independent Electricity Market Operator ("IMO"). Revenue is recorded as electricity is generated and metered based on the spot market sales price, net of the Market Power Mitigation Agreement rebate and hedging activities. At each balance sheet date, OPG computes the average spot energy price that prevailed since the beginning of the current settlement period and recognizes a Market Power Mitigation Agreement rebate if the average price exceeds 3.8¢/kWh, based on the amount of energy subject to the rebate. OPG also sells into, and purchases from, interconnected markets of other provinces and the U.S. northeast and midwest. All contracts that are not designated as hedges are recorded in the consolidated balance sheets at market value with gains or losses recorded in the consolidated statements of income. Gains and losses on energy trading contracts (including those to be physically settled) are recorded on a net basis in the consolidated statements of income. Accordingly, power purchases of \$189 million in 2003 and \$91 million in 2002 were netted against revenue.

Prior to May 1, 2002, revenues were earned primarily through the sale of electricity to wholesale and large industrial customers in Ontario and to interconnected markets. The wholesale electricity prices charged to Ontario customers were billed on a bundled basis including transmission and other related charges. OPG received the bundled payments and distributed funds to the successor entities of Ontario Hydro under the terms of revenue allocation arrangements. The revenue

allocation arrangements were designed so the undistributed balance of funds would provide OPG with planned revenue of 4.0¢/kWh based on forecasted energy demand and customer mix, together with a fixed amount for ancillary services.

OPG derives non-energy revenue under the terms of a lease arrangement with Bruce Power L.P. ("Bruce Power") related to the Bruce nuclear generating stations. This includes lease revenues, interest income and revenues for engineering analysis and design, technical and ancillary services. Non-energy revenue also includes isotope sales. Revenues from these activities are recognized as services are provided or products are delivered.

**Foreign Currency Translation**

Monetary assets and liabilities denominated in foreign currencies are translated into Canadian currency at year-end exchange rates. Any resulting gain or loss is reflected in other revenue.

**Derivatives**

OPG is exposed to changes in electricity prices associated with an open wholesale spot market for electricity in Ontario. To hedge the commodity price risk exposure associated with changes in the wholesale price of electricity, OPG enters into various energy and related sales contracts. These contracts are expected to be effective as hedges of the commodity price exposure on OPG's generation portfolio. Gains or losses on hedging instruments are recognized in income over the term of the contract when the underlying hedged transactions occur. These gains or losses are included in generation revenue and are not recorded on the consolidated balance sheets. All contracts not designated as hedges are recorded as assets or liabilities at fair value with changes in fair value recorded in Energy Marketing revenue.

OPG also uses derivative contracts to manage the Company's exposure to foreign currency movements. Foreign exchange translation gains and losses on these foreign currency denominated derivative contracts are recognized as an adjustment to the purchase price of the commodity or goods received.

Hedge accounting is applied when the derivative instrument is designated as a hedge and is expected to be effective throughout the life of the hedged item. When such derivative instrument ceases to exist or be effective as a hedge, or when designation of a hedging relationship is terminated, any associated deferred gains or losses are carried forward to be recognized in income in the same period as the corresponding gains or losses associated with the hedged item. When a hedged item ceases to exist, any associated deferred gains or losses are recognized in the current period's consolidated statement of income.

**Emission Reduction Credits**

OPG utilizes emission reduction credits ("ERCs") to manage emissions within the prescribed regulatory and voluntary limits. ERCs are purchased from trading partners in Canada and the United States. The cost of ERCs are held in inventory and charged to OPG's operations as part of fuel as required. Options to purchase ERCs are accounted for as derivatives and are recorded at estimated market value.

**Research and Development**

Research and development costs are charged to operations in the year incurred. Research and development costs incurred to discharge long-term obligations such as the nuclear waste management liabilities, for which specific provisions have already been made, are charged to the related liability.

**Pension and Other Post Employment Benefits**

OPG's post employment benefit programs include a contributory defined benefit registered pension plan, a defined benefit supplementary pension plan, group life insurance, health care and long-term disability benefits. OPG accrues its obligations under pension and other post employment benefit ("OPEB") plans. The obligations for pension and other post retirement benefit costs are determined using the projected benefit method pro-rated on service. The obligation for long-term disability benefits is determined using the projected benefit method on a terminal basis. The obligations are affected by salary levels, inflation, and cost escalation. Pension and OPEB costs and obligations are determined annually by independent actuaries using management's best estimates.

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Pension fund assets are valued using market-related values for purposes of determining actuarial gains or losses and the expected return on plan assets. The market-related value recognizes gains and losses on equity assets relative to a 6 per cent real return over a 5 year period.

Pension and OPEB costs include current service costs, interest costs on the obligations, the expected return on pension plan assets, adjustments for plan amendments and changes in assumptions and experience gains and losses, which result in actuarial gains or losses. Past service costs arising from pension and OPEB plan amendments are amortized on a straight-line basis over the expected average remaining service life of the employees covered by the plan, since OPG will realize the economic benefit over that period. Due to the long-term nature of post-employment liabilities, the excess of the net cumulative unamortized gain or loss, over 10 per cent of the greater of the benefit obligation and the market-related value of the plan assets, is also amortized over the expected average remaining service life.

When the recognition of the transfer of employees and employee related benefits gives rise to both a curtailment and a settlement, the curtailment is accounted for prior to the settlement. A curtailment is the loss by employees of the right to earn future benefits under the plan. A settlement is the discharge of a plan's liability.

#### **Taxes**

Under the *Electricity Act, 1998*, OPG is responsible for making payments in lieu of corporate income and capital taxes to the OEFC. These payments are calculated in accordance with the *Income Tax Act* (Canada) and the *Corporations Tax Act* (Ontario), and are modified by regulations made under the *Electricity Act, 1998*. This effectively results in OPG paying taxes similar to what would be imposed under the Federal and Ontario Tax Acts.

OPG makes payments in lieu of property tax on its nuclear and fossil generating assets to the OEFC, and also pays property taxes to municipalities.

OPG pays charges on gross revenue derived from the annual generation of electricity from its hydroelectric generating assets. The gross revenue charge ("GRC") includes a fixed percentage charge applied to the annual hydroelectric generation derived from stations located on provincial crown lands, in addition to graduated rate charges applicable to all hydroelectric stations. GRC costs are included in fuel expense.

#### **Business Segments**

Commencing May 1, 2002, upon the opening of the Ontario electricity market to competition, OPG began operating in two reportable business segments: Generation and Energy Marketing. Prior to market opening, OPG's energy marketing activity was not a reportable business segment. As a result, the 2002 comparative values for the Energy Marketing segment are for the period May 1, 2002 to December 31, 2002. A separate category, Non-Energy and Other, includes revenue and costs which are not allocated to the two business segments.

#### **Changes in Accounting Policies**

##### ***Impairment of Long-lived Assets***

In December 2002, the Canadian Institute of Chartered Accountants ("CICA") approved a new accounting standard for *Impairment of Long-Lived Assets*. The new standard provides guidance on the recognition, measurement and disclosure of the impairment of long-lived assets and is effective for years beginning on or after April 1, 2003. Impairments losses are to be recognized when the carrying amount exceeds the sum of undiscounted cash flows. The impairment loss recognized is the amount by which the carrying amount exceeds its fair value or discounted cash flows. Previously, the impairment loss recognized was the amount by which the carrying value exceeded the undiscounted cash flows.

OPG has chosen to early adopt the new accounting standard effective January 1, 2003 on a prospective basis without any retroactive restatement of prior periods. The impairment loss recognized in 2003, based on the application of the new accounting standard, was \$576 million compared to \$533 million that would have been recognized under the previous accounting standard.

**Asset Retirement Obligations**

In March 2003, the CICA issued a new standard for the recognition, measurement and disclosure of liabilities associated with the retirement of tangible long-lived assets and the related asset retirement costs. The new standard is effective for fiscal years beginning on or after January 1, 2004. OPG has chosen to early adopt the CICA standard in 2003. In accordance with the CICA requirements, OPG has retroactively applied the new standard.

The new standard is generally consistent with OPG's previous accounting policy with respect to asset retirement obligations. However, adoption of the new standard will result in a change in the timing of recognizing any changes in the estimate of the liability. Previously, any changes in the estimated amount of the liability were amortized over the average remaining service life of the generating stations. Under the new accounting standard, the liability will be adjusted immediately for any changes in the estimated amount or timing of the underlying cash flows, with a corresponding adjustment to the carrying value of the assets.

Prior to the adoption of the new standard, cost estimate reductions totalling \$427 million had been identified and were being amortized over the average remaining service life of the generating stations to reflect a change in the liability, with a corresponding change in the associated fuel and depreciation and amortization expenses. These previously identified cost estimate changes included the impact of a delay in the in-service date for used nuclear fuel disposal facilities from 2025 to 2035, the recognition of certain costs associated with dry storage of used nuclear fuel during station operating life, and recognition of additional costs related to nuclear waste management programs.

In 2003, OPG completed a further review of the significant assumptions that underlie the calculation of the fixed asset removal and nuclear waste management liabilities. As a result of this review, a number of assumptions were revised to reflect changes in the timing of certain programs and in the evolving technology used to handle the nuclear waste. These changes resulted in incremental cost estimates of \$162 million related to decommissioning fossil generating stations and low and intermediate level nuclear waste management programs. All of the cost estimate changes have been recognized retroactively to the date of acquisition as required by the new standard.

As a result of the adoption of the new accounting standard, the asset retirement obligation and the related property, plant and equipment amounts have decreased to reflect the net reduction in the cost estimates for the decommissioning and nuclear waste management. The restatement for the new standard resulted in a cumulative increase in OPG's net income for the period April 1, 1999 to December 31, 2002 of \$104 million. The net income impact was a reduction of \$17 million in 2003 compared with an increase of \$20 million in 2002.

The changes resulting from adoption of the new accounting standard are summarized below:

<b>Balance Sheets as at December 31</b> (millions of dollars)	<b>2003</b>	<b>2002</b>
Increase (decrease)		
Materials and supplies	–	(7)
Property, plant and equipment	(233)	(267)
Accumulated depreciation	(142)	(112)
Fixed asset removal and nuclear waste management	(221)	(314)
Future income taxes	43	48
Opening retained earnings	104	84

<b>Statements of Income for Years Ended December 31</b> (millions of dollars)	<b>2003</b>	<b>2002</b>
Increase (decrease)		
Fuel expense	(3)	(6)
Depreciation and amortization	18	(7)
Accretion on fixed asset removal and nuclear waste management liabilities	7	(16)
Future income tax expense	(5)	9
Net (loss) income	(17)	20

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**New Accounting Recommendations**

***Hedging Relationships***

In December 2001, the Accounting Standards Board ("AcSB") of the CICA issued Accounting Guideline 13, *Hedging Relationships*. This Guideline, which is required to be adopted for annual periods beginning after July 1, 2003, establishes standards for documenting and assessing the effectiveness of hedging activities. With adoption of the new accounting standard effective January 1, 2004, OPG will continue with the existing accounting for its hedging relationships.

***Disposal of Long-lived Assets and Discontinued Operations***

Effective May 1, 2003, the Company adopted the new accounting recommendations in section 3475 of the CICA Handbook, *Disposal of Long-Lived Assets and Discontinued Operations*. This section provides guidance on recognizing, measuring, presenting and disclosing the disposal of long-lived assets. It replaces the disposal provisions in section 3061, *Property, Plant and Equipment*, and section 3475, *Discontinued Operations*. The new section provides criteria for classifying assets as held for sale. It requires an asset classified as held for sale to be measured at fair value less disposal costs. It also provides criteria for classifying a disposal as a discontinued operation and specifies the presentation of and disclosures for discontinued operations and other disposals of long-lived assets. The adoption of this standard did not have an impact on OPG's consolidated financial statements.

***Consolidation of Variable Interest Entities***

In June 2003, the CICA issued Accounting Guideline 15, *Consolidation of Variable Interest Entities*, which requires the consolidation of variable interest entities (VIEs) by the primary beneficiary. A VIE is an entity where (a) its equity investment at risk is insufficient to permit the entity to finance its activities without additional subordinated support from others and/or where certain essential characteristics of a controlling financial interest are not met, and (b) it does not meet specified exemption criteria. The primary beneficiary is the enterprise that will absorb or receive the majority of the VIEs' expected losses, expected residual returns, or both. This guideline has been suspended by the CICA pending the finalization of revisions to the guideline.

The Company is involved with various joint venture arrangements and has sold trade receivables under an asset securitization arrangement. The Company will assess these arrangements under the revised guideline when it is issued.

***Employee Future Benefits — Additional Disclosures***

In December 2003, the AcSB approved revisions to Section 3461, *Employee Future Benefits*. The additional annual disclosures would be effective for years ending on or after June 30, 2004, and the additional interim disclosures would be effective for periods ending on or after June 30, 2004. The AcSB has encouraged early adoption.

OPG has early adopted some of the additional disclosure requirements. Specifically, OPG has included the methods and basis for accounting in the accounting policy on pension and OPEB. Employer minimum required contributions for the current and next year, and additional amounts contributed in the current year are also included in note 9 to the consolidated financial statements, in addition to the significant assumptions used.



## 4

## Sale of Accounts Receivable

On October 1, 2003, the Company signed an agreement to sell an undivided co-ownership interest in its current and future accounts receivable (the "receivables") to an independent trust. The Company also retains an undivided co-ownership interest in the receivables sold to the trust. Under the agreement, the Company continues to service the receivables. The transfer provides the trust with ownership of a share of the principal payments generated by the receivables, computed on a monthly basis. The trust's recourse to the Company is generally limited to its income earned on the receivables.

The Company has reflected the initial transfer to the trust of the co-ownership interest, and subsequent transfers required by the revolving nature of the securitization, as sales in accordance with CICA Accounting Guideline 12, *Transfer of Receivables*. In accordance with this Guideline, the proceeds of each sale to the trust were deemed to be the cash received from the trust net of the undivided co-ownership interest retained by the Company. For the year ended December 31, 2003, the Company has recognized pre-tax charges of \$3 million on such sales.

The accounts receivable reported and securitized by the Company are as follows:

(millions of dollars)	Principal amount of receivables as at December 31, 2003	Average balance of receivables for year ended December 31, 2003
Total receivables portfolio <sup>1</sup>	464	443
Receivables sold	300	300
Receivables retained	164	143
Average cost of funds		2.8%

<sup>1</sup> Amount represents receivables outstanding including receivables that have been securitized since October 1, 2003, which the Company continues to service.

An immediate 10 per cent or 20 per cent adverse change in the discount rate would not have a material effect on the current fair value of the retained interest. There were no credit losses for the year ended December 31, 2003.

Details of cash flows from securitizations for the year ended December 31 are as follows:

(millions of dollars)	2003
Proceeds from new sales	300
Collections reinvested in revolving sales <sup>1</sup>	900
Cash flows from retained interest	415

<sup>1</sup> Given the revolving nature of the securitization, the cash collections received on the receivables securitized are immediately reinvested in additional receivables resulting in no further cash proceeds to the Company over and above the initial cash amount of \$300 million.



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**5** Fixed Assets

Depreciation and amortization expense consists of the following:

(millions of dollars)	<b>2003</b>	Restated 2002
Depreciation and amortization	<b>600</b>	556
Nuclear waste management costs	<b>3</b>	5
	<b>603</b>	561

Fixed assets consist of the following:

(millions of dollars)	<b>2003</b>	Restated 2002
Property, plant and equipment		
Nuclear generating stations	<b>4,152</b>	3,494
Fossil generating stations	<b>1,583</b>	1,842
Hydroelectric generating stations	<b>7,663</b>	7,620
Other fixed assets	<b>636</b>	566
Construction in progress	<b>741</b>	1,225
	<b>14,775</b>	14,747
Less: Accumulated depreciation		
Generating stations	<b>2,308</b>	1,780
Other fixed assets	<b>233</b>	176
	<b>2,541</b>	1,956
	<b>12,234</b>	12,791

Assets under capital leases of \$203 million (2002 – \$200 million) are included in other fixed assets. Accumulated depreciation on these leased assets at December 31, 2003 was \$45 million (2002 – \$36 million). Interest capitalized to construction in progress at 6.0 per cent (2002 – 6.0 per cent) during the year ended December 31, 2003 was \$54 million (2002 – \$44 million).

***Impairment of Long-lived Assets***

The accounting estimates related to asset impairment require significant management judgement to identify factors such as short and long-term forecasts for future sales prices, the supply of electricity in Ontario, the return to service dates of laid-up generating stations, inflation, fuel prices and station lives. The amount of the future cash flow that OPG will ultimately realize with respect to these assets could differ materially from the carrying values recorded in the consolidated financial statements.

In 2003, the Government expressed a commitment to phase out coal-fired generating stations by 2007 and has subsequently confirmed this commitment. Accordingly, there is an expectation that the Nanticoke, Lambton, Thunder Bay and Atikokan generating stations will be removed from service significantly before the end of their previously estimated useful lives. This change in circumstance resulted in a requirement for OPG to test the recoverability of the carrying amount of these generating stations. OPG has recognized an impairment loss of \$576 million as a result of the termination of cash flows from these stations after 2007. Consequently, the carrying amount of the fossil generating stations was reduced by \$576 million.

The fair value of the coal-fired generating assets was determined using a discounted cash flow method. The fair value determined was then compared to the carrying value of the generating assets in order to determine the amount of the impairment loss.

The Government of Ontario appointed a panel of advisors to examine the role of OPG in the Ontario electricity market, the future structure of OPG as well as the potential refurbishing of the three units at the Pickering A nuclear station that remain out of service. The carrying amount of construction in progress for these three units was \$161 million at December 31, 2003. If OPG discontinues the refurbishing work required to place these units in service, an impairment loss equal to the carrying amount of these units would be recognized. In such an event, OPG would also have to assess the prospect of additional charges.

**6****Short-Term Credit Facilities**

In March 2003, OPG renewed its \$1,000 million revolving short-term committed bank credit facility. The credit facility had a revolving 364-day term, whereby if drawn, it could be extended for a two-year term. In December 2003, OPG extended the renewal date of the facility from March 2004 to May 2004. OPG has since extended the facility for a 364-day term without the two-year term extension option, commencing May 2004. Notes issued under the Company's Commercial Paper program are supported by this bank credit facility. At December 31, 2003, OPG had no short-term notes outstanding under the Commercial Paper program (2002 – \$182 million).

OPG also maintains \$28 million in short-term uncommitted overdraft facilities as well as \$173 million of short-term uncommitted credit facilities that support collateral requirements under the retail electricity market rules and other commitments in the form of Letters of Credit. Of this amount, \$125 million was used for Letters of Credit posted with local distribution companies in support of OPG's obligations under the retailer consolidated billings of the retail settlement code and in support of the supplementary pension plan.

**7****Long-Term Debt****Debt Outstanding**

Long-term debt consists of the following:

(millions of dollars)	<b>2003</b>	2002
Notes payable to the OEFC	<b>3,200</b>	3,200
Capital lease obligations	<b>8</b>	19
Share of limited partnership debt	<b>189</b>	138
	<b>3,397</b>	3,357
Less: capital lease obligations payable within one year	<b>4</b>	5
Long-term debt	<b>3,393</b>	3,352

In February 2003, the Company reached an agreement with the OEFC to defer payment on \$700 million principal amount of senior notes maturing in 2003 and 2004 by extending the maturity dates by two years. The interest rates remain unchanged.

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The maturity dates for notes payable to the OEFC are as follows:

Year of Maturity	Interest Rate (%)	Principal Outstanding (millions of dollars)		
		Senior Notes	Subordinated Notes	Total
2005	5.49	200	—	200
2005	5.71	300	—	300
2006	5.44	100	—	100
2006	5.62	300	—	300
2006	5.94	100	—	100
2006	5.78	300	—	300
2007	5.85	400	—	400
2008	5.90	400	—	400
2009	6.01	350	—	350
2010	6.60	—	375	375
2011	6.65	—	375	375
		2,450	750	3,200

Holders of the senior debt are entitled to receive, in full, amounts owing in respect of the senior debt before holders of the subordinated debt are entitled to receive any payments. The OEFC currently holds all of OPG's outstanding senior and subordinated notes.

In September 2002, Brighton Beach Power L.P. ("Brighton Beach"), a limited partnership formed by OPG, ATCO Power Canada Ltd., ATCO Resources Ltd. and Brighton Beach Power Ltd., completed a \$403 million private bond and term debt financing for its 580 megawatt power project under construction in Windsor, Ontario. Brighton Beach also signed an energy conversion agreement with Coral Energy Canada Inc. ("Coral") under which Coral will deliver natural gas to the plant and own, market and trade all the electricity produced. OPG proportionately consolidates its 50 per cent interest in the Brighton Beach partnership. As at December 31, 2003, \$378 million (2002 – \$276 million) was outstanding under the loan and accordingly \$189 million (2002 – \$138 million) was reported by OPG. If the project is completed and certain performance tests are met prior to September 30, 2006, the financing associated with the Brighton Beach project will have recourse only to the project and not to the Company. The project and performance tests are expected to be completed mid-year 2004.

Interest paid during the year ended December 31, 2003 was \$219 million (2002 – \$204 million), of which \$210 million relates to interest paid on long-term debt (2002 – \$198 million). Interest of \$54 million was capitalized in 2003 (2002 – \$44 million).

## Fixed Asset Removal and Nuclear Waste Management

The liability for fixed asset removal and nuclear waste management on a present value basis consists of the following:

(millions of dollars)	2003	Restated 2002
Liability for nuclear used fuel management	<b>4,451</b>	4,230
Liability for nuclear decommissioning and low and intermediate level waste management	<b>3,289</b>	3,131
Liability for non-nuclear fixed asset removal	<b>181</b>	178
Fixed asset removal and nuclear waste management liability	<b>7,921</b>	7,539

The change in the fixed asset removal and nuclear waste management liability for the years ended December 31, 2003 and 2002 is as follows:

(millions of dollars)	2003	Restated 2002
Liability, beginning of year (restated)	<b>7,539</b>	7,183
Increase in liability due to accretion	<b>430</b>	411
Increase in liability due to nuclear used fuel and nuclear waste management variable expenses	<b>24</b>	37
Liabilities settled by expenditures on waste management	<b>(72)</b>	(92)
Liability, end of year	<b>7,921</b>	7,539

OPG's asset retirement obligations are comprised of expected costs to be incurred up to and upon termination of operations and the closure of nuclear and fossil generating plant facilities. Costs will be incurred for activities such as dismantling, demolition and disposal of facilities and equipment, remediation and restoration of sites and the ongoing and long-term management of nuclear used fuel and low and intermediate level waste material.

The following costs are recognized as a liability:

- The present value of the costs of dismantling the nuclear and fossil production facilities at the end of their useful lives;
- The present value of the fixed cost portion of any nuclear waste management programs that are required based on the total volume of waste expected to be generated over the assumed life of the stations; and
- The present value of the variable cost portion of any nuclear waste management program to take into account actual waste volumes incurred to date.

The determination of the accrual for fixed asset removal and nuclear waste management costs requires significant assumptions, since these programs run for many years. Plant closures are expected to occur between 5 to 22 years from today, depending on the plant. Current plans include cash flow estimates to 2057 for decommissioning nuclear stations and to approximately 2100 for nuclear used fuel management. The undiscounted amount of estimated cash flows associated with the liability expected to be incurred up to and upon closure of generating stations is approximately \$19 billion. The discount rate used to calculate the present value of the liabilities at December 31, 2003 was 5.75 per cent (2002 – 5.75 per cent) and the cost escalation rates ranged from negative 1 per cent to 4 per cent in 2003 and 2002. Under the terms of the lease agreement with Bruce Power, OPG continues to be responsible for the nuclear fixed asset removal and nuclear waste management liabilities associated with the Bruce nuclear generating stations.

The significant assumptions underlying operational and technical factors used in the calculation of the accrued liabilities are subject to periodic review. Changes to these assumptions, including changes to assumptions on the timing of the programs or the technology employed, could result in significant changes to the value of the accrued liabilities. With programs of this duration and the evolving technology to handle the nuclear waste, there is a significant degree of risk surrounding the measurement accuracy of the costs for these programs, which may increase or decrease over time.

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**Liability for Nuclear Used Fuel Management Costs**

The liability for nuclear used fuel management costs represents the cost of managing the highly radioactive used nuclear fuel bundles. The current assumptions that have been used to establish the accrued used fuel costs include: long-term management of the spent fuel bundles through deep geological disposal; an in-service date of 2035 for used nuclear fuel disposal facilities; and an average transportation distance of 1,000 kilometers between nuclear generating facilities and the disposal facilities. Alternatives to deep geological disposal are being studied by Canadian nuclear utilities as part of the options study required by the federal *Nuclear Fuel Waste Act*. The options study is to be completed by 2005, with a federal government decision expected no earlier than 2006.

**Liability for Nuclear Decommissioning and Low and Intermediate Level Waste Management Costs**

The liability for nuclear decommissioning and low and intermediate level waste management costs represents the estimated costs of decommissioning nuclear generating stations after the end of their service lives, as well as the cost of managing low and intermediate level radioactive wastes generated by the nuclear stations. The significant assumptions used in estimating future nuclear fixed asset removal costs include decommissioning of nuclear generating stations on a deferred dismantlement basis where the reactors will remain in a safe storage state for a 30 year period prior to a 10 year dismantlement period. Low and intermediate level waste arising during decommissioning will be disposed of at the facilities developed for disposal of operational low and intermediate level waste.

The life cycle costs of low and intermediate level waste management include the cost of processing and storage of such radioactive wastes during and following the operation of the nuclear stations, as well as the costs of ultimate long-term disposal of these wastes. The current assumptions used to establish the accrued low and intermediate level waste management costs include: an in-service date of 2015 for disposal facilities for low level waste; co-locating short-lived intermediate level waste with low level waste starting in 2015; and co-locating long-lived intermediate level waste with used fuel starting in 2035.

**Liability for Non-nuclear Fixed Asset Removal Costs**

The liability for non-nuclear fixed asset removal costs is based on third party cost estimates after an in-depth review of active plant sites and an assessment of required clean-up and restoration activities. This liability represents the estimated costs of decommissioning fossil generating stations at the end of their service lives. The estimated retirement date of these stations is between 2005 to 2025.

In addition to the \$146 million liability for active sites, OPG also has an asset retirement obligation liability of \$35 million for decommissioning and restoration costs associated with plant sites that have been divested or are no longer in use.

OPG has no legal obligation associated with the decommissioning of its hydroelectric generating facilities. Also, the costs cannot be reasonably estimated because of the long service life of these assets. With either maintenance efforts or rebuilding, the water control structures are assumed to be used for the foreseeable future. Accordingly, OPG has not recognized a liability for the decommissioning of its hydroelectric generating facilities.

**Ontario Nuclear Funds Agreement**

On July 24, 2003, OPG and the Province completed arrangements pursuant to the ONFA, which required the establishment of segregated funds to hold the nuclear fixed asset removal and nuclear waste management funds. To comply with ONFA, OPG transferred the assets in its existing nuclear fixed asset removal and nuclear waste management funds to a Decommissioning Fund and a Used Fuel Fund, held in custodial accounts. In addition, a receivable due from the OEFC of \$3.1 billion was transferred into the Decommissioning Fund in the form of a \$1.2 billion cash payment and a \$1.9 billion interest bearing note receivable.

The Used Fuel Fund will be used to fund future costs of long-term nuclear used fuel waste management. OPG is responsible for the risk and liability for cost increases for used fuel waste management, subject to graduated liability thresholds specified in ONFA, which limit OPG's total financial exposure at approximately \$6.0 billion, a present value amount at April 1, 1999 (approximately \$7.8 billion in 2003 dollars). OPG will continue to make annual payments over the life of its nuclear generating stations, as specified in ONFA.

The Decommissioning Fund will be used to fund the future costs of nuclear fixed asset removal and long-term low and intermediate level waste management and a portion of used fuel storage costs after station life. The initial funding,

including the note receivable from the OEFC, is intended to be sufficient to fully discharge the 1999 estimate of the liability. Any shortfall of this fund must be made up by OPG.

The *Nuclear Fuel Waste Act* (Canada) ("NFWA") was proclaimed into force in November 2002. In accordance with NFWA, the Nuclear Waste Management Organization was formed during 2002 to prepare and review alternatives, and provide recommendations for long-term management of nuclear fuel waste. This submission is to occur within three years of NFWA coming into force. The Federal Government will determine the strategy for dealing with the long-term management of nuclear fuel waste based on submitted plans. OPG made an initial deposit of \$500 million into a trust fund in November 2002 as required under NFWA and an additional \$100 million in 2003. OPG will deposit an additional \$100 million annually for the next two years until the Federal Government has approved a long-term plan. Future contributions beyond this time will be dependent on the plan chosen. The trust is consolidated by OPG and forms part of the Used Fuel Fund.

The nuclear fixed asset removal and nuclear waste management funds as at December 31, 2003 consist of the following:

(millions of dollars)	Amortized Cost Basis	Fair Value
Decommissioning Fund <sup>1</sup>	3,641	3,801
Used Fuel Fund	1,587	1,587
	5,228	5,388

<sup>1</sup> Includes a \$1,892 receivable from the OEFC.

The nuclear fixed asset removal and nuclear waste management funds as at December 31, 2002 consisted of the following:

(millions of dollars)	Amortized Cost Basis	Fair Value
Fixed asset removal and nuclear waste management funds	1,599	1,622
Receivable from the OEFC	2,938	2,938
	4,537	4,560

As required by the *Nuclear Safety and Control Act* (Canada), and under the terms of ONFA, effective as at July 31, 2003, the Province issued a guarantee to the Canadian Nuclear Safety Commission ("CNSC"), on behalf of OPG, for up to \$1.51 billion. This is a guarantee that there will be sufficient funds available to discharge the current nuclear decommissioning and waste management liabilities. The provincial guarantee will supplement the Used Fuel Fund and the Decommissioning Fund until they have accumulated sufficient funds to cover the accumulated liabilities for nuclear decommissioning and waste management. The guarantee, taken together with the establishment of the new segregated custodial funds, was in satisfaction of OPG's nuclear licencing requirements with the CNSC. OPG pays the Province an annual guarantee fee of 0.5 per cent of the amount guaranteed by the Province.

Under ONFA, the Province guarantees OPG's return in the Used Fuel Fund at Ontario Consumer Price Index ("CPI") plus 3.25 per cent ("committed return"). The difference between the committed return on the Used Fuel Fund and the actual net return, based on the fair value of fund assets, which includes realized and unrealized returns, is due to or due from the Province. Since OPG accounts for the investments in the funds on an amortized cost basis, the amount due to or due from the Province recorded in the consolidated financial statements is the difference between the committed return and the actual return based on realized returns only. At December 31, 2003, the Used Fuel Fund assets included a receivable from the Province of \$10 million. If the investments in the Used Fuel Fund were accounted for at fair market value in the consolidated financial statements, at December 31, 2003, there would be an amount due to the Province of \$71 million.

Under ONFA, a rate of return target of 5.75 per cent per annum was established for the Decommissioning Fund. If the rate of return deviates from 5.75 per cent, or if the value of the liabilities changes under the OPG Reference Plan (1999), the Decommissioning Fund may become over or under funded. Under ONFA, if there is a surplus in the Decommissioning Fund such that the liabilities, as defined by the OPG Reference Plan (1999), are at least 120 per cent funded, OPG may

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direct 50 per cent of the excess over the liability amount to be transferred to the Used Fuel Fund as a contribution and the OEFC is entitled to the remaining 50 per cent of such surplus. At December 31, 2003, the Decommissioning Fund was fully funded and there were no amounts owing.

The fair values and the amortized cost of the securities invested in the segregated funds, which include the Used Fuel and Decommissioning Funds, as at December 31, 2003 are as follows:

(millions of dollars)	Amortized Cost	Fair Value
	Basis	
Cash and cash equivalents and short-term investments	139	139
Marketable equity securities	2,556	2,795
Bonds and debentures	635	637
Receivable from the OEFC	1,892	1,892
Administrative expense payable	(4)	(4)
	5,218	5,459
Due from (to) Province – Used Fuel Fund	10	(71)
Total	5,228	5,388

The bonds and debentures held in the funds as at December 31, 2003 mature according to the following schedule:

(millions of dollars)	Fair Value
Less than 1 year	19
1–5 years	204
5–10 years	260
More than 10 years	154
Total maturities of debt securities	637
Average yield	4.3%

The receivable of \$1,892 million from the OEFC does not have a specified maturity date. The effective rate of interest on the OEFC receivable was 5.0 per cent (2002 – 6.0 per cent).

The post employment benefit programs include pension, group life insurance, health care and long-term disability benefits. Pension and OPEB obligations are impacted by factors including interest rates, adjustments arising from plan amendments, changes in assumptions and experience gains or losses. The pension and OPEB obligations, and the pension fund assets, are measured at December 31, 2003.

#### Registered Pension Plan

The registered pension plan is a contributory, defined benefit plan covering all regular employees and retirees. Pension fund assets include equity securities and corporate and government debt securities, real estate and other investments which are managed by professional investment managers. The fund does not invest in equity or debt securities issued by OPG.

Information about OPG's registered pension plan is as follows:

	2003	2002
<b>Pension Plan Assumptions – Benefit Obligation at Year End</b>		
Rate used to discount future pension benefits	6.25%	6.75%
Salary schedule escalation rate	3.25%	3.00%
Rate of cost of living increase to pensions	2.25%	2.00%

	2003	2002
<b>Pension Plan Assumptions – Cost for the Year</b>		
Expected return on plan assets net of expenses	7.00%	7.00%
Rate used to discount future pension benefits	6.75%	6.75%
Salary schedule escalation rate	3.00%	3.00%
Rate of cost of living increase to pensions	2.00%	2.00%
Average remaining service life for employees (years)	12	11

(millions of dollars)	2003	2002
<b>Changes in Registered Pension Plan Assets</b>		
Fair value of plan assets at beginning of year	5,727	6,342
Contributions by employer	153	–
Contributions by employees	52	78
Actual return on plan assets net of expenses	783	(257)
Settlements	–	(142)
Benefit payments	(266)	(294)
Fair value of plan assets at end of year	6,449	5,727
<b>Changes in Projected Registered Pension Benefit Obligation</b>		
Projected benefit obligation at beginning of year	5,965	5,995
Employer current service costs	107	107
Contributions by employees	52	78
Interest on projected benefit obligation	402	381
Curtailment gain	–	(28)
Settlement gain	–	(124)
Benefit payments	(266)	(294)
Net actuarial loss (gain)	786	(150)
Projected benefit obligation at end of year	7,046	5,965
<b>Registered Pension Plan Deficit</b>	(597)	(238)

(millions of dollars)	2003	2002
<b>Reconciliation of Registered Pension Plan Deficit</b>		
Pension plan deficit	(597)	(238)
Unamortized net actuarial loss	924	388
Unamortized past service costs	137	155
Deferred pension asset	464	305



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(millions of dollars)	2003	2002
<b>Components of Registered Pension Cost Recognized</b>		
Current service costs	107	107
Interest on projected benefit obligation	402	381
Expected return on plan assets net of expenses	(502)	(471)
Curtailment loss	–	10
Settlement loss	–	5
Amortization of past service costs	18	18
Amortization of net actuarial gain	(31)	(34)
Pension cost (income) recognized	(6)	16

In accordance with the April 1, 2002 funding valuation, the most recently filed valuation, OPG was required to make contributions of \$12 million to the pension plan in 2003. However, OPG chose to contribute an additional \$141 million for total contributions of \$153 million in 2003. For 2004, the required contributions are estimated to be \$15 million after taking into account the additional contributions made in 2003. OPG expects to contribute an additional \$141 million for total contributions of \$156 million in 2004. Using a going-concern funding basis, with assets at market value, OPG estimates that there was a pension fund deficit of \$1.3 billion at December 31, 2003 (2002 – \$1.6 billion deficit).

**Supplementary Pension Plan**

The supplementary pension plan is a defined benefit plan covering certain employees and retirees. The assumptions for the supplementary pension plan are the same as the assumptions for the registered plan. Information about OPG's supplementary pension plan is as follows:

(millions of dollars)	2003	2002
<b>Changes in Projected Supplementary Pension Plan Benefit Obligation</b>		
Projected benefit obligation at beginning of year	125	76
Current service costs	8	8
Interest on projected benefit obligation	9	7
Curtailment loss	–	1
Settlement gain	–	(3)
Benefit payments	(5)	(3)
Special termination benefits	–	13
Net actuarial (gain) loss	(20)	26
Projected benefit obligation at end of year	117	125

(millions of dollars)	2003	2002
<b>Reconciliation of Supplementary Pension Plan Benefit Obligation</b>		
Accrued benefit obligation at end of year		
Long-term obligation	98	86
Short-term obligation	3	–
Unamortized net actuarial loss	10	33
Unamortized past service costs	6	6
Projected benefit obligation at end of year	117	125

(millions of dollars)	2003	2002
<b>Components of Supplementary Pension Plan Cost Recognized</b>		
Current service costs	8	8
Interest on projected benefit obligation	9	7
Curtailment loss	–	2
Settlement gain	–	(3)
Special termination benefits	–	13
Amortization of past service costs	1	1
Amortization of net actuarial loss	2	1
Pension cost recognized	20	29

In 2003, OPG made payments of \$5 million, all of which were required in accordance with the terms of the supplementary pension plan. The required payments in 2004 are expected to be \$3 million. The supplementary pension plan is secured by letters of credit totaling \$96 million.

#### Other Post Employment Benefits

Information about OPG's OPEB is as follows:

	2003	2002
<b>OPEB Assumptions – Obligation at Year End</b>		
Long-term rate of increase of per capita cost of the major benefits	2.25% – 4.5%	2.0% – 4.5%
Rate used to discount future benefits	5.75% – 6.25%	6.0% – 6.75%

	2003	2002
<b>OPEB Assumptions – Cost for the Year</b>		
Long-term rate of increase of per capita cost of the major benefits	2.0% – 4.5%	2.0% – 4.5%
Rate used to discount future benefits	6.0% – 6.75%	6.25% – 6.75%

(millions of dollars)	2003	2002
<b>Changes in Projected OPEB Benefit Obligation</b>		
Projected benefit obligation at beginning of year	1,079	1,171
Current service costs	29	37
Interest on projected benefit obligation	64	69
Benefit payments	(51)	(49)
Curtailment loss	–	1
Settlement gain	–	(131)
Net actuarial loss (gain)	186	(19)
Projected benefit obligation at end of year	1,307	1,079

(millions of dollars)	2003	2002
<b>Reconciliation of OPEB Benefit Obligation</b>		
Accrued benefit obligation at end of year		
Long-term obligation	915	872
Short-term obligation	58	54
Unamortized net actuarial loss	313	128
Unamortized past service costs	21	25
Projected benefit obligation at end of year	1,307	1,079

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(millions of dollars)	2003	2002
<b>Components of OPEB Cost Recognized</b>		
Current service costs	<b>29</b>	37
Interest on projected benefit obligation	<b>64</b>	69
Curtailment loss	–	2
Settlement gain	–	(63)
Amortization of net actuarial loss	<b>2</b>	3
Amortization of past service costs	<b>3</b>	3
Cost recognized	<b>98</b>	51

A 1.0 per cent increase or decrease in the health care trend rate would result in an increase in the 2003 cost recognized of \$24 million or a decrease in the 2003 cost recognized of \$14 million, respectively. A 1.0 per cent increase or decrease in the health care trend rate would result in an increase in the projected obligation at December 31, 2003 of \$169 million or a decrease in the projected obligation at December 31, 2003 of \$152 million.

In 2003, OPG made payments of \$51 million, all of which were required in accordance with the terms of the OPEB plans. The required payments in 2004 are expected to be \$58 million.

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## Financial Instruments

**Fair Value of Derivative Instruments**

Fair values of derivative instruments have been estimated by reference to quoted market prices for actual or similar instruments where available. Where quoted market prices are not available, OPG considers various factors to estimate forward prices, including market prices and price volatility in neighbouring electricity markets, market prices for fuel, and other factors.

Trading activities and liquidity in the Ontario electricity market have been limited as companies are generally entering only into short-term contracts. As a result, forward pricing information for contracts may not accurately represent the cost to enter into these contracts. For Ontario-based contracts that are not entered into for hedging purposes, OPG established liquidity reserves against the fair market value of the assets and liabilities equal to the gain or loss on these contracts. These reserves reduced Energy Marketing revenue for 2003 by \$5 million (2002 – \$7 million). Contracts for transactions outside of Ontario continue to be carried on the consolidated balance sheets as assets or liabilities at fair value with changes in fair value recorded in Energy Marketing revenue as gains or losses.

***Derivative instruments used for hedging purposes***

The following table provides the estimated fair value of derivative instruments designated as hedges. The majority of OPG's derivative instruments are treated as hedges, with gains or losses recognized upon settlement when the underlying transactions occur. The Company uses financial commodity derivatives primarily to hedge the commodity price exposure associated with changes in the price of electricity.

(millions of dollars)	2003			2002		
	Notional Quantity	Terms	Fair Value	Notional Quantity	Terms	Fair Value
Gain/(loss)						
Electricity derivative instruments	<b>23.9 TWh</b>	<b>1–3 yrs</b>	<b>(13)</b>	37.9 TWh	1–4 yrs	(144)
Foreign exchange derivative instruments	<b>\$ 40 U.S.</b>	<b>Jan/04</b>	<b>(3)</b>	\$ 179 U.S.	Apr/03	4
Option to purchase emission reduction credits	<b>3,000,000 tonnes</b>	<b>2004</b>	–	6,000,000 tonnes	2003–2004	1

Foreign exchange derivative instruments are used to hedge the exposure to anticipated U.S. dollar denominated purchases. The weighted-average fixed exchange rate for the outstanding contracts at December 31, 2003 was U.S. \$0.72 (2002 – \$0.64) for every Canadian dollar.

***Derivative instruments not used for hedging purposes***

The carrying amount (fair value) of derivative instruments not designated for hedging purposes is as follows:

(millions of dollars)	2003		2002	
	Notional Quantity	Fair Value	Notional Quantity	Fair Value
Commodity derivative instruments				
Assets	7.9 TWh	8	15.8 TWh	10
Liabilities	1.6 TWh	(8)	0.5 TWh	(14)
		–		(4)
Ontario market liquidity reserve		(5)		(7)
Total		(5)		(11)

**Fair Value of Other Financial Instruments**

The carrying values of cash and cash equivalents, accounts receivable, note receivable, accounts payable and accrued charges, Market Power Mitigation Agreement rebate payable, short-term notes payable, and long-term debt due within one year approximate their fair values due to the immediate or short-term maturity of these financial instruments. Fair values for other financial instruments have been estimated by reference to quoted market prices for actual or similar instruments where available.

The carrying values and fair values of these other financial instruments are as follows:

(millions of dollars)	2003		Restated 2002	
	Carrying Value	Fair Value	Carrying Value	Fair Value
<b>Financial Assets</b>				
Nuclear fixed asset removal and nuclear waste management funds	5,228	5,388	4,537	4,560
Long-term accounts receivable and other assets	64	64	59	59
<b>Financial Liabilities</b>				
Long-term debt and long-term portion of capital leases	3,393	3,516	3,352	3,381
Long-term accounts payable and accrued charges	276	276	321	326

**Credit Risk**

The majority of OPG's revenues are derived from electricity sales through the IMO administered spot market. OPG also derives revenue from several other sources including the sale of financial risk management products to third parties. OPG manages counterparty credit risk by monitoring and limiting its exposure to counterparties with lower credit ratings, evaluating its counterparty credit exposure on an integrated basis, and by performing periodic reviews of the credit worthiness of all counterparties, including obtaining credit security for all transactions beyond approved limits.

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**11** Income Taxes

A reconciliation between the statutory and the effective rate of income taxes is as follows:

(millions of dollars)	<b>2003</b>	Restated 2002
Income before income taxes	<b>(494)</b>	73
Combined Canadian federal and provincial statutory income tax rates, including surtax	<b>36.6%</b>	38.6%
Statutory income tax rates applied to accounting income	<b>(181)</b>	28
Increase (decrease) in income taxes resulting from:		
Large corporations tax in excess of surtax	<b>37</b>	29
Lower future tax rate on temporary differences	<b>4</b>	4
Non-taxable income items	<b>(3)</b>	(27)
Adjustment for changes in future income tax rates	<b>30</b>	–
Valuation allowance	<b>93</b>	–
Other	<b>17</b>	(28)
	<b>178</b>	(22)
Provision for income taxes	<b>(3)</b>	6
Effective rate of income taxes	<b>0.6%</b>	8.2%

Significant components of the provision for income tax expense (recovery) are presented in the table below:

(millions of dollars)	<b>2003</b>	Restated 2002
Current income tax expense	<b>80</b>	29
Future income tax expense (benefits):		
Change in temporary differences	<b>(64)</b>	(23)
Non-capital loss carry-forward	<b>(101)</b>	–
Future recoverable Ontario minimum tax	<b>(41)</b>	–
Valuation allowance	<b>93</b>	–
Adjustment for changes in future income tax rates	<b>30</b>	–
Provision for income taxes	<b>(3)</b>	6

The amount of income taxes paid in the year ended December 31, 2003 was \$28 million (2002 – \$56 million).

The income tax effects of temporary differences that give rise to future income tax assets and income tax liabilities are presented in the table below:

(millions of dollars)	2003	Restated 2002
Future income tax assets:		
Fixed asset removal and nuclear waste management liabilities	2,664	1,351
Other liabilities	443	381
Non-capital loss carry-forward	101	–
Future recoverable Ontario minimum tax	41	–
	3,249	1,732
Future income tax liabilities:		
Fixed assets	1,422	1,342
Fixed asset removal and nuclear waste management fund	1,784	481
Other assets	255	204
	3,461	2,027
Net future income tax liabilities	212	295

At December 31, 2003, OPG had approximately \$296 million of non-capital loss carry-forwards for which the Company recognized a future tax asset of \$101 million for financial reporting purposes. These losses were generated in 2003 and will expire in 2010.

OPG has taken certain filing positions for corporate income and capital taxes that may be disallowed and result in a significant increase in the tax obligation upon completion of assessments. Accordingly, there is uncertainty around the amount of the tax provision and management is not able to determine the impact on the consolidated financial statements.

As at December 31, 2003 and 2002, OPG had 256,300,010 common shares issued and outstanding at a stated value of \$5,126 million. OPG is authorized to issue an unlimited number of common shares without nominal or par value.

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## Commitments and Contingencies

### **Litigation**

Various claims, lawsuits and administrative proceedings are pending or threatened against the Company or its subsidiaries, covering a wide range of matters that arise in the ordinary course of its business activities. Each of these matters is subject to various uncertainties. Some of these matters may be resolved unfavourably with respect to the Company. These contingencies are provided for when they are likely to occur and are reasonably estimable. Management believes that the ultimate resolution of these matters will not have a material effect on the Company's financial position.

#### ***Slate Falls First Nation Claim***

The Slate Falls First Nation claim is for \$40 million. The First Nation has commenced an action in the Ontario Court for declaratory relief and unspecified damages for interference with reserve and traditional land rights from flooding and other acts of trespass. The Government of Canada is also a defendant to this claim. The First Nation is composed of former members of a number of different bands including Osnaburgh. Ontario Hydro had previously entered into a settlement agreement with the Mishkeegogamang First Nation, which was previously known as the Osnaburgh First Nation. Both the Government of Canada and OPG are considering the potential overlap of beneficiaries between the present litigation and the prior settlement. The parties are in the preliminary stage of gathering documentary evidence to assist in the assessment of liability and potential damages, and therefore are unable to evaluate the claim at this time.

#### ***Other Significant Claims***

In 2003, OPG settled actions with The Canadian Agra Group and the Integrated Energy Development Corporation. The original claims were for \$146.5 million and \$60 million respectively.

### **Environmental**

OPG was required to assume certain environmental obligations from Ontario Hydro. A provision of \$76 million was established as at April 1, 1999 for such obligations. During the year ended December 31, 2003, expenditures of \$4 million (2002 – \$2 million) were recorded against the provision.

Current operations are subject to regulation with respect to air, soil and water quality and other environmental matters by federal, provincial and local authorities. The cost of obligations associated with current operations is provided for on an ongoing basis. Management believes it has made adequate provision in its consolidated financial statements to meet OPG's current environmental obligations.

OPG completed an initiative to install selective catalytic reduction ("SCR") technology on two units at each of the Nanticoke and Lambton fossil generating stations, at a cost of \$261 million. The SCRs went into service in 2003 and will reduce nitrogen oxide emissions rates from these four units by approximately 80 per cent.

### **Guarantees**

As part of normal business, OPG and certain subsidiaries enter into various agreements providing financial or performance assurance to third parties on behalf of certain subsidiaries. Such agreements include guarantees, stand-by letters of credit and surety bonds. These agreements are entered into primarily to support or enhance the creditworthiness otherwise attributed to a subsidiary on a stand-alone basis, thereby facilitating the extension of sufficient credit to accomplish the subsidiaries' intended commercial purposes.

OPG has provided limited guarantees in connection with the Brighton Beach financing. If the partnership fails to complete the project or meet certain performance tests by September 30, 2006, OPG may be required to repurchase its proportionate share of the outstanding debt, up to a total of \$202 million. OPG is also responsible for contributing its share of equity related to cost overruns, up to \$33 million, an increase of \$20 million over 2002 due to an increase in project costs. OPG has also provided guarantees relating to gas transport and other energy-based charges if the commercial operations date is delayed in certain circumstances; and debt service if the energy conversion agreement is terminated, from the date of such termination to the earlier of the entry into a replacement agreement and September 30, 2006.

**Contractual Commitments**

The Company's contractual obligations and other commercial commitments as at December 31, 2003 are as follows:

(millions of dollars)	2004	2005	2006	2007	2008	Thereafter	Total
Fuel supply agreements	692	230	197	108	109	70	1,406
Contributions under ONFA	454	454	454	454	679	2,103	4,598
Long-term debt repayment	–	500	800	400	400	1,100	3,200
Unconditional purchase obligations	69	38	22	15	11	14	169
Long-term accounts payable	28	28	28	25	–	–	109
Operating lease obligations	10	10	9	9	9	10	57
Capital lease obligations	4	4	–	–	–	–	8
Other	60	7	7	7	7	23	111
<b>Total</b>	<b>1,317</b>	<b>1,271</b>	<b>1,517</b>	<b>1,018</b>	<b>1,215</b>	<b>3,320</b>	<b>9,658</b>

**14****Decontrol Initiatives****(a) Bruce Nuclear Generating Stations**

In May 2001, the Company leased its Bruce A and Bruce B nuclear generating stations to Bruce Power until 2018, with options to renew for up to 25 years. As part of the initial payment, OPG received \$370 million in cash proceeds and a \$225 million note receivable. Under the terms of the original operating lease agreement, the receivable of \$225 million was payable to OPG in two installments of \$112.5 million no later than four and six years from the date the transaction was completed.

Under the terms of the lease, OPG agreed to transfer certain fuel and material inventory to Bruce Power, in addition to certain fixed assets. OPG also agreed to transfer pension assets and liabilities related to the approximately 3,000 employees who transferred from OPG to Bruce Power. Bruce Power assumed the liability for other post employment benefits for these employees. OPG makes payments to Bruce Power, in respect of other post employment benefits, of approximately \$2.3 million per month over a 72-month period, ending in 2008.

As part of the closing, OPG recorded deferred revenue to reflect the initial payment less net assets transferred to Bruce Power under the lease agreement. The deferred revenue is being amortized over the initial lease term of approximately 18 years and is recorded as non-energy revenue.

In December 2002, British Energy plc. entered into an agreement to dispose of its entire 82.4 per cent interest in Bruce Power. The transaction was completed in February 2003 and a consortium of Canadian companies assumed the lease of the Bruce A and Bruce B nuclear generating stations that were formerly held by British Energy. The Bruce facilities will continue to be operated by Bruce Power. Upon closing of the transaction, the \$225 million note receivable was paid to OPG, and lease payments commenced to be paid monthly. Proceeds from the note are to be applied by March 2008 against OPG's funding requirements with respect to the nuclear fixed asset removal and nuclear waste management liabilities. In addition, for 2004 through 2008, minimum payments under the lease are \$190 million annually, subject to limited exceptions. The lease revenue of \$189 million (2002 – \$178 million) was recorded in non-energy revenue. The remaining terms of the operating lease agreement remain substantially unchanged.

The net book value of fixed assets on lease to Bruce Power at December 31, 2003, was \$680 million (2002 restated – \$780 million).

**(b) Other Decontrol Activities**

In January 2003, OPG sold surplus land for \$1 million cash proceeds. In May 2002, OPG sold four hydroelectric generating stations located on the Mississagi River, to Mississagi Power Trust. OPG received cash proceeds of \$342 million from the sale and recorded a pretax gain of \$99 million.



NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2003 AND 2002

**15** Restructuring

In 2001, OPG approved a restructuring plan designed to improve OPG's future competitiveness. Restructuring charges are related to an anticipated reduction in the workforce over a three to four year period. As at December 31, 2003, OPG had approved severance packages for approximately 1,450 employees. Cumulative restructuring charges for the plan since 2001 amounted to \$289 million. The charges were comprised of severance costs of \$254 million, of which \$214 million were charged in 2002 and related pension and other post employment benefit expenses of \$35 million, of which \$8 million were charged in 2002. Pension and other post employment benefit expenses, recorded as part of restructuring, are included in the deferred pension asset and other post employment benefits on the consolidated balance sheets.

The change in the restructuring liability for severance for the years ended December 31, 2003 and 2002 is as follows:

(millions of dollars)	<b>2003</b>	Restated 2002
Liability, beginning of year	<b>120</b>	40
Restructuring charges	<b>–</b>	214
Payments	<b>(68)</b>	(134)
Liability, end of year	<b>52</b>	120

**16** Transition Rate Option Contracts

Under regulation known as Transition – Generation Corporation Designated Rate Options ("TRO"), OPG is required to provide transitional price relief upon market opening to certain power customers for up to four years based on the consumption and average price paid by each customer during a reference period of July 1, 1999 to June 30, 2000. The TRO is treated as a hedge of generation revenue. The maximum anticipated volume subject to the transitional price relief is approximately 5.4 TWh in the first year after market opening, 3.6 TWh in the second year and 1.8 TWh in each of the third and fourth years. The maximum length of the program is four years.

A provision of \$210 million on the TRO contracts was recorded in the first quarter of 2002 based on the estimated future loss on these contracts. The provision was determined at that time using management's best estimates of the forward price curve for electricity, wholesale electricity market fees, impact of decontrol on these contracts, interruptions of volume, and the recovery of Market Power Mitigation Agreement rebates. The provision for the TRO contracts was established based on meeting decontrol targets within three years of market opening. OPG no longer expects to meet the decontrol targets necessary for TRO contracts to expire after three years. As a result, an additional charge of \$30 million related to the fourth year of the TRO contracts was recorded in 2003.

During 2003, \$73 million was charged against the provision and included in generation revenue. In 2002, \$66 million was charged against the provision and included in revenue from market opening in May 2002 to December 31, 2002.

## 17

## Market Power Mitigation Agreement Rebate

OPG is required under its generating licence to comply with prescribed market power mitigation measures to address the potential for OPG to exercise market power in Ontario. The market power mitigation measures include both a rebate mechanism and the requirement to decontrol generating capacity. Under the rebate mechanism, for the first four years after the electricity market opened to competition on May 1, 2002, a significant majority of OPG's expected energy sales in Ontario are subject to an average annual revenue cap of 3.8¢/kilowatt hour ("kWh"). OPG is required to pay a rebate to the IMO equal to the excess, if any, of the average hourly spot energy price over 3.8¢/kWh for a twelve month settlement period, multiplied by the amount of energy subject to the rebate mechanism. The first settlement period ended April 30, 2003.

In accordance with the Market Power Mitigation Agreement, the rebate is calculated after taking into account the amount of energy sales subject to the rebate mechanism for only those generating stations that OPG continues to control. Since the average hourly spot price during 2003 has exceeded the 3.8¢/kWh revenue cap, OPG provided \$1,510 million (2002 – \$907 million) as a Market Power Mitigation Agreement rebate.

The changes in the Market Power Mitigation Agreement rebate liability for the years ended December 31, 2003 and 2002 were as follows:

(millions of dollars)	2003	2002
Liability, beginning of year	572	–
Increase to provision during the period	1,510	907
Payments	1,673	335
Liability, end of year	409	572

## 18

## Research and Development

For the year ended December 31, 2003, \$21 million (2002 restated – \$24 million) of research and development expenses were charged to operations. Development costs of less than \$1 million were capitalized in 2003 and 2002.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2003 AND 2002

## 19 Business Segments

### Description of Reportable Segments

With the opening of Ontario's electricity market to competition on May 1, 2002, OPG began operating two reportable business segments: Generation and Energy Marketing. A separate category, Non-Energy and Other, includes revenue and certain costs which are not allocated to the business segments.

### Generation Segment

OPG's principal business segment operates in Ontario, generating and selling electricity. Commencing with the opening of the Ontario electricity market on May 1, 2002, all of OPG's electricity generation is sold into the IMO-administered real-time energy spot market. As such, the majority of OPG's revenue is derived from spot market sales. In addition to revenue earned from spot market sales, revenue is also earned through offering available capacity as operating reserve and through the supply of other ancillary services including voltage control/reactive support, certified black start facilities and automatic generation control. Prior to market opening, OPG sold electricity directly to wholesale electricity customers in Ontario and to interconnected markets in Quebec, Manitoba and the U.S. northeast and midwest.

### Energy Marketing Segment

The Energy Marketing segment derives revenues from various financial and physical energy market transactions with large and medium volume end-use customers and intermediaries such as utilities, brokers, aggregators, traders and other power marketers and retailers. Energy marketing in deregulated markets includes trading, the sale of financial risk management products and sales of energy-related products and services to meet customers' needs for energy solutions. All contracts that are not designated as hedges are recorded as assets or liabilities at fair value, with changes in fair value recorded in Energy Marketing revenue as gains or losses. OPG purchases and sells electricity through the IMO market and the interconnected markets of other provinces and the U.S. northeast and midwest. Prior to market opening on May 1, 2002, OPG's energy marketing activity was not a reportable business segment. Accordingly, the 2002 comparative values are for eight months.

**Non-Energy and Other**

OPG derives non-energy revenue under the terms of its long-term lease arrangement with Bruce Power related to the Bruce nuclear generating stations. This includes lease revenue, interest income and revenue from engineering analysis and design, technical and ancillary services. Non-energy revenue also includes isotope sales to the medical industry and real estate rentals.

<b>Segment Income for Year Ended December 31, 2003</b>	<b>Generation</b>	<b>Energy Marketing</b>	<b>Non-Energy and Other</b>	<b>Total</b>
(millions of dollars)				
Revenues				
Revenue before Market Power Mitigation Agreement rebate	6,300	68	320	6,688
Market Power Mitigation Agreement rebate	(1,510)	–	–	(1,510)
	4,790	68	320	5,178
Fuel expense	1,678	–	–	1,678
Gross margin	3,112	68	320	3,500
Operations, maintenance and administration	2,072	8	55	2,135
Pickering A return to service	258	–	–	258
Depreciation and amortization	496	–	107	603
Accretion on fixed asset removal and nuclear waste management liabilities	430	–	–	430
Earnings on nuclear fixed asset removal and nuclear waste management funds	(238)	–	–	(238)
Property and capital taxes	98	–	16	114
Loss on transition rate option contracts	–	–	30	30
(Loss) income before the following:	(4)	60	112	168
Impairment of long-lived assets	576	–	–	576
Other income	–	–	58	58
Net interest expense	–	–	144	144
(Loss) income before income taxes	(580)	60	26	(494)

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2003 AND 2002

Segment Income for Year Ended December 31, 2002 (restated)	Generation	Energy Marketing	Non-Energy and Other	Total
(millions of dollars)				
<b>Revenues</b>				
Revenue before Market Power Mitigation Agreement rebate	6,271	59	323	6,653
Market Power Mitigation Agreement rebate	(907)	–	–	(907)
	5,364	59	323	5,746
Fuel expense	1,604	–	–	1,604
Power purchased	290	–	–	290
Gross margin	3,470	59	323	3,852
Operations, maintenance and administration	2,052	6	55	2,113
Pickering A return to service	411	–	–	411
Depreciation and amortization	459	–	102	561
Accretion on fixed asset removal and nuclear waste management liabilities	411	–	–	411
Earnings on nuclear fixed asset removal and nuclear waste management funds	(243)	–	–	(243)
Property and capital taxes	101	–	14	115
Loss on transition rate option contracts	–	–	210	210
Income (loss) before the following:	279	53	(58)	274
Restructuring	–	–	222	222
Other income	–	–	171	171
Net interest expense	–	–	150	150
Income (loss) before income taxes	279	53	(259)	73

<b>Selected Balance Sheet Information</b>	<b>Generation</b>	<b>Energy Marketing</b>	<b>Non-Energy and Other</b>	<b>Total</b>
(millions of dollars)				
December 31, 2003				
Segment property, plant and equipment, net	<b>11,305</b>	–	<b>929</b>	<b>12,234</b>
December 31, 2002 (restated)				
Segment property, plant and equipment, net	11,855	–	936	12,791
<b>Selected Cash Flow Information</b>				
Year ended December 31, 2003				
Capital expenditures	<b>546</b>	–	<b>97</b>	<b>643</b>
Year ended December 31, 2002				
Capital expenditures	763	–	106	869

Substantially all sales were in Canada. Since the market opened in May 2002, all of OPG's electricity generation was sold into the real-time energy spot market administered by the IMO. As such, the majority of OPG's revenue was derived from spot market sales. Sales to the IMO represented 93 per cent of total revenues for the year ended December 31, 2003 (2002 – 70 per cent) and 40 per cent of accounts receivable as at December 31, 2003 (2002 – 75 per cent).

Given that the Province owns all of the shares of OPG, related parties include the Province, the other successor entities of Ontario Hydro, including Hydro One Inc. ("Hydro One"), the IMO, and the OEFC. OPG also enters into related party transactions with its joint ventures. The transactions between OPG and related parties are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties. These transactions are summarized below:

(millions of dollars)	2003		Restated 2002	
	Revenues	Expenses	Revenues	Expenses
Hydro One				
Electricity sales	36	–	742	–
Services	14	16	3	13
Province of Ontario				
GRC and water rentals	–	132	–	138
Used Fuel Fund rate of return guarantee	–	(10)	–	–
OEFC				
GRC and proxy property tax	–	203	–	215
Interest income on receivable	–	(155)	–	(165)
Interest expense on long-term notes	–	191	–	192
Capital tax	–	51	–	48
Income taxes	–	(3)	–	6
Indemnity and guarantee fees	–	8	–	5
IMO				
Electricity sales	6,230	–	4,195	–
Market Power Mitigation Agreement rebate	(1,510)	–	(907)	–
Ancillary services	77	–	82	–
Other	1	1	8	2
	<b>4,848</b>	<b>434</b>	4,123	454

At December 31, 2003, accounts receivable included \$14 million (2002 – \$4 million) due from Hydro One and \$134 million (2002 – \$551 million) due from the IMO. Accounts payable and accrued charges at December 31, 2003 included \$5 million (2002 – nil) due to Hydro One.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2003 AND 2002

## 21 Other Items

### WSIB Settlement

For purposes of the Workplace Safety and Insurance Board of Ontario ("WSIB"), OPG was reclassified from a schedule 2 self-insured employer to a schedule 1 premium-paying employer. During 2002, the WSIB assumed the liability with respect to OPG's existing and future workers' compensation claims in exchange for a cash payment of \$54.5 million. Accordingly, a settlement of the entire obligation occurred and the Company recorded a one-time reduction in operations, maintenance and administration expenses of \$24 million.

## 22 Other Income

Other income is comprised of the gain on sales from decontrol activities and other initiatives as follows:

(millions of dollars)	2003	2002
Mississagi River generating stations (note 14)	–	99
Gain on sale of long-term investments	58	54
Nuclear Safety Analysis Division	–	11
Investment in New Horizon System Solutions Inc.	–	4
Investment in Kinectrics Inc.	–	3
	58	171

During 2003, the Company sold long-term investments held in the nuclear fixed asset removal and nuclear waste management funds and transferred the proceeds to the Used Fuel and Decommissioning Funds in July 2003 in accordance with ONFA.

## 23 Changes in Non-Cash Working Capital Balances

(millions of dollars)	2003	Restated 2002
Accounts receivable	105	274
Note receivable	225	(225)
Income taxes recoverable	64	(3)
Fuel inventory	(10)	23
Materials and supplies	–	(45)
Market Power Mitigation Agreement rebate payable	(163)	572
Accounts payable and accrued charges	(72)	(456)
	149	140

## Ontario Power Generation

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
ABBOTT	AL	Shift Unit Supervisor	\$123,588.06	\$542.34
ABBOTT	DAVID W.	Senior Manager, Communications	\$126,481.70	\$274.56
ABBOTT	JIM	Shift Maintainer I - Mechanical (Fossil)	\$100,537.51	\$551.75
ABBOTT	ROBERT	Senior Advisor - Business Development	\$103,981.27	\$533.28
ABDELKERIM	ELIAS	Section Manager, Licensing	\$134,314.80	\$627.36
ABRAHAM	BILLY	Shift Control Technician	\$118,868.38	\$454.50
ABRAHAM	DAVE	Control Room SNO - TRF & F/ H	\$120,080.63	\$529.50
ABRAHAM	IVERSON	Unit Operator	\$103,047.84	\$444.00
ABRAMSON	JEFFREY	Director	\$151,600.00	\$712.80
ABREU	LUIS	Section Manager, Training Section	\$107,869.77	\$621.36
ABUCAY	ROLI	Project Mgr., Pressure Boundary Prog.	\$103,494.15	\$594.00
ACHESON	TERRY	Mech. Maintainer Union Trades Superv.	\$103,696.16	\$394.02
ACHILLES	RICHARD	Regional Maintainer - Mechanical UTS	\$118,551.00	\$1,192.34
ACKERMAN	DENIS	Real-Time Trader (Shift)	\$149,268.62	\$681.36
ACKERMAN	ROB	Shift Control Technician	\$114,349.45	\$399.96
ADAMS	D. S.	Supervising Nuclear Operator	\$134,610.55	\$541.50
ADAMS	DALE	FLM - Large Facilities	\$110,601.69	\$720.72
ADAMS	EVERTON DONOVAN	Electrician Construction	\$143,822.69	\$0.00
ADAMS	KEN	Sr. Engineer/ Scientist/ Tech. Officer	\$101,099.10	\$480.48
ADAMS	RICK	First Line Manager, Operating	\$114,109.25	\$829.44
ADAMS	ROB J.	Director, Operations Support	\$199,332.21	\$1,092.96
ADAMSON	ROBERT	Shift Control Technician	\$107,249.07	\$466.50
ADDISON	JACK	Shift Maintainer I - Mechanical (Fossil)	\$124,543.87	\$808.61
ADEGHE	LOUIS	Sr. Plant Eng./ Officer - Hydroelectric	\$101,918.25	\$7,331.50
AGATON	CARL	Senior Draftsperson - Civil	\$133,333.52	\$950.56
AGGARWAL	MANOHAR LAL	Section Mgr., Piping Stress Analysis	\$125,911.05	\$831.60
AGNEW	IAN	ANOIT - Nuclear Operator	\$103,809.12	\$511.50
AGOMBAR	JIM	Unit Operator	\$104,084.35	\$418.02
AGOSTA	C.	FLM, Field Engineering	\$110,872.19	\$507.12
AHLAN	JAMES	Control Room SNO - TRF & F/ H	\$107,283.99	\$542.34
AHLUWALIA	AMRIT	Sr. Technical Eng./ Officer	\$127,086.37	\$480.48
AHMED	IMTIAZ	FLM, Control/ Mechanical	\$106,637.38	\$558.00
AHMED	TANVIR	Technical Engineer/ Officer	\$126,250.40	\$1,934.21
AHUJA	SUNIL	Shift Outage Manager	\$151,453.27	\$624.00
AIMONE	PETER	Sr. Engineer/ Scientist/ Tech. Officer	\$104,663.04	\$546.00
AITCHISON	GEOFFREY	Shift Site Supervisor	\$112,153.48	\$559.34
AITCHISON	ROBERT	Sr. Eng./ Scientist/ Tech. Officer	\$106,729.78	\$516.00
AITKEN	JOE	Project Manager, Electricity Production	\$158,003.49	\$303.60
AITKEN	R. B.	FLM, Control/ Mechanical	\$159,026.85	\$606.00
AKEY	ANDRE	FLM, Control/ Mechanical	\$128,758.63	\$570.00
AKEY	DALE	Level 1A Operator	\$127,334.50	\$542.34
AKEY	GARY	Manager, Modifications	\$127,712.80	\$847.44
AL	STEVE	Section Manager, Maintenance	\$124,506.47	\$831.60
ALAVI	BEHZAD	Section Manager, Power Equipment	\$135,199.84	\$533.28
ALBON	RANDY	Inspection & Maintenance Technician II	\$122,827.52	\$446.34
ALBRIGHT	WAYNE	Sr. Engineer/ Scientist/ Tech. Officer	\$129,619.92	\$537.36
ALESSIO	JIM	Mechanical Maintainer Journeyperson	\$109,161.20	\$444.00
ALEXANDER	CLIVE	Section Manager, Structural Analysis	\$148,534.69	\$533.28
ALEXANDER	I. W.	Work Week Leader	\$120,411.27	\$594.00
ALEXANDER	KAREN	Director, Human Resources	\$131,764.69	\$575.52
ALFRED	PATRICK	Sr. Technical Eng./ Officer	\$110,301.89	\$486.00
ALHAGE	ELIE	Sr. Technical Eng./ Officer	\$109,134.34	\$516.00



## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
ALI	MOHAMED	Mechanical Maintainer Journeyperson	\$102,437.02	\$432.00
ALI	SHAZAM	Shift Control Technician	\$159,837.96	\$454.50
ALIDINA	MUSTAFA	Director, Transition Services	\$158,729.87	\$858.00
ALLAN	MICHAEL	SM, Radioactive Material Shipments	\$109,058.77	\$736.56
ALLAN	THOMAS	Electrician Foreman Const.	\$144,169.38	\$0.00
ALLEN	JOHN DOUGLAS	Assistant, Maintenance	\$144,539.56	\$517.44
ALLEN	KENNETH	FLM, Control/ Mechanical	\$114,336.79	\$529.50
ALLEN	NEILL	Director, Engineering	\$155,786.44	\$1,037.52
ALLEN	STEVE	Senior Shift Control Technician	\$121,525.88	\$508.68
ALLEN	WAYNE	Senior Technical Specialist	\$123,174.16	\$585.36
ALLINGHAM	JOHN	Senior Design Engineer	\$105,062.26	\$485.76
ALLORE	JIM	Plumber/ Pipefitter Foreman - Const.	\$105,710.13	\$0.00
ALOUSIS	JIM	Sr. Technical Eng./ Officer	\$103,402.37	\$543.36
AL-SAMADI	RIAD	Sr. Engineer/ Scientist/ Tech. Officer	\$103,211.05	\$537.36
ALTMAN	MICHAEL H.	Manager, Pay Services	\$148,004.20	\$926.64
ALTRAKS	INGRID	Portfolio Manager, Fixed Income	\$194,598.25	\$119.68
ALVAREZ	J. L.	Mechanical Maintainer Journeyperson	\$110,867.68	\$444.00
ALVES	BRIAN	Mechanical Maintainer Journeyperson	\$102,978.55	\$432.00
AMANTEA	FRANK	SM, I & C Systems	\$129,903.27	\$839.52
AMBROSINI	RANDY	Shift Maintainer I - Mechanical (Fossil)	\$131,381.64	\$1,289.31
AMES	AARON	Manager, External Reporting	\$111,796.00	\$540.00
AMIRAULT	JOHN	Engineering Technologist	\$108,963.93	\$4,338.34
AMIRAULT	RAYMOND	Electrician Foreman Const.	\$106,567.00	\$0.00
ANAM	P.	Sr. Technical Eng./ Officer	\$120,230.87	\$477.84
ANCKER	PEGGY	Sr. Technical Eng./ Officer	\$117,612.74	\$492.00
ANDERSON	BRENT	Control Room SNO - TRF & F/ H	\$117,963.61	\$542.34
ANDERSON	COLIN	Senior Advisor, Regulatory Affairs	\$122,491.60	\$271.92
ANDERSON	DAVE	System Window Coordinator	\$126,318.95	\$552.00
ANDERSON	DAVID	Control Maintenance Assessor	\$118,907.17	\$485.52
ANDERSON	HOLLY	Program Mgr., Tech. & Research Prgm	\$107,559.05	\$627.36
ANDERSON	IAN CAMPBELL	Mech. Maintainer Union Trades Superv.	\$101,877.24	\$432.00
ANDERSON	PATRICIA	Sr. Advisor, Business Communications	\$102,806.27	\$689.04
ANDERSON	ROBERT	Commodity Specialist	\$100,267.47	\$579.36
ANDERSON	ROBERT	Sr. Engineer/ Scientist/ Tech. Officer	\$101,731.40	\$537.36
ANDERSON	RONALD	Shift Maintainer I - Mechanical (Fossil)	\$108,583.76	\$1,566.05
ANDERSON	TIMOTHY	Inspection & Maintenance Technician II	\$113,255.23	\$472.74
ANDERSON	WARNER	Project Manager, Field Campaigns	\$147,325.23	\$513.86
ANDREW	D. J.	Sr. Engineer/ Scientist/ Tech. Officer	\$107,766.13	\$522.00
ANDREWS	COLIN	Production Supervisor, Operations	\$113,000.84	\$813.30
ANDREWS	JOHN	System Window Coordinator	\$165,463.52	\$654.00
ANDREWS	KELLY	FLM, Control/ Mechanical	\$148,479.53	\$554.60
ANDREWS	RANDOLPH	System Window Coordinator	\$105,760.75	\$508.58
ANDREWS	ROBERT	Sr. Inspection & MTCE Technician	\$122,292.90	\$474.36
ANDRUSKIW	JAMES	Buyer I	\$110,665.65	\$0.00
ANGER	ROY	Mechanical Maintainer Journeyperson	\$101,720.10	\$444.00
ANGUS	RANDY	FLM - Fuel, Ash & Site Services	\$118,014.35	\$475.20
ANISKO	R.	Civil Maintainer II Journeyperson	\$103,693.75	\$381.00
ANNESLEY	S. C.	Authorized Nuclear Operator	\$136,534.83	\$654.47
ANSTIE	ROBERT	Purchasing & Sale Contract Rev. Spclst	\$120,399.54	\$588.00
ANTHONY	DAN	Coal Plant MEO Journeyperson	\$104,802.58	\$381.84
ANTINUCCI	ENZO	Inspection & Maintenance Technician II	\$114,401.56	\$392.36
ANTOLOVICH	SANTINO	Advisor	\$102,273.59	\$1,918.86
ANTONACCI	BABE	Assoc. Eng./ Scientist/ Tech. Officer	\$137,735.29	\$359.04
ANTONISHEN	ROBERT	Sr. Engineer/ Officer - Systems	\$102,337.52	\$7,623.68
ANTONISHKA	DENNIS	Shift Unit Supervisor	\$100,152.19	\$542.34

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
ANTONOPOULOS	D.	Senior Shift Control Technician	\$132,854.65	\$529.50
APPLETON	GEORGE	FLM, Control/ Mechanical	\$154,608.91	\$582.00
ARANY	PETER	FLM - Fuel, Ash & Site Services	\$112,584.60	\$579.36
ARBIQUE	MICHAEL	Level 1A Operator	\$108,538.93	\$542.34
ARCHER	CORINNE	Mgr., Work Control & Managed Systems	\$119,145.19	\$823.68
ARCHER	KEITH	Shift Control Technician	\$106,169.29	\$454.50
ARCHER	ROBERT	Shift Unit Supervisor	\$139,239.23	\$542.34
ARCISZEWSKI	MARK	Supervising Nuclear Operator	\$113,526.96	\$527.52
ARCIUCH	JOHN	Day Ahead Coordinator - Water Resources	\$120,241.18	\$549.12
ARDIEL	BEN	FLM, Control/ Mechanical	\$111,878.97	\$582.00
ARGUNER	S.	Senior Design Engineer	\$100,075.46	\$464.64
ARIFULLAH	MOHAMMAD	Lead Auditor, General	\$106,228.87	\$606.00
ARMISHAW	RICK	Control Room Shift Supervisor	\$203,174.38	\$792.00
ARMOUR	DONALD	Mgr., Real Estate & Private Equity	\$253,767.87	\$1,370.16
ARMSTRONG	EARL	Auxiliary Plant Operator 4Th Class	\$103,021.89	\$391.50
ARMSTRONG	ORMONDE	Sr. Plant Eng./ Officer - Hydroelectric	\$102,925.27	\$7,559.20
ARNOLD	DWIGHT	Shift Control Technician	\$144,202.74	\$466.50
ARNONE	JAMES	Logistics Specialist	\$102,016.87	\$573.36
ARNONE	MARK	Director, Projects & Modifications	\$201,569.65	\$1,232.10
ARNOTT	JOHN	Project Manager, Electricity Production	\$140,839.30	\$879.12
ARNOTT	K. J.	Shift Manager	\$187,055.38	\$918.72
ARNOTT	ROBERT	Trades Mgmt Superv., Hydroelectric	\$113,231.85	\$901.30
ARNSBY	WALTER	Section Manager, Scheduling	\$118,621.97	\$839.52
ARPIN	JACQUES	Authorization Training Supervisor	\$180,709.39	\$674.55
ARPIN	RHEAL	Authorized Nuclear Operator	\$159,434.18	\$663.41
ARRAND	BRADLEY	FLM, Inspection & Maintenance	\$136,857.15	\$501.36
ARSENAULT	IVAN	Authorization Training Supervisor	\$192,904.58	\$733.81
ARTHURS	PAUL	Authorized Nuclear Operator	\$168,689.36	\$650.58
ASHWORTH	A. C.	Authorized Nuclear Operator	\$174,667.95	\$573.21
ASKEW	BARRIE	FLM - Large Facilities	\$123,126.14	\$1,823.80
ASSAL	SELIM	Senior Design Engineer	\$117,418.37	\$564.00
ASSELIN	BRIAN	Boilermaker Foreman Const.	\$105,602.75	\$0.00
ASSELSTINE	PAUL	Sr. Thermal Station Engineer/ Officer	\$106,313.03	\$507.36
ATHER	NAVEED	Senior Ontario Markets Analyst	\$107,015.17	\$600.00
ATKIN	TIM	FLM, Inspection & Maintenance	\$136,920.90	\$448.52
ATKINSON	BRODY	Auxiliary Plant Operator 4Th Class	\$112,688.10	\$344.52
ATKINSON	D.	Electrician Foreman Const.	\$121,164.41	\$0.00
ATKINSON	LEE	Coal Plant MEO Journeyperson	\$109,581.09	\$381.84
ATKINSON	MARTY	Sr. Inspection & MTCE Technician	\$135,408.46	\$500.34
ATTIA	EL-TANTAWY ABDEL AZIM	Tech Advisor, Nuclear Analysis	\$111,306.41	\$606.00
AU	WAH FIELD	Sr. Thermal Station Engineer/ Officer	\$101,344.30	\$543.36
AUNGER	G. C.	Mgr., Maintenance Production	\$131,429.75	\$570.24
AUSTIN	DAVE	Manager, Env. (Darlington/ Pickering)	\$131,311.29	\$855.36
AUSTIN	JAMES	SM, Reactor Safety Support	\$121,402.97	\$559.68
AUSTMAN	DAN	Technical Advisor, Engineering	\$169,572.05	\$627.36
AUSTON	DOUG	Project Technician II - Mechanical	\$115,676.34	\$0.00
AXE	DAVID	Control Maintenance Assessor	\$108,147.60	\$497.52
AYDIN	ETEM	Senior Advisor - Business Development	\$110,678.07	\$572.88
AYOUB	MIKE	FLM, Cost & Scheduling	\$160,251.32	\$609.36
BABB	DON	Shift Control Technician	\$107,044.47	\$454.50
BABCOCK	BRIAN DAVID	Section Manager	\$117,762.47	\$784.08
BABCOCK	RANDY	Shift Unit Supervisor	\$122,318.44	\$542.34
BABIARZ	KAZ	Sr. Technical Eng./ Officer	\$119,685.17	\$516.00
BACHALO	KEN	FLM - Performance & Testing	\$108,106.96	\$561.36
BAGALE	MICHAEL	Vice President - Restart	\$631,703.26	\$1,400.92

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
BAGATTO	LUIGI	Senior Shift Control Technician	\$151,289.62	\$542.34
BAGSHAW	STEVE	ANOIT - Nuclear Operator	\$137,162.42	\$581.52
BAHADURSINGH	BALBIR	Trades Supervisor - Maintenance	\$138,014.71	\$510.84
BAILEY	AL	Coal Plant MEO Journeyman	\$107,457.20	\$381.84
BAILEY	BEV	FLMa, Nuclear Waste	\$114,769.08	\$513.84
BAILEY	BRIAN	Shift Site Supervisor	\$110,806.52	\$559.34
BAILEY	JOHN	Site Manager, Large Facilities	\$120,291.22	\$744.48
BAINS	MOHINDER	FLM, Inspection & Maintenance	\$150,316.03	\$531.36
BAIRD	KEVIN	Sr. Inspection & MTCE Technician	\$128,914.39	\$474.36
BAJURNY	FRANK	Section Mgr., Environment Compliance	\$120,234.99	\$792.00
BAKER	ALAN	Authorized Nuclear Operator	\$132,962.68	\$662.66
BAKER	EDMUND	Plumber/ Pipefitter - Const.	\$112,756.20	\$0.00
BAKER	GARY	Advisor	\$109,136.54	\$1,206.36
BAKER	RANDY	Shift Control Technician	\$128,093.87	\$466.50
BALACHOREK	RAYMOND	Section Manager, Projects	\$112,213.16	\$784.08
BALAZ	JOE	Nuclear Operator	\$110,604.24	\$429.00
BALL	KENNETH	Mgr., Business Planning & Asset Mgmt	\$153,922.97	\$12,171.21
BALLAGH	SHAYN	Shift Supervisor In Training	\$107,868.08	\$438.24
BALLANTYNE	R. A.	Supervising Nuclear Operator	\$126,271.09	\$541.50
BALLANTYNE	TIM	Shift Control Technician	\$103,058.11	\$399.96
BALLARD	JACK	Section Manager, Facility Services	\$128,136.11	\$847.44
BALLIRAM	PREMRAJ	Shift Maintainer II - Mechanical (Fossil)	\$100,345.93	\$419.52
BALUT	JAN	Field Shift Operating Supervisor	\$102,739.82	\$480.48
BAMBRICK	RON	Authorization Training Supervisor	\$162,456.14	\$788.57
BAMFORD	KEITH	Day at Hand Market Operator	\$128,411.23	\$1,100.21
BANFIELD	DOUG	Coal Plant MEO Journeyman	\$101,973.75	\$381.84
BANNERMAN	DALE	Work Week Leader	\$114,332.85	\$534.00
BANNON	G. E.	FLM, Control/ Mechanical	\$127,882.07	\$564.00
BANVILLE	RAY	System Window Coordinator	\$135,356.97	\$582.00
BANYASZ	ALEX	Production Superv., Service MTCE	\$117,558.37	\$635.04
BARANOWSKI	TIM	Supervising Nuclear Operator	\$101,568.71	\$489.50
BARATH	CARL	Site Project Technician - Mechanical	\$119,041.07	\$468.00
BARBER	CHRIS	Certified Unit "O" Control Room Operator	\$149,866.01	\$584.52
BARBER	STAN	Mechanical Maintainer Journeyman	\$106,035.36	\$444.00
BARBOUR	JOHN	Sr. Engineer/ Scientist - Specialist	\$105,218.93	\$594.00
BARKER	DIANE	SM, Environmental Assessment	\$106,057.02	\$621.36
BARKER	GORDON	Unit Operator	\$115,043.40	\$444.00
BARKER	JEFFREY	Maintenance Assessor (Nuclear)	\$111,533.86	\$470.34
BARKER	NEIL	Shift Serviceworker (Thermal)	\$105,757.16	\$614.73
BARMSTONE	COLIN	Trades Mgmt Superv., Hydroelectric	\$118,631.28	\$549.84
BARNES	STEPHEN	Supervising Nuclear Operator	\$124,979.34	\$450.00
BARNEY	G. V.	Project Technician I - Civil	\$105,211.17	\$484.02
BARNHARDT	DAVE	Thermal NDE Technician II	\$100,404.98	\$499.90
BARNOSKI	ROB	Shift Production Technician - Chemical	\$113,614.40	\$465.00
BARRETT	ANDREW P.	VP, Regulatory Affairs	\$193,233.23	\$1,211.76
BARRETT	RICHARD	Shift Maintainer I - Control (Fossil)	\$134,107.90	\$1,320.39
BARRIE	JOHN	FLM, Control/ Mechanical	\$156,072.43	\$576.00
BARRIERE	GILLES	Protection & Control Technologist	\$109,341.27	\$1,190.11
BARRY	CHRIS	FLM, Inspection & Maintenance	\$105,253.08	\$566.78
BARRY	FRANK	Plumber/ Pipefitter - Const.	\$106,184.79	\$0.00
BARTH	ERIC	Boilermaker Foreman Const.	\$104,236.51	\$0.00
BARTON	DAVE	Authorized Nuclear Operator	\$182,698.18	\$571.78
BARTON	GLEN	Nuclear Operator	\$100,861.64	\$429.00
BARTRAM	PHILIP	Supervising Nuclear Operator	\$101,844.03	\$527.52
BAST	DOUGLAS	Mechanical Maintainer Journeyman	\$122,588.15	\$462.00

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
BASU	SAMIR	Project Manager	\$147,350.08	\$304.92
BASU ROY	J. G.	Sr. Mgr., Asset Planning & Integration	\$127,709.56	\$847.44
BATEMAN	GREG	Authorized Nuclear Operator	\$154,200.04	\$655.72
BATTERSBY	W. J.	Supervising Nuclear Operator	\$115,641.41	\$541.50
BATTY	FRANK	FLM, Control/ Mechanical	\$125,078.22	\$562.34
BAUER	DAVID	Project Tech. II - Civil	\$124,054.34	\$416.34
BAUER	RALPH	Shift Manager	\$194,131.56	\$997.92
BAUM	DIANA	Industrial Hygienist	\$100,931.79	\$459.36
BAUMANN	RAY	Shift Control Technician	\$112,033.93	\$454.50
BAWA	SHABIR	Mech. Maintainer Union Trades Superv.	\$147,657.36	\$521.50
BAZINET	REJEAN	Shift Control Technician	\$113,940.34	\$454.50
BEACCO	ALFIO	Inspection & Maintenance Technician II	\$103,977.23	\$413.52
BEACH	RICHARD	ANOIT - Major Panel Operator	\$116,489.56	\$621.98
BEAM	LARRY	Sr. Technical Eng./ Officer	\$134,934.27	\$552.00
BEAN	JAMES D.	Shift Control Technician	\$109,992.22	\$423.90
BEARDS	DAVID GEORGE	Senior Design Engineer	\$133,453.97	\$552.00
BEARDSWORTH	ERIC	Millwright Foreman - Construction	\$120,679.21	\$0.00
BEATTIE	TOM	Mechanical Maintainer Journeyperson	\$113,708.03	\$444.00
BEAUPRE	RON	Senior Shift Control Technician	\$130,640.56	\$496.84
BEAVERS	R. G.	Communications Specialist - Site	\$102,406.21	\$456.72
BEBEE	ROY	Inspection & Maintenance Tech. Trainee	\$110,470.90	\$318.12
BECHAMP	ROB	Plumber/ Pipefitter Foreman - Const.	\$112,184.79	\$0.00
BECHARBHAI	HAMANT	Senior Financial Specialist	\$105,041.07	\$618.00
BECK	EDWARD	Maintenance Specialist	\$101,086.87	\$588.00
BECKFORD	GORD	Mechanical Maintainer Journeyperson	\$106,711.41	\$432.00
BEDI	HARJIT	Control/ Financial Systems Manager	\$144,556.81	\$934.56
BEECH	JIM A.	Controller, Commercial Operations	\$203,008.46	\$807.84
BEENEN	ROLLY	FLM, Control/ Mechanical	\$141,434.45	\$529.50
BEER	KARL	Mechanical Maintainer Journeyperson	\$101,037.73	\$432.00
BEETHAM	MATTHEW	Project Technician I - Mech.	\$123,530.23	\$425.70
BEHARRILALL	MICHAEL	Sr. Technical Eng./ Officer	\$124,794.25	\$513.36
BEISCHLAG	PAUL	Project Manager, Electricity Production	\$137,599.96	\$586.08
BEK	WALTER	Sr. Technical Eng./ Officer	\$137,497.59	\$495.36
BELANGER	ANDRE	Protection & Control Technologist	\$111,679.17	\$456.06
BELFALL	KENNETH	Maintenance Specialist - Strategy	\$104,985.90	\$600.24
BELFRY	STEVE	Nuclear Operator	\$101,911.93	\$441.00
BELISLE	MARK	Project Engineer	\$108,024.76	\$537.36
BELL	BRIAN	Wholesale Mkt Rules, Comp & Surv Spec.	\$120,912.64	\$645.36
BELL	DAVID	Section Manager, Financial Accounting	\$109,939.74	\$516.56
BELL	JAMES	Field Shift Operating Supervisor	\$112,757.82	\$545.80
BELL	KARALEE	Level 1A Operator	\$103,779.14	\$542.34
BELL	R. S.	Section Manager, Component Engineering	\$115,122.04	\$1,315.41
BELL	SCOTT	ANOIT - Nuclear Operator	\$109,361.56	\$607.50
BELL	TOM	SM, Fire Protection	\$108,208.91	\$760.32
BELLEROSE	STEVEN	Maintenance Assessor (Nuclear)	\$124,631.35	\$470.34
BELLINGHAM	W. M.	System Window Coordinator	\$121,633.71	\$600.00
BENDALL	JERRY	Nuclear Operator	\$114,934.91	\$429.00
BENJAMIN	MICHAEL	Section Manager	\$108,337.16	\$768.24
BENN	CARL	Shift Maintainer I - Mechanical (Fossil)	\$115,283.15	\$444.00
BENNETT	ELFIE	Sec. Mgr., Single Pt of Contact (SPOC)	\$103,817.29	\$534.00
BENNETT	RICHARD	ANOIT - Nuclear Operator	\$106,724.99	\$607.50
BENNETT	TONY	Dir., Dam Safety & Emerg. Preparedness	\$148,100.00	\$580.80
BENOIT	YVAN	Shift Maintainer I - Mechanical (Fossil)	\$121,473.33	\$686.34
BENOVICH	IRVIN	Senior Technical Expert	\$101,414.07	\$594.00
BERG	RON	Shift Maintainer I - Mechanical (Fossil)	\$100,640.05	\$800.88

## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
BERGER	SHAWN	System Window Coordinator	\$135,826.52	\$558.00
BERGER	STANLEY D.	Assistant General Counsel	\$186,111.16	\$792.00
BERGS	E. G.	Control Maintenance Assessor	\$101,990.92	\$485.52
BERNARD	SERGE	FLM - Large Facilities	\$114,859.10	\$752.40
BERNDT	BRIAN	Training Superintendent	\$130,316.22	\$586.08
BERRY	KEVIN	Mechanical Maintainer Journeyperson	\$102,581.37	\$404.96
BERRY	SCOTT	Communications Specialist - Site	\$109,838.84	\$546.00
BERRYMAN	A. R.	FLM, Civil Maintenance	\$105,286.73	\$461.52
BERTRAND	W. C.	Supervising Nuclear Operator	\$108,547.36	\$541.50
BESTARD	KEN	Mechanical Maintainer Journeyperson	\$109,419.47	\$444.00
BESTER	RAY	Contracts Coordinator	\$120,991.33	\$630.00
BETTS	RONALD	Plumber/ Pipefitter - Const.	\$102,368.12	\$0.00
BEVAN	DAVE	Supervising Nuclear Operator	\$144,415.39	\$527.52
BEVINS	BERNIE	Sr. Engineer/ Scientist/ Tech. Officer	\$103,385.07	\$594.00
BEZAIRE	LOUIS	Field Shift Operating Supervisor	\$100,875.67	\$564.00
BHAGWANDIN	DANNY	Shift Operating Supervisor	\$185,423.44	\$714.92
BHALOO	ALNOOR	SM, I & C Systems	\$169,076.97	\$506.88
BHARDWAJ	ALOK	ANOIT - Nuclear Operator	\$121,426.58	\$618.86
BHARDWAJ	YASH PAUL	Project Manager	\$104,606.00	\$525.36
BIALY	THADDEUS	Day at Hand Market Operator	\$130,334.22	\$621.36
BIBLE	TERRENCE	Business Suprv - Supply Svcs (Lambton)	\$109,595.30	\$388.24
BIENER	TERRY	FLM, Civil Maintenance	\$125,847.67	\$483.36
BIES	ANDY	FLM, Control/ Mechanical	\$152,723.50	\$618.00
BIETOLA	JOHN	Sr. Technical Eng./ Officer	\$106,826.37	\$543.36
BIGGLESTONE	BRIAN	Pipewelder - Const.	\$102,584.28	\$0.00
BIGLEY	PAUL	Operations Specialist I	\$105,948.00	\$410.52
BILLINGTON	MARK	Section Manager, Fuel Storage	\$107,846.56	\$728.64
BINGHAM	WAYNE M.	Chief Financial Officer	\$257,451.89	\$995.24
BIRD	DAVID	Nuclear Security Supervisor	\$102,962.55	\$444.00
BISSON	DAN	Shift Control Technician	\$108,981.15	\$454.50
BITONTE	VINCE	Sr. Advisor, Operating Experience (OPEX)	\$101,043.57	\$513.36
BITTNER	FRANK	Sr. Technical Eng./ Officer	\$159,860.82	\$531.36
BITTOLO	DENNIS	Shift Maintainer I - Control (Fossil)	\$100,276.64	\$924.38
BLACK	MARC	Control Room SNO - TRF & F/ H	\$110,281.73	\$542.34
BLACK	NORMAN	Shift Maintainer I - Mechanical (Fossil)	\$112,063.23	\$905.03
BLACK	ROBERT	Manager, Design Projects	\$138,942.71	\$902.88
BLACK	RUSSELL	Senior Human Resources Officer	\$115,880.32	\$736.56
BLACKBURN	ROBERT	Manager	\$140,865.76	\$601.92
BLACKNEY	JIM	Sr. Inspection & MTCE Technician	\$121,829.67	\$453.18
BLADES	DEREK	FLM, Control/ Mechanical	\$145,590.13	\$576.00
BLAIER	JIM	Shift Control Technician	\$101,955.01	\$429.84
BLAIR	PAULINE	Authorized Nuclear Operator	\$184,526.67	\$652.36
BLAIR	R. J.	Mechanical Maintainer Journeyperson	\$119,237.71	\$444.00
BLAJ	SORIN	Project Tech. II - Civil	\$116,899.49	\$366.30
BLANK	CARL	Shift Unit Supervisor	\$140,996.50	\$542.34
BLAZANIN	JOHN	Manager	\$132,528.41	\$863.28
BLICK	GREG	Authorized Nuclear Operator	\$178,030.65	\$708.10
BLIGHT	JIM	Senior Technical Specialist	\$115,496.91	\$579.36
BLIMKE	RANDY	Unauthorized First Operator	\$107,880.57	\$542.34
BLODGETT	GRANT	Level 1A Operator	\$118,032.22	\$542.34
BLODGETT	MEL	Mech. Maintainer Union Trades Superv.	\$105,771.96	\$521.50
BLUM	KARL	Shift Maintainer I - Mechanical (Fossil)	\$108,036.01	\$885.55
BLUNDELL	STAN	Shift Serviceworker (Thermal)	\$113,545.91	\$385.02
BODNAR	DONALD	Trades Mgmt Superv., Hydroelectric	\$116,504.73	\$547.02
BOEHNERT	TIMOTHY	Auxiliary Plant Operator 4Th Class	\$101,618.57	\$391.50

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BOGDEN	CRAIG	Supervising Nuclear Operator	\$126,838.55	\$458.50
BOLAND	BRUCE	Senior VP, Customer Solutions	\$401,088.82	\$2,290.56
BOLDT	LARRY	ANOIT - Supervising Nuclear Op	\$116,908.14	\$603.50
BOLEGOH	GORDON	Sr. Technical Eng./ Officer	\$147,116.75	\$522.00
BOLEN	GARRY	Technical Supervisor	\$149,727.22	\$540.00
BOLGER	CYNDY	FLM, Control/ Mechanical	\$119,933.18	\$522.00
BOLTON	RICK	Section Manager, Training	\$107,841.20	\$712.80
BOMBEN	STEFANO	Sr. Engineer/ Scientist - Specialist	\$121,582.70	\$528.00
BOND	BRIAN	FLM, Construction	\$146,580.01	\$612.00
BOND	TOM	Mgr., Hydroelectric Production Integ.	\$147,995.94	\$863.28
BONDY	VICTORIA	Manager, Systems Integration	\$135,732.03	\$879.12
BONNICI	J. M.	Control Maintenance Assessor	\$112,882.26	\$497.52
BONNIER	LYLE	ANOIT - Supervising Nuclear Op	\$123,195.13	\$603.50
BONSALL	KEVIN	Shift Advisor, Technical Support	\$115,962.77	\$679.72
BONTER	R. V.	FLM, Cost & Scheduling	\$121,789.91	\$477.36
BOODRAM	RUPERT	Senior Shift Control Technician	\$130,136.81	\$529.50
BOOSE	DALE	Sr. Thermal Station Engineer/ Officer	\$112,196.08	\$543.36
BOOTH	DOUG	Unit Operator	\$109,280.16	\$444.00
BOOTH	JEFF	Manager, Regulatory Procurement	\$132,533.59	\$831.60
BOPARAI	TEJVIR	ANOIT - Nuclear Operator	\$115,174.82	\$622.86
BORDA	STEVE	FLM, Field Engineering	\$102,261.63	\$437.12
BORG	LAURA	Station Human Resources Manager	\$126,287.99	\$768.24
BORSCH	MIKE	Site IT Director	\$136,974.03	\$287.76
BOS	BRIAN	Inspection & Maintenance Technician I	\$101,738.20	\$368.48
BOSS	RON	Control Room Shift Operating Supervisor	\$233,314.72	\$771.36
BOSSELLE	KIM	Mgr., HR Process Re-engineering	\$124,921.00	\$831.60
BOSTON	ALBERT	Section Manager, Projects	\$122,383.75	\$379.98
BOUCKLEY	BARRY	SM, Reactor Physics	\$117,893.04	\$594.00
BOULOS	ISKANDER	Sr. Plant Eng./ Officer - Hydroelectric	\$105,783.25	\$8,363.48
BOUMAN	ROY	Shift Site Supervisor	\$150,343.51	\$556.86
BOURASSA	PETER	Trades Supervisor - Maintenance	\$125,009.48	\$444.00
BOURNE	ALLEN	Supervising Nuclear Operator	\$107,061.75	\$463.98
BOURNE	KEVIN	Shift Control Technician	\$107,783.07	\$459.00
BOUTILIER	MIKE	First Line Manager, Operating	\$108,376.77	\$760.32
BOVAY	ROD	Security Operations Manager	\$102,245.46	\$681.12
BOWEN	BOB	Level I Operator	\$106,606.73	\$529.50
BOYCE	CLARK K.	Electrician Subforeman - Construction	\$135,270.59	\$0.00
BOYCE	DAVID	Mech. Maintainer Union Trades Superv.	\$130,981.34	\$455.34
BOYCE	SCOTT	Electrician Construction	\$136,888.45	\$0.00
BOYD	GEORGE D.	Manager, Fuel Handling	\$174,745.09	\$1,427.52
BOYDELL	DAN	Coordinator Work Protection	\$139,142.94	\$2,215.60
BOYKOFF	GEORGE	Supervising Nuclear Operator	\$113,997.45	\$527.52
BOYLE	GAVIN	Plumber/ Pipefitter Foreman - Const.	\$111,930.67	\$0.00
BRACE	RAYMOND	Operating Engineer Foreman - Const.	\$103,206.47	\$0.00
BRACHT	ROBERT	Work Week Leader	\$102,363.00	\$534.00
BRADACS	FRANK	Production Manager, Common Facilities	\$139,848.12	\$807.84
BRADETTE	J.	Vice President, Sales	\$245,662.30	\$387.20
BRADLEY	GLEN	Specialist, Quality Engineering	\$128,514.52	\$405.00
BRANDER	WAYNE	Senior Shift Control Technician	\$114,814.47	\$466.50
BRANDT	DAVID	FLM - Large Facilities	\$110,462.89	\$720.72
BRANDT	RICHARD	Executive Advisor	\$165,525.72	\$0.00
BRANGET	GISELLE	VP, Treasurer	\$397,655.24	\$665.28
BRANT	JAMES	Sr. Technical Eng./ Officer	\$104,903.89	\$0.00
BRANTON	WILLIAM	Supervising Nuclear Operator	\$131,589.41	\$541.50
BRASH	BEN	Sr. Inspection & MTCE Technician	\$123,793.35	\$500.34

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BRATHWAITE	JOHN	System Window Coordinator	\$144,120.32	\$540.00
BRAVO	JORGE	Shift Control Technician	\$102,255.21	\$466.50
BRAY	DARYL	Coal Plant MEO Journey person	\$107,898.65	\$381.84
BRAY	DONALD ANDREW	Shift Maintainer I - Mechanical (Fossil)	\$136,176.75	\$390.72
BRAZEAU	DENIS	Shift Control Technician	\$132,996.49	\$454.50
BRAZIER	DONALD K.	Controller, Pickering	\$147,731.13	\$974.16
BREDEWOLD	D.	Work Coordinator	\$105,151.58	\$600.00
BREEN	BLAIR	Mechanical Maintainer Journey person	\$110,961.76	\$432.00
BREHM	DONALD	Section Manager, Licensing	\$110,192.15	\$528.00
BRENNAN	BRUCE	Nuclear Operator	\$110,204.41	\$429.00
BRENNAN	JASON	Authorized Nuclear Operator	\$176,039.26	\$652.86
BRETT	MICHAEL	Manager, Chemistry	\$131,011.80	\$285.12
BREWER	JAMES	Term Trader	\$122,349.23	\$572.88
BREWER	JOHN T.	Mgr., Operator & Auth. Training Programs	\$147,700.49	\$910.80
BRICK	D. J.	Section Manager, Outage	\$177,065.42	\$2,323.93
BRIDLE	CHRIS	Training Officer	\$103,175.33	\$528.00
BRIGNALL	NORMAN	Real Estate Consultant	\$102,381.07	\$1,398.75
BRINE	JAMES S.	Electrician Foreman Const.	\$151,718.38	\$0.00
BRINKMAN	BRADEN	FLM - Maintenance	\$110,899.04	\$579.36
BRISIMITZIS	J.	FLM, Control/ Mechanical	\$133,041.80	\$588.00
BRIXHE BERCIK	STEVE	Mechanical Maintainer Journey person	\$114,202.96	\$432.00
BROCK	BRIAN	Shift Maintainer I - Mechanical (Fossil)	\$117,183.28	\$1,091.24
BROMBACH	MICHAEL	Level 1A Operator	\$110,964.07	\$542.34
BRONATZKY	MARK	Mechanical Maintainer Journey person	\$105,262.86	\$432.00
BROOKER	BARCKLEY	Training Technician - Health Physics	\$102,939.89	\$515.46
BROOKER	PEGGY	Section Manager, HR Admin. Support	\$101,902.12	\$641.52
BROOKER	ROBIN	Shift Unit Supervisor	\$144,180.21	\$542.34
BROOKER	RUSSELL	Plumber/ Pipefitter - Const.	\$120,840.66	\$0.00
BROOKES	T. M.	Section Mgr., Waste, Spills & Trnsprt.	\$103,669.27	\$600.00
BROOKS	DAVID	Manager, HT Equipment & Insp. Systems	\$130,933.25	\$855.36
BROOKS	DERRICK L.	Plant Manager, Northwest	\$177,691.88	\$997.92
BROOKS	SUSAN	Manager, Human Resources	\$101,733.87	\$706.86
BROOKS	W. J.	Maintenance Specialist - Strategy	\$107,728.87	\$2,352.00
BROOKSON	DAVE	Supervising Nuclear Operator	\$105,304.57	\$458.50
BROUSE	NELSON	Unauthorized First Operator	\$109,573.21	\$542.34
BROUWER	BILL	Section Manager	\$121,513.08	\$752.40
BROWN	BARRY	FLM - Maintenance	\$117,535.46	\$784.08
BROWN	CATHERINE	Nuclear Operator	\$112,254.04	\$429.00
BROWN	DON	Shift Site Supervisor	\$131,112.05	\$559.34
BROWN	DON	Section Manager, Maintenance	\$118,793.42	\$815.76
BROWN	DORWIN	Shift Maintainer I - Control (Fossil)	\$143,745.58	\$904.24
BROWN	ELDON	Unit Operator	\$106,669.86	\$444.00
BROWN	GORD E	Controller, NOSS	\$138,287.12	\$591.36
BROWN	GRAHAM A.	Chief Operating Officer	\$1,721,948.14	\$12,345.10
BROWN	GRAHAM L.	Production Manager, Fossil	\$182,131.99	\$12,876.20
BROWN	J. P.	FLM, Inspection & Maintenance	\$108,615.51	\$495.36
BROWN	JACQY	Shift Stockkeeper (Fossil)	\$103,640.10	\$363.36
BROWN	JOEL	Trades Supervisor - Maintenance	\$103,332.68	\$1,119.17
BROWN	KEN	Section Mgr., Reactor Spec. Equip. MTCE	\$128,326.69	\$839.52
BROWN	M. K.	Section Manager, Maintenance	\$130,315.51	\$606.00
BROWN	MICHAEL	Sr. Inspection & MTCE Technician	\$113,924.22	\$450.90
BROWN	N. GORDON	SM, Mech. & Civil Design	\$118,931.76	\$823.68
BROWN	NORMAN	FLM, Chemical Laboratory	\$105,628.07	\$612.00
BROWN	RICHARD	Appendix A Mechanical Maintainer	\$112,143.20	\$0.00
BROWN	ROBERT THOMAS	Project Tech. II - E & C	\$136,839.10	\$416.34

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
BROWN	RON	ANOIT - Nuclear Operator	\$112,460.68	\$619.50
BROWN	RON	FLMa, Civil I Cranes	\$123,936.92	\$461.52
BROWN	RONALD	FLMa, Radiation Control	\$116,086.92	\$518.34
BROWN	ROY	Mgr., Delivery & Maintenance Systems	\$128,233.81	\$586.08
BROWN	STEVE	Manager	\$142,253.76	\$295.68
BROWN	STEVEN BERT	Design Draftsperson - Mechanical	\$104,645.89	\$450.84
BROWN	TIMOTHY	Advisor, Stakeholder Relations	\$103,033.07	\$533.28
BROWN	WILLIAM	Authorized Nuclear Operator	\$209,125.56	\$681.78
BROWNELL	LEE	Mechanical Maintainer Journeyman	\$100,378.72	\$444.00
BROWNLIE	B.	Electrician Foreman Const.	\$130,703.54	\$0.00
BRUCE	HAROLD	Shift Control Technician	\$110,649.45	\$454.50
BRUEGGEMAN	JUERGEN	Shift Maintainer I - Mechanical (Fossil)	\$103,236.66	\$941.53
BRUM	J. G.	FLM, Control/ Mechanical	\$145,418.00	\$570.00
BRUNET	C. R.	FLM, Control/ Mechanical	\$132,766.16	\$576.00
BRUNO	MARIO	FLMa, Radiation Control	\$120,907.54	\$542.34
BRUNTON	ROGER	Plumber/ Pipefitter Subforeman - Const.	\$100,931.50	\$0.00
BRYANT	J. A.	Field Shift Operating Supervisor	\$138,103.01	\$594.00
BRYDON	NEIL	Senior Advisor, External Reporting	\$130,375.54	\$855.36
BUCCI	TONY	Training Officer	\$104,304.83	\$513.36
BUCHANAN	BILL	Control Room Shift Supervisor	\$177,818.55	\$792.00
BUDGE	MIKE	Sr. Process Specialist, Methods	\$104,299.07	\$612.00
BUDGEELL	JOSEPH	Authorized Nuclear Operator	\$168,912.98	\$717.06
BUDHLALL	DAVE	Supervising Nuclear Operator	\$111,854.12	\$489.50
BUHAY	STAN	Sr. Engineer/ Scientist/ Tech. Officer	\$125,808.08	\$558.00
BUJAKI	STEPHEN	Shift Unit Supervisor	\$118,508.70	\$542.34
BULFON	DINO	FLM, Control/ Mechanical	\$117,761.69	\$527.80
BULL	SCOTT	Authorized Nuclear Operator	\$141,427.94	\$652.86
BULL	WARREN	Shift Manager	\$197,587.72	\$950.40
BULLOCH	IAN	Section Manager, Maintenance	\$115,959.60	\$799.92
BUNNETT	ALLAN	Authorized Nuclear Operator	\$126,381.02	\$622.17
BUNTIN	STEVEN	Shift Control Technician	\$101,232.14	\$391.38
BURCHAT	AMBROSE	FLM - Large Facilities	\$109,130.58	\$736.56
BURCHAT	ROBERT	Supervising Nuclear Operator	\$113,379.54	\$527.52
BURCHAT	WAYNE	First Line Manager - Field Services	\$102,756.97	\$537.36
BURGER	DAVE	Section Mgr., Nuclear Safety Projects	\$108,257.49	\$512.16
BURGER	DIETER	Mech. Maintainer Union Trades Superv.	\$156,820.25	\$470.46
BURGER	MARTIN	System Window Coordinator	\$114,245.22	\$528.00
BURGESS	ADRIAN	Control Maintenance Assessor	\$109,870.01	\$497.52
BURKE	DAVID	Section Manager, Operations Programs	\$113,953.73	\$522.72
BURKE	JUNE	FLMa, Radiation Control	\$118,624.60	\$542.34
BURKE	PAUL	FGD Supervisor	\$112,446.42	\$451.44
BURKE	PAUL	Director, Planning & Analysis	\$190,178.37	\$1,092.96
BURLEIGH	JEFF	FLMa, Radiation Control	\$141,261.58	\$521.50
BURLEY	WILLIAM	Civil Maintainer II Journeyman	\$100,408.89	\$430.24
BURNAGIEL	ALEX	Unit Operator	\$125,461.64	\$444.00
BURNETT	BRIAN	Supervising Nuclear Operator	\$114,225.57	\$527.52
BURNETT	KEVIN	Project Technician I - Mech.	\$132,951.20	\$484.02
BURNHAM	PETER	Manager, Radiation Protection	\$113,658.12	\$594.00
BURPEE	JAMES R.	Senior Vice President	\$365,758.62	\$4,664.40
BURR	IAN	Coal Plant MEO Journeyman	\$108,000.45	\$381.84
BURROUGHS	PAUL	Proj. Mgr., Emerg. Mkts- Mrkt Readiness	\$119,099.64	\$633.36
BURROUGHS	PAUL R.	Director, Nuclear Waste Projects	\$128,282.19	\$739.20
BURSEY	DAVID	Mechanical Maintainer Journeyman	\$129,944.72	\$471.00
BURTIS	BRIAN	FLMa, Civil II	\$103,933.96	\$432.36
BUSH	GARY	Work Week Leader	\$127,472.71	\$542.34



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BUSKE	ROB	Work Coordinator	\$104,875.71	\$504.00
BUTCHER	GRANT	FLM, Control/ Mechanical	\$143,911.62	\$582.00
BUTCHER	NICOLLE	Investment Manager	\$110,539.90	\$294.48
BUTLER	T. OLIVER	Vice President, Supply Chain	\$593,258.62	\$2,214.08
BUTT	ANDREW	Sr. Technical Eng./ Officer	\$101,834.57	\$459.36
BUTT	COLIN VICTOR	Project Leader II	\$123,154.79	\$556.86
BUTTY	LES	Supervising Nuclear Operator	\$104,471.40	\$541.50
BYRNES	GENE	Shift Manager	\$191,274.39	\$958.32
BYTHEWAY	MARK	Nuclear Operator	\$114,232.15	\$441.00
CABRAL	J. P.	Shift Control Technician	\$103,720.11	\$454.50
CABRERA	JULIO	Project Tech. II - E & C	\$109,080.70	\$366.30
CAESAR	FELIX A.	Manager, Training & Development	\$138,611.77	\$863.28
CAFAGNA	VITO ANGELO	Section Manager, Scheduling	\$107,532.99	\$516.12
CAHILL	LIAM	FLM, Construction	\$141,389.27	\$368.28
CAHILL	M. R.	Inspection & Maintenance Technician II	\$119,897.43	\$446.34
CAI	TOM	Analytics Development Manager	\$102,454.61	\$203.28
CAIRD	BRUCE	Manager, HR Process Re-engineering	\$159,273.73	\$966.24
CAIRNS	GEOFF	Quality Officer	\$122,591.76	\$522.00
CAIRNS	ROBERT	Senior Technical Specialist	\$106,516.34	\$585.36
CAKE	STEVEN	FLM, Chemical Laboratory	\$121,441.11	\$632.46
CALDER	M. P.	Sr. Technical Eng./ Officer	\$162,574.98	\$552.00
CALDWELL	BRUCE	FLM - Small Facilities	\$106,016.89	\$491.04
CALEY	JIM	Trades Supervisor - Maintenance	\$102,001.96	\$565.50
CALICO	JOE	Telecommunications Service Manager	\$109,976.19	\$459.00
CALKIN	DAVID	Sr. Technical Eng./ Officer	\$102,649.30	\$406.56
CALLISTER	PAUL	Auxiliary Plant Operator 4Th Class	\$101,349.28	\$389.78
CALVERT	RICHARD	WSD Civil Maintainer UTS	\$102,818.46	\$416.46
CAMERON	CHARLES	FLM - Small Facilities	\$108,852.07	\$8,724.13
CAMERON	RANDY	Shift Site Supervisor	\$116,339.84	\$556.86
CAMERON	SCOTT	Manager, Fire Protection	\$120,789.33	\$839.52
CAMPAGNOLO	ALBERT	Shift Manager	\$184,116.52	\$926.64
CAMPBELL	ANDRE	Shift Site Supervisor	\$126,141.89	\$556.86
CAMPBELL	ARCHIE	SM, Electrical, Instrumenation (&Cntrl)	\$168,410.40	\$740.52
CAMPBELL	CHRIS	Mechanical Maintainer Journeyperson	\$101,071.32	\$428.34
CAMPBELL	DAVE	Nuclear Operator	\$101,770.65	\$429.00
CAMPBELL	DOUG	Shift Maintainer I - Mechanical (Fossil)	\$111,995.58	\$1,574.09
CAMPBELL	DOUGLAS	FLM - Operating Units	\$115,511.49	\$621.36
CAMPBELL	W. M.	Control Room Shift Operating Supervisor	\$184,655.60	\$735.36
CAMPION	STEVE	Certified Unit "O" Ctrl Room OIT - NO	\$118,683.08	\$559.50
CANDIDO	ENOS	Sr. Engineer/ Scientist - Specialist	\$101,034.50	\$573.36
CANO	GARY	Level 1A Operator	\$109,778.32	\$542.34
CAPPUCCITTI	BERNIE	FLM, Control/ Mechanical	\$123,338.13	\$478.50
CARATIN	H.	Sr. Engineer/ Scientist/ Tech. Officer	\$113,714.26	\$543.36
CARDILLO	ANTHONY	Senior Design Engineer	\$105,898.47	\$480.00
CARDWELL	JOHN	Production Supervisor - Shift	\$120,384.42	\$621.00
CAREY	DONALD	Control Room Shift Operating Supervisor	\$189,400.94	\$762.00
CARLEA	C.	Field Shift Operating Supervisor	\$118,956.61	\$568.24
CARLSON	STEVE	Sr. Thermal Station Engineer/ Officer	\$128,500.90	\$567.36
CARMICHAEL	ALAN	Section Manager, Training	\$111,919.18	\$744.48
CARNEY	MARTIN	SM, L & IL Waste Storage Design	\$109,129.07	\$639.36
CARNIVAL	MIKE	Shift Unit Supervisor	\$119,496.06	\$370.70
CARPENTER	BARRY	Section Manager, Training	\$109,261.27	\$728.64
CARPENTER	BARRY	Maintenance Assessor (Nuclear)	\$109,808.09	\$458.34
CARR	DAVE H.	Director, Inspection Services Transition	\$148,769.81	\$675.84
CARREIRO	TONY	Civil Maintainer I Journeyperson	\$101,239.04	\$393.84

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CARRIER	DENIS	Senior Shift Control Technician	\$118,982.00	\$542.34
CARRIERE	MIKE	Supervising Nuclear Operator	\$145,127.39	\$541.50
CARTAR	ERIK	Sr. Engineer/ Scientist/ Tech. Officer	\$107,576.72	\$567.36
CARTER	ALLEN	Shift Site Supervisor	\$125,994.08	\$556.86
CARTER	LES	Shift Manager	\$176,603.17	\$860.20
CARVALHAL	MONICA A.	Senior Consultant, Risk & Assurance	\$131,675.94	\$831.60
CARVALHO	JOE	Sr. Technical Eng./ Officer	\$104,838.30	\$495.36
CARVALHO	M. M.	Field Shift Operating Supervisor	\$104,079.47	\$570.00
CASHA	TONY	Mechanical Maintainer Journeyman	\$105,781.30	\$432.00
CASHMAN	DAVID	Authorized Nuclear Operator	\$154,753.92	\$650.58
CASSAN	ERNEST	FLMa, Nuclear Waste	\$130,641.32	\$513.84
CASSELLS	BARRY	FLM, Construction	\$118,008.37	\$636.00
CASSELMAN	CHARLES	Production Manager	\$141,859.55	\$855.36
CASTELLAN	ANGELO G.	Director	\$156,642.62	\$990.00
CATIZZONE	DOMINIC	Project Manager, Electricity Production	\$210,348.76	\$811.80
CATTON	CATHERINE	Manager, Safety Strategy	\$130,119.40	\$831.60
CAUGHILL	DENNIS	Unit Operator	\$110,033.32	\$444.00
CECCATO	LUCA	Senior Shift Control Technician	\$159,605.46	\$529.50
CELESTIN	LAWRENCE	Supervising Nuclear Operator	\$104,483.77	\$541.50
CEMBROWSKI	RON	Control Room Shift Supervisor	\$171,370.44	\$691.68
CHACINSKI	VINCE W.	System Window Coordinator	\$157,860.52	\$666.00
CHALYKOFF	CYRIL	Shift Control Technician	\$103,955.88	\$454.50
CHAMBERLAIN	COLIN	FLM, Control/ Mechanical	\$128,551.22	\$570.00
CHAMBERS	DENNIS	Production Supervisor - Technical	\$101,425.21	\$7,768.93
CHAMBERS	GARY	Level 1A Operator	\$107,328.21	\$542.34
CHAMBERS	KEITH	Trades Supervisor - T & WE	\$100,624.04	\$562.02
CHAMPAGNE	DENIS	Lead Auditor - Code Compliance	\$117,330.56	\$993.92
CHAN	ANDY	Sr. Engineer/ Scientist/ Tech. Officer	\$131,194.78	\$546.00
CHAN	HENRY	Section Head Finance	\$104,484.48	\$365.96
CHAN	K. C.	Sr. Engineer/ Scientist - Specialist	\$122,986.45	\$516.56
CHAN	PETER	Manager, Civil Engineering	\$160,617.74	\$894.96
CHAN	SIU-ON	Sr. Engineer/ Officer - Systems	\$110,631.55	\$567.36
CHAN	YC	Nuclear Operator	\$107,562.67	\$441.00
CHAN	YIU FAI	Analyst, Fuel Supply	\$100,328.50	\$585.36
CHAN	YORK	Section Manager, Metalgy & Welding	\$113,660.17	\$752.40
CHAN	YOUN WAH	Sr. Technical Eng./ Officer	\$100,710.14	\$573.36
CHANDER	RAJU	Sr. Technical Eng./ Officer	\$100,842.13	\$522.00
CHANDHOKE	NAVRATTAN	FLM, Cost & Scheduling	\$102,795.94	\$1,062.24
CHANDLER	AL	Production Manager, Fossil	\$174,383.91	\$902.88
CHANG	MONICA	Sr. Advisor, Trans. Coord. & Deal Capture	\$100,477.07	\$588.00
CHAPMAN	GORD	Shift Maintainer I - Control (Fossil)	\$116,927.83	\$860.24
CHAPPEL	KIM R	System Window Coordinator	\$144,485.46	\$564.00
CHARETTE	DAVID	Section Manager	\$106,432.97	\$752.40
CHARETTE	DEAN	Analytics Development Manager	\$118,033.36	\$237.60
CHARETTE	KATHY	Sr. Technical Eng./ Officer	\$105,000.12	\$492.00
CHARLEBOIS	MURRAY JOSEPH	SM, Construction Support	\$124,299.57	\$839.52
CHARLEBOIS	PIERRE R.	Acting Exec. VP, Chief Nuclear Officer	\$518,468.33	\$3,146.40
CHARLES	S. O. M.	Senior Shift Control Technician	\$128,988.35	\$529.50
CHARTER	RANDALL	Supervising Nuclear Operator	\$102,452.85	\$458.50
CHASE	JOHN	Senior Technical Expert	\$108,299.17	\$612.00
CHASTY	ED	Trades Supervisor - Maintenance	\$108,993.95	\$1,256.97
CHATTERTON	RON	Outage Manager	\$136,711.98	\$1,763.88
CHAU	CHIEU	Sr. Engineer/ Scientist/ Tech. Officer	\$104,758.68	\$435.60
CHAYER	JOHN	Shift Maintainer I - Mechanical (Fossil)	\$123,231.14	\$444.00
CHAYKA	DARIN	Short Term Trader	\$126,559.94	\$572.88

## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
CHEATLEY	CHARLES	Level I Operator	\$125,050.24	\$529.50
CHEN	ANDY	Vice President, Nuclear Systems	\$215,360.98	\$1,235.52
CHEN	GUOPING	Sr. Engineer/ Scientist/ Tech. Officer	\$124,770.84	\$434.50
CHENG	DAVID	Supervising Nuclear Operator	\$112,302.00	\$419.76
CHENG	KAI CHOI	Sr. Technical Eng./ Officer	\$103,405.52	\$540.24
CHENG	PAUL	Sr. Technical Eng./ Officer	\$124,007.86	\$552.00
CHENG	PO LOON	Project Technician II - Mechanical	\$128,289.28	\$416.34
CHENG	STEVE	Project Technician I - Mech.	\$110,833.70	\$484.02
CHEONG	ANTHONY	Sr. Technical Eng./ Officer	\$104,859.36	\$459.36
CHERRY	C.	Work Week Leader	\$118,670.21	\$606.00
CHERRY	MERVYN	Section Manager, Systems	\$115,757.52	\$582.00
CHESTER	GORDON	Section Manager, Oper. Proc. & Stnds.	\$136,374.94	\$910.80
CHESTER	IAN	FLM, Inspection & Maintenance	\$158,643.45	\$558.00
CHETCUTI	VICTOR	Project Leader II	\$122,286.21	\$510.00
CHEUNG	MICHAEL	Senior Technical Specialist	\$172,038.28	\$552.00
CHEUNG	PETER	Sr. Technical Eng./ Officer	\$115,339.00	\$446.16
CHEUNG	RAYMOND	Nuclear Operator	\$100,110.74	\$441.00
CHEUNG	STEPHEN	Sr. Advisor, Load Analysis	\$102,132.07	\$528.00
CHEVERS	JAMES	Section Manager, Outage	\$156,553.03	\$711.36
CHEVRIER	BRIAN	Trades Supervisor - Maintenance	\$101,232.63	\$802.26
CHIANG	CHEN YANG	Sr. Technical Eng./ Officer	\$116,268.82	\$537.36
CHIAROTTO	FRANK	Plant Manager, Lambton GS	\$237,660.67	\$1,354.32
CHILAKOS	STEVE	Sr. Advisor, Corrective Action	\$104,959.73	\$606.00
CHILDERHOSE	MARK	Major Panel Operator	\$121,531.79	\$465.84
CHILDERHOSE	MIKE	System Window Coordinator	\$173,051.27	\$563.20
CHILDERHOSE	TODD	Authorized Nuclear Operator	\$155,788.84	\$574.75
CHILDS	C. L.	Field Shift Operating Supervisor	\$106,948.29	\$570.00
CHING	JOHN	Day Ahead Coordinator - Water Resources	\$139,074.92	\$636.00
CHO	JOHN	Contract Engineer/ Administrator	\$103,747.76	\$8,793.49
CHOATE	ANDY	I.T. Program/ Service Manager	\$119,706.05	\$807.84
CHOI	EVAN	Section Manager, Projects	\$110,450.04	\$752.40
CHOINIERE	PAUL	FLM, Radiation Control	\$105,004.44	\$534.00
CHONG	PETER	Senior Consultant	\$106,526.28	\$237.60
CHONG	TERRY	Section Manager, Projects	\$104,385.91	\$485.76
CHOPP	RON	Shift Unit Supervisor	\$123,396.66	\$542.34
CHORPITTA	TERRY	Shift Stockkeeper - Superv. Lvl 2	\$115,586.43	\$423.00
CHOU	JACK	Day at Hand Market Operator	\$119,435.20	\$574.50
CHOW	RICHARD	Inspection & Maintenance Technician I	\$110,693.59	\$387.36
CHOW	SAI GAR	Sr. Technical Eng./ Officer	\$118,838.50	\$552.00
CHOW	WAI	ANOIT - Nuclear Operator	\$134,942.27	\$596.34
CHRETIEN	PETER	Trades Mgmt Superv., Hydroelectric	\$101,637.55	\$519.84
CHRISTENSEN	TOM	Dir., eSupply & Content Management	\$173,195.04	\$1,021.68
CHRISTIAANS	MARIANO	Sr. Technical Eng./ Officer	\$108,664.88	\$531.36
CHRISTIE	A.	Plumber/ Pipefitter Subforeman - Const.	\$133,753.98	\$0.00
CHRISTILAW	PAUL	Mgr., Products & Services Development	\$114,999.96	\$0.00
CHRISTODOULOU	C. C.	Sr. Technical Eng./ Officer	\$108,565.37	\$531.36
CHRISTOPOULOS	JOHN	System Window Coordinator	\$177,013.20	\$660.00
CHU	HARRY	Senior Advisor, Programming	\$143,234.20	\$823.68
CHU	STEVE	Sr. Engineer/ Scientist - Specialist	\$106,352.04	\$594.00
CHU	WILLIAM	Project Technician II - Mechanical	\$102,144.42	\$0.00
CHUI	STEVE	Sr. Analyst, Market Simulation	\$122,717.28	\$588.00
CHUNG	FRANKLYN	Mechanical Maintainer Journeyperson	\$114,442.71	\$404.22
CHURCH	GORD	Civil Maintainer I Journeyperson	\$103,677.22	\$405.00
CHURCHILL	NEIL	Level 1A Operator	\$110,419.23	\$542.34
CIGAGNA	JOHN	Supervising Project Engineer/ Officer	\$110,377.18	\$594.00

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CIMPRICH	LLOYD	Senior Training Specialist	\$104,520.54	\$594.00
CIORAU	PETER	Senior Technical Expert	\$116,041.47	\$558.00
CIPAK	JOHN	Plumber/ Pipefitter - Const.	\$101,429.83	\$0.00
CIPOLLA	JOSEPH	Manager, Settlements	\$157,415.68	\$974.16
CIRJANIC	ROBERT	Section Manager	\$102,016.45	\$567.36
CIVIERO	LINDA	Real Estate Strategy Manager	\$108,484.44	\$614.90
CLAIRMAN	CARA L.	Assistant General Counsel	\$169,577.50	\$438.24
CLARK	F. F.	Auxiliary Plant Operator 4Th Class	\$115,659.56	\$370.34
CLARK	KERRY	Irradiated Fuel Technologist	\$112,967.88	\$530.34
CLARK	ROB	Shift Control Technician	\$100,699.04	\$454.50
CLARK	WARD	Supervising Nuclear Operator	\$105,223.48	\$527.52
CLARKE	ALDRED	Work Week Leader	\$123,330.48	\$588.00
CLARKE	CINDY	Public Affairs Advisor	\$114,938.42	\$258.72
CLARKE	GREG	System Window Coordinator	\$132,002.64	\$528.00
CLARKE	IAN	Sr. Engineer/ Scientist/ Tech. Officer	\$100,436.95	\$543.36
CLARKE	LONNY I.	Solicitor	\$120,534.44	\$269.28
CLARKE	RICHARD	Director, Emergency & Fire Services	\$190,520.81	\$1,219.68
CLARKE	ROBERT	Authorization Training Supervisor	\$148,788.45	\$711.36
CLAUS	D. F.	Shift Emergency Response Manager	\$118,870.96	\$549.00
CLEARY	GRANT	Plumber/ Pipefitter - Const.	\$118,927.24	\$0.00
CLEGHORN	GARY	Senior Technical Specialist	\$112,144.82	\$615.36
CLEMENS	ROBERT	Authorization Training Supervisor	\$143,588.12	\$701.22
CLEMENT	WRAY	FLM - Maintenance	\$120,049.73	\$736.56
CLEMENTS	GORD	Sr. Construction Tech. - Welding	\$110,754.47	\$469.50
CLEMENTS	GORD	ANOIT - Nuclear Operator	\$106,189.76	\$607.50
CLEMITS	JONATHAN	Control Room SNO - TRF & F/ H	\$124,278.79	\$529.50
CLIFT	S. S.	Authorized Nuclear Operator	\$194,161.94	\$672.74
CLINTON	STEPHEN	Supervising Nuclear Operator	\$108,252.70	\$527.52
CLOSE	PHILLIP	Supervising Nuclear Operator	\$108,433.81	\$477.00
CLOSS	KENNETH	FLM, Control/ Mechanical	\$125,657.70	\$534.20
CLOUTHIER	R. J.	Supervising Nuclear Operator	\$106,397.35	\$527.52
CLOUTIER	DAVE	FLM, Control/ Mechanical	\$119,764.83	\$570.00
COBER	JOHN	Nuclear Operator (Step 2)	\$113,874.40	\$425.34
COCHRANE	S. J.	SM, Project Engineering	\$117,477.90	\$513.12
COCROFT	ROBERT	Level 1A Operator	\$101,191.48	\$542.34
COENE	WILLIE	Shift Maintainer I - Mechanical (Fossil)	\$121,139.01	\$717.75
COFFEY	JOHN	FLM, Control/ Mechanical	\$142,787.35	\$612.00
COHEN	MIKE	Field Shift Operating Supervisor	\$101,297.38	\$534.96
COHOON	B. A.	Senior Shift Control Technician	\$102,490.48	\$542.34
COIT	GLENN	Level 1A Operator	\$105,958.37	\$542.34
COLAIACOVO	GRANT	Section Manager, Projects	\$122,619.48	\$807.84
COLE	B.	Shift Control Technician	\$104,727.35	\$387.84
COLE	NORMAN	Shift Outage Manager	\$102,547.75	\$474.00
COLE	P.	Plumber/ Pipefitter - Const.	\$127,064.34	\$0.00
COLEBY	JOHN	Site Vice President - Pickering A	\$379,190.82	\$1,320.00
COLEMAN	MIKE	Control Maintenance Assessor	\$100,691.20	\$497.52
COLES	JAMES	SM, Fire Protection	\$115,944.58	\$261.36
COLL	DAVE	Production Supervisor - Shift Engineer	\$118,259.48	\$549.84
COLLIE	W. A.	Real Estate Consultant	\$104,808.27	\$606.00
COLLIER	IRVIN	Mechanical Maintainer Journeyperson	\$103,142.32	\$444.00
COLLING	JOHN D.	Mechanical Maintainer Journeyperson	\$134,387.66	\$400.40
COLLINS	CHUCK	Control Room SNO - TRF & F/ H	\$101,437.54	\$529.50
COLLINS	DAVID	Control Room Shift Operating Supervisor	\$223,663.56	\$654.47
COLLINS	GARY	Supervising Nuclear Operator	\$106,292.92	\$527.52
COLLINS	GEORGE	Trades Supervisor - Maintenance	\$135,191.33	\$565.50

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
COLLINS	STEVEN	Radiation Protection Technician I	\$100,627.22	\$401.28
COLLINS	WILL	ANOIT - Major Panel Operator	\$113,802.39	\$621.98
COLTHIRST	RODGER	Control Maintenance Assessor	\$100,068.14	\$485.52
COLUCCI	JAMES	Authorization Training Supervisor	\$234,292.57	\$732.00
CONLON	JOHN	FLM - Large Facilities	\$126,861.76	\$538.56
CONNERS	BILL	Mechanical Maintainer Journeyperson	\$110,453.25	\$432.00
CONROY	DAVID	Site IT Champion	\$103,257.45	\$543.36
CONVERSANO	FRANK	Control Maintenance Assessor	\$124,449.19	\$497.52
CONWAY	CHRIS	Boilermaker Foreman Const.	\$103,859.04	\$0.00
COOKE	PAUL	FLMa, Civil II	\$102,026.46	\$432.36
COOLMAN	S.	FLM, Control/ Mechanical	\$180,339.03	\$636.00
COOPER	FRANCES	VP, Compensation, Benefits & Wellness	\$138,356.64	\$897.60
COOPER	KEN	FLM, Control/ Mechanical	\$122,219.42	\$594.00
COOPER	RICK	Authorized Nuclear Operator	\$161,767.36	\$653.97
COPPENS	JIM	Shift Maintainer I - Mechanical (Fossil)	\$114,663.28	\$838.01
CORAZZA	STEPHEN	Nuclear Operator	\$104,875.11	\$384.12
CORBU	ION	Project Manager	\$112,269.87	\$657.36
CORDINGLEY	PAUL	Director, Compensation	\$151,851.52	\$974.16
COREY	MAURICE	Mechanical Maintainer Journeyperson	\$103,125.77	\$380.16
CORNACCHIA	MARIO	Dir., Isotope Sales & HW Programming	\$148,705.47	\$633.60
CORNETT	RUSSELL	Shift Control Technician	\$101,968.15	\$454.50
CORNTHWAITE	ALAN	Field Shift Operating Supervisor	\$110,764.38	\$549.80
CORREIA	ROGER	Manager, Systems Integration	\$141,807.85	\$887.04
COSGROVE	MARK	Manager, Treasury Services	\$112,470.47	\$784.08
COSTA	JEAN-PIERRE	Supplier Surveillance Technologist	\$102,460.79	\$500.34
COTE	PAUL	Production Supervisor - Shift Engineer	\$119,473.61	\$545.34
COTTON	DAVID	Shift Control Technician	\$100,725.94	\$454.50
COUENEN	ALICE	First Line Manager, Inventory	\$101,599.73	\$450.00
COULBECK	ROB	Day at Hand Advisor (Shift)	\$133,594.44	\$1,527.86
COULBY	TOM	Major Panel Operator	\$101,038.39	\$465.84
COULL	K.	FLM, Chemical Laboratory	\$120,293.85	\$568.96
COURTNEY	K. W.	Maintenance Specialist	\$100,638.27	\$582.00
COUSIN	A. C.	FLM, Control/ Mechanical	\$106,476.52	\$582.00
COUTTS	P. L.	Thermal NDE Technician II	\$119,356.20	\$499.90
COUTTS	SCOTT	Sr. Thermal Station Engineer/ Officer	\$130,734.73	\$552.00
COVELLI	LUCILLE	Section Head, Market Analysis	\$111,276.38	\$618.00
COVELLO	ALAN	ANOIT - Nuclear Operator	\$112,664.72	\$588.18
COWAN	A.	Inspection & Maintenance Tech. Trainee	\$123,969.71	\$388.96
COWAN	JACK	Electrician Construction	\$107,876.55	\$0.00
COWAN	NANCY A.	Director, Corporate Strategic Planning	\$210,053.84	\$1,251.36
COWLEY	ROBERT	Authorized Nuclear Operator	\$203,272.62	\$770.96
COWPER	LEE	Trades Supervisor - Maintenance	\$143,118.16	\$544.86
COX	BOB	Shift T & WE Mechanic - UTS Level 2	\$115,367.76	\$517.50
COX	FRANKLIN	Authorized Nuclear Operator	\$186,139.89	\$701.06
COX	FRED	Boilermaker Foreman Const.	\$135,656.89	\$0.00
COX	J. M.	Senior Shift Control Technician	\$111,367.99	\$525.78
COX	JOHN	FLM, Control/ Mechanical	\$104,301.97	\$582.00
COYNE	IAN	Mechanical Maintainer Journeyperson	\$118,541.59	\$432.00
COYNE	TERRY	Production Supervisor - Shift	\$118,533.65	\$642.00
CRAFTS	MATT	Shift Control Technician	\$103,817.22	\$466.50
CRAIG	DALE	SM, Secondary Systems	\$133,358.04	\$564.96
CRAIG	G. B.	Mechanical Maintainer Journeyperson	\$117,380.83	\$390.72
CRAIG	RONALD	Plumber/ Pipefitter - Const.	\$122,488.30	\$0.00
CRANE	MURRAY	Sr. Thermal Station Engineer/ Officer	\$134,562.23	\$498.96
CRATT	LEE	Waterworker 3 (Supervisor)	\$133,843.49	\$1,221.88

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
CRAWFORD	BRENDA	FLM, Business Services	\$102,500.45	\$522.00
CRAWFORD	JAMES	Station Human Resources Manager	\$113,263.44	\$768.24
CRAWFORD	JUSTIN	ANOIT - Nuclear Operator	\$120,436.12	\$536.36
CREARY	JEFF	Authorization Training Supervisor	\$173,935.13	\$671.82
CREATES	DAVID	Senior Design Engineer	\$102,104.25	\$485.76
CRESS	BOB	FLM - Operating Units	\$127,521.91	\$627.36
CRICHTON	DEREK	System Window Coordinator	\$132,218.82	\$522.00
CRIPPS	GERRY	Thermal Station Engineer/ Officer	\$113,781.36	\$448.80
CROFT	KAREN	Authorized Nuclear Operator	\$146,688.14	\$652.36
CROMBIE	PETER	President, OPG Ventures	\$388,863.27	\$981.60
CROMWELL	CONRAD	Senior Shift Control Technician	\$151,087.18	\$542.34
CROSBIE	ROBERT	Outage Manager	\$128,042.44	\$839.52
CROUCHER	ALEC	Millwright Foreman - Construction	\$110,484.93	\$0.00
CROWLEY	M. A.	FLM, Inspection & Maintenance	\$147,560.98	\$558.00
CROWN	JERRY	Sr. Coordinator - Media & Public Affairs	\$108,213.79	\$612.00
CROZZOLI	CARLO	Director, Bus Development GENCO	\$191,158.28	\$422.40
CUBITT	T. F.	Supervising Nuclear Operator	\$114,615.34	\$527.52
CULHANE	DAN	Day at Hand Advisor (Shift)	\$144,935.86	\$1,397.62
CULLEN	TIM	Work Week Leader	\$118,048.20	\$648.00
CUMMINGS	BILL	Mechanical Maintainer Journeyperson	\$108,753.61	\$444.00
CUNLIFFE	L. C.	Authorized Nuclear Operator	\$178,157.70	\$654.47
CUNNINGHAM	KENNETH	Sr. Inspection & MTCE Technician	\$104,113.56	\$486.18
CUNNINGHAM	MIKE	Unit Operator	\$116,851.23	\$444.00
CUOMO	DAVE	Shift Control Technician	\$101,252.29	\$466.50
CURL	BRUCE	FLM, Inspection & Maintenance	\$166,281.66	\$513.36
CURLE	BRAD	Manager, Chemistry/ TRF	\$155,026.89	\$964.26
CURRAN	PAT	Shift Maintainer I - Mechanical (Fossil)	\$102,699.18	\$1,718.01
CVITKOVIC	TOMO	SM, Equipment & Spares Procurement	\$117,159.26	\$264.00
CYR	NORMAND	Mechanical Maintainer Journeyperson	\$114,247.80	\$432.00
CYRENNE	MARIO	Sr. Technical Eng./ Officer	\$100,805.71	\$585.36
CZUPPON	GREGORY	Sr. Engineer/ Scientist/ Tech. Officer	\$129,220.21	\$477.84
DA SILVA	NEVILLE S.	Controller, Crop. Financial Proc. Svcs	\$136,356.81	\$871.20
DA SYLVA	DANIEL	Draftsperson - Electrical	\$100,740.18	\$414.36
DAFOE	BARRY	Protection & Control Technologist	\$102,760.83	\$558.00
DAFOE	KEVIN	Shift Production Technician - Chemical	\$102,510.50	\$465.00
DAGAN	DANNY	Solicitor	\$150,513.00	\$654.72
DAHDOUH	SAAD	Project Manager	\$157,265.38	\$594.00
DAHMER	KEN	FLM, Warehouse - Stockkeeping	\$117,389.72	\$489.36
DAL DIN	WALTER	Project Tech. II - E & C	\$118,469.00	\$366.30
DALEY	DORIS	FLM, Business Services	\$101,210.14	\$501.36
D'ALIMONTE	ENZO	Manager, Industrial & Channel Sales	\$175,042.21	\$2,359.44
DALTON	KEITH	Sr. Engineer/ Scientist/ Tech. Officer	\$118,208.42	\$477.84
DALY	BOB	Production Supervisor, FGD & FASS	\$111,249.45	\$634.08
DALY	IAN	Manager, Strategic Development	\$136,897.28	\$271.92
DAM	TRAN	Team Supervisor	\$118,346.74	\$470.00
DANCE	MIKE	Nuclear Operator	\$117,134.08	\$429.00
DANIEL	CARL	Mgr., Engineering Mechanics & Codes	\$126,686.93	\$858.00
DANIEL	HELEN	Solicitor	\$120,968.40	\$272.40
DANTCHEV	DANKO	Assistant Technical Engineer/ Officer	\$121,108.58	\$432.00
DARBISHIRE	DAVE	Shift Unit Supervisor	\$138,001.90	\$502.62
DARBYSHIRE	CHARLES	Electrician Subforeman - Construction	\$101,879.79	\$0.00
D'ARCY	T. K.	Maintenance Assessor (Nuclear)	\$108,128.45	\$470.34
DARLING	SCOTT	Sr. Inspection & MTCE Technician	\$123,461.06	\$420.58
DARROCH	FRANK	Sr. Inspection & MTCE Technician	\$144,649.16	\$530.34
DASSINGER	R. G.	Senior Shift Control Technician	\$110,909.51	\$542.34

## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
DATTA	AMAR	Sr. Technical Eng./ Officer	\$114,038.98	\$477.84
DAUPHINEE	RAY	SM, I & C Systems	\$109,658.96	\$760.32
DAVENPORT	RONALD	Senior Design Engineer	\$106,242.62	\$552.00
DAVID	RONALD	Mechanical Maintainer Journeyperson	\$123,351.49	\$398.64
DAVID	W. G.	Unit Operator	\$119,319.48	\$444.00
DAVIDOVICH	Y.	Assoc. Eng./ Scientist/ Tech. Officer	\$100,164.32	\$462.00
DAVIDSON	AL	Quality Engineer/ Officer	\$105,836.32	\$513.36
DAVIES	PHIL	Level 1A Operator	\$113,685.13	\$542.34
DAVIES	RANDAL	Project Tech. II - Civil	\$110,027.59	\$413.34
DAVIS	DAN	Sr. Advisor, Assmt - Common/ Reactive	\$121,519.31	\$855.36
DAVIS	GARY	FLM, Control/ Mechanical	\$151,424.74	\$552.84
DAVIS	JAMES G.	Director, Corporate Security	\$143,373.61	\$308.88
DAVIS	R. M.	Manager, Project Management Office	\$159,488.56	\$926.64
DAVIS	THOMAS	Authorized Nuclear Operator	\$148,325.62	\$573.21
DAVY	CHRIS	Dir., Human Resources & Employee Safety	\$166,373.13	\$997.92
DAWSON	JAMES	Vault Supervisor	\$122,626.85	\$68.00
DAY	JOSEPH	Electrician Construction	\$111,944.93	\$0.00
DAY	MIKE	Senior Technical Specialist	\$135,362.07	\$579.36
DAYMENT	JOAN	Senior Human Resources Officer	\$114,120.11	\$983.66
D'COSTA	JOAQUIM	Shift Control Technician	\$113,637.31	\$466.50
D'CRUZ	ALAN	Sr. Technical Engineer/ Officer	\$105,469.88	\$451.44
D'CUNHA	ELINOR	Portfolio Analyst	\$103,714.79	\$438.24
DE BARTOLO	ROBERT	Contract Engineer/ Administrator	\$138,801.43	\$507.36
DE CICCIO	VINCENT	Shift Control Technician	\$114,320.67	\$466.50
DE LORENZI	S. L.	Authorization Training Supervisor	\$167,040.87	\$738.00
DE RUYTER	MONIQUE	Section Manager	\$127,194.31	\$543.84
DE SANTIS	ROSE	Inside Sales Coordinator	\$110,340.42	\$496.32
DE VRIES	PAUL	Project Leader II	\$151,519.07	\$1,022.04
DEBICKI	RICHARD	Mgr., Perf Imprmt & Nuc Oversight (PINO)	\$137,678.39	\$902.88
DEDIC	VIT	Sr. Tech. - Bal Vibration & Noise	\$107,090.33	\$518.34
DEDRICK	DAN	Coal Plant MEO Journeyperson	\$103,969.34	\$381.84
DEFARIA	LUIS	Training Technician - Operator	\$101,755.02	\$515.46
DEFORGE	THOMAS	Manager	\$138,010.41	\$2,540.29
DEGEUS	PAUL	Mechanical Maintainer Journeyperson	\$104,258.29	\$444.00
DEHAAS	IAN	ANOIT - Nuclear Operator	\$123,472.41	\$603.50
DEJONG	JOHN	Shift Emergency Response Manager	\$132,447.54	\$844.50
DEL ROSARIO	JOEY	Supervising Nuclear Operator	\$101,888.98	\$450.00
DELL	AL	SM, Fuel Handling Operation	\$120,752.00	\$277.20
DELLORO	NOEL	Mechanical Maintainer Journeyperson	\$100,069.35	\$390.72
DELONG	MARNI	Manager, Radiation Protection	\$120,832.12	\$831.60
DEMAEYER	DARYN	Supervising Nuclear Operator	\$110,843.97	\$527.52
DEMARS	DANIEL	Project Technician I - Mech.	\$147,247.00	\$509.52
DEMMER	GERALD	Mech. Maintainer Union Trades Superv.	\$128,688.57	\$529.50
DEMMER	WILLIAM	Work Coordinator	\$163,461.02	\$666.00
DEMOOR	LARRY	Project Technician II - Mechanical	\$116,336.83	\$413.34
DEMOSKY	BART	Chief Risk Officer	\$354,669.24	\$15,723.60
DENING	HENRY	Inspection & Maintenance Tech. Trainee	\$120,460.82	\$385.02
DENIS	JOCELYN	Sr. Engineer/ Scientist/ Tech. Officer	\$114,258.91	\$537.36
DENNIS	IAN	Mechanical Maintainer Journeyperson	\$106,725.56	\$432.00
DENT	JOHN	Lan Administration Officer	\$101,358.64	\$448.80
DEPAULO	R. M.	FLM, Cost & Scheduling	\$145,878.26	\$516.00
DERESKI	TERRY	Sr. Advisor, Strategic Planning	\$118,804.56	\$855.36
DERKX	GREG	Mechanical Maintainer Journeyperson	\$116,160.25	\$380.16
DERMARKAR	FRED	Director, Strategic Programs	\$173,597.85	\$1,188.00
DESANTIS	LOUIE	Shift Supervisor In Training	\$130,500.72	\$702.00

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DESILVA	PETER	Supervising Nuclear Operator	\$161,853.16	\$541.50
DESPRES	ARTHUR	Section Manager, MNTCE Programs	\$141,974.09	\$715.80
DESVEAUX	MICHAEL	Project Technician II - Mechanical	\$112,942.95	\$366.30
DESVEAUX	ROBERT	Sr. Inspection & MTCE Technician	\$125,442.17	\$415.86
DETSIKAS	MARY	ANOIT - Nuclear Operator	\$118,317.86	\$588.18
DETZ	ROBERT	Inspection & Maintenance Tech. Trainee	\$107,350.66	\$385.02
DEUTSCHER	PETER	Mechanical Maintainer Journeyperson	\$104,603.25	\$380.16
DEVEAU	AL	Work Week Leader	\$117,487.04	\$624.00
DEVEREAUX	MARK	Supervising Nuclear Operator	\$113,086.47	\$527.52
DEVLIN	BILL	FLM, Cost & Scheduling	\$118,400.78	\$514.58
DEVLIN	EDMUND	Shift Supervisor In Training	\$123,300.59	\$570.66
DEVOE	BRIAN	FLM, Control/ Mechanical	\$120,778.95	\$552.84
DEWELLES	TED	Executive Writing Projects Co-Ordinator	\$117,280.33	\$651.36
DEWSON	MARK	FLM - Small Facilities	\$105,850.94	\$736.56
DEY	MELVIN	Maintenance Assessor (Nuclear)	\$107,414.18	\$470.34
DHIRANI	HUSSEIN	Senior Design Engineer	\$100,359.44	\$582.00
DI DOMIZIO	NICK	Sr. Thermal Station Engineer/ Officer	\$117,314.15	\$628.20
DI GIAMBATTISTA	G.	Manager, Emergency Preparedness	\$153,134.74	\$12,159.74
DI PAOLO	JEAN-MARIE	Section Manager, Licensing	\$108,316.07	\$612.00
DIAMOND	BILL	Project Technician I - Mech.	\$106,358.67	\$509.52
DIAS	FRANK	Manager	\$120,007.76	\$1,848.45
DIAS	ROB	Mechanical Maintainer Journeyperson	\$105,430.05	\$432.00
DICARLO	GINO	Director, Business Support	\$198,743.03	\$1,140.48
DICERNI	RICHARD	Acting President & CEO	\$579,100.02	\$3,952.80
DICKS	GARRY	Shift Control Technician	\$100,113.41	\$404.52
DICKSON	LEE	Sr. Technical Eng./ Officer	\$100,849.87	\$588.00
DILDA	PAUL	Director, Marketing	\$207,378.02	\$818.40
DINGLE	JAMES	Control Room Shift Supervisor	\$182,294.22	\$765.36
DINGMAN	JOHN	Project Tech. II - E & C	\$110,168.48	\$363.66
DINGMAN	RICHARD	Technical Engineer/ Officer	\$119,310.88	\$486.00
DINNER	PAUL J.	Manager, Nuclear Waste Engineering	\$147,320.71	\$300.96
DINSMORE	PAT	Instructor - Mechanical Maintainer	\$101,093.38	\$511.50
DION	JEAN-GUY	Electrician Construction	\$112,295.98	\$0.00
DION	LINDA	Maintenance Specialist - Strategy	\$101,316.07	\$600.00
DION	RAY	Section Manager, Maintenance	\$114,073.08	\$784.08
DIONNE	DON	Trades Mgmt Superv., Hydroelectric	\$112,247.90	\$525.84
DIONNE	MICHAEL	Project Technician I - Mech.	\$110,463.33	\$509.52
DOAN	GORD	Auxiliary Plant Operator 4Th Class	\$109,630.40	\$391.50
DOBREAN	MARIANA	Sr. Technical Eng./ Officer	\$107,950.81	\$480.00
DOBRESCU	MARTIN	Authorization Training Supervisor	\$142,857.50	\$631.56
DOBRICH	NORM	ANOIT - Nuclear Operator	\$108,175.04	\$607.50
DOBROWOLSKI	ED	Asset & Technical Services Manager	\$134,918.94	\$280.62
DOBSON	PAUL D.	Director, Srvc Mgmt & Site Support	\$166,695.49	\$1,005.84
DOBSON	PERRY	Mechanical Maintainer Journeyperson	\$103,931.05	\$376.86
DOBSON	TIM	Manager, NDE Systems	\$138,853.19	\$910.80
DOCTOR	ADIL	Sr. Technical Eng./ Officer	\$149,858.25	\$440.88
DODSON	RICK	Superv., Purchasing Sys. Elec. Comm.	\$122,926.47	\$512.16
DODSWORTH	JEFF	Shift Control Technician	\$102,792.97	\$399.96
DOHERTY	G. B.	FLMa, Radiation Control	\$132,993.56	\$542.34
DOHERTY	JIM	Trades Supervisor - Maintenance	\$105,633.84	\$564.97
DOHERTY	THOMAS	Project Technician II - Mechanical	\$105,331.99	\$416.34
DONALDSON	WILLIAM	Program Security Advisor	\$100,598.90	\$689.04
DONEGAN	JANET	FLM, Control/ Mechanical	\$120,720.72	\$570.00
DONOVAN	BILL	Project Manager	\$167,929.84	\$562.32
DOODY	ROBIN	Trades Supervisor - Maintenance	\$158,995.51	\$567.84



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DORAN	LAWRENCE V.	Vice President, Business Development	\$341,963.07	\$4,363.20
DORAN	M. W.	Maintenance Assessor (Nuclear)	\$125,985.85	\$470.34
DORAN	TERRY C.	Director, Nuclear Integration	\$164,301.88	\$1,092.96
DORNEANU	ANE MARIE	Project Engineer	\$107,899.64	\$564.00
DORNEANU	AUGUSTIN	Sr. Technical Eng./ Officer	\$101,236.67	\$537.36
DORSEY	WAYNE	Mechanical Maintainer Journeyperson	\$103,545.47	\$444.00
DOSEN	MIKE	Work Coordinator	\$109,213.90	\$492.00
DOTZENROTH	BARB	Civil Maintainer II Journeyperson	\$105,828.06	\$412.86
DOTZENROTH	P. G.	Civil Maintainer I Journeyperson	\$103,929.62	\$405.00
DOUGLAS	ANNE	Program Coordinator	\$100,957.47	\$588.00
DOUGLAS	FRANK	Supervising Nuclear Operator	\$108,707.22	\$465.96
DOUGLAS	J. M.	Manager, Modifications	\$131,375.93	\$871.20
DOUGLAS	MICHAEL	Shift Control Technician	\$100,430.71	\$454.50
DOUGLAS	NEIL	Authorized Nuclear Operator	\$154,363.98	\$658.07
DOWDESWELL	ELIZABETH	Vice President	\$265,360.25	\$501.60
DOWNEY	MURRAY	Mech. Maintainer Union Trades Superv.	\$106,041.08	\$465.96
DOWNING	WILLIAM	Coal Plant & Yard Union Trades Superv.	\$105,719.97	\$447.00
DOWNS	GARY	SM, Fuel Handling Operation	\$139,014.63	\$558.00
DOYLE	SHELDON	Sr. Technical Eng./ Officer	\$105,575.21	\$419.76
DOYLE	WAYNE	Ironworker Foreman Construction	\$105,659.61	\$0.00
DRACE	ZORAN	Section Manager, Technical Support	\$115,431.56	\$792.00
DREBIT	BOB	Authorized Nuclear Operator	\$166,527.68	\$594.84
DREVENY	JAMIE	Shift Unit Supervisor	\$113,308.17	\$455.34
DRINKWATER	DAVID	Exec. VP, Corp Dev. & Legal & CFO	\$825,727.88	\$3,119.00
DRIVER	GEOFF	Shift Maintainer I - Control (Fossil)	\$101,991.75	\$756.71
DRODY	LORNE	Nuclear Operator	\$102,236.75	\$441.00
DRODY	RON	Training Technician - Operator	\$100,844.07	\$453.42
DROST	CHRISTOPHER	Shift Supervisor In Training	\$112,381.22	\$522.54
DROZDZAL	MARK	Nuclear Operator	\$104,913.12	\$441.00
DRUMMOND	R.	Shift Control Technician	\$120,724.19	\$466.50
DRYSDALE	JAMES	Manager, Contracts	\$130,651.27	\$823.68
D'SILVA	MILBURN	Mechanical Maintainer Journeyperson	\$108,790.96	\$380.16
D'SOUZA	MELVYN	Inspection & Maintenance Tech. Trainee	\$111,482.73	\$338.58
DUARTE	JOSEPH	Senior Shift Control Technician	\$111,860.95	\$478.50
DUARTE	MARY	Manager, Chemistry	\$122,170.37	\$282.92
DUBSKY	HERB	Sr. Engineer/ Scientist - Specialist	\$103,488.06	\$555.56
DUBUC	ERIC	Shift Control Technician	\$108,797.89	\$466.50
DUCK	JOHN EDWARD	SM, Licensing & Assmt	\$104,822.53	\$708.72
DUDECK	GARRY	System Window Coordinator	\$114,186.14	\$546.00
DUDLEY	DAVE	Authorized Nuclear Operator	\$185,538.05	\$680.56
DUFF	BOB	Site Manager, Large Facilities	\$128,103.57	\$792.00
DUFF	RAYMOND	FLM, Control/ Mechanical	\$161,031.34	\$549.00
DUKE	ANTHONY	Shift Maintainer I - Mechanical (Fossil)	\$113,530.82	\$1,103.46
DUMA	WALTER	Site Project Engineer/ Officer	\$120,784.30	\$543.36
DUMAIS	YVES	Shift Maintainer I - Control (Fossil)	\$100,879.09	\$852.20
DUMASIA	MARAZ	Supervising Nuclear Operator	\$116,062.31	\$527.52
DUMBRELL	ALAN	Unit Operator	\$103,244.91	\$444.00
DUNBAR	G. C.	Authorized Nuclear Operator	\$149,467.00	\$574.20
DUNCAN	BRIAN	Outage Manager	\$185,850.62	\$1,064.58
DUNCAN	ERIC	Project Technician II - Mechanical	\$108,944.24	\$392.34
DUNCAN	ROB	Sr. Thermal Station Engineer/ Officer	\$152,528.87	\$537.36
DUNK	ANDY	Nuclear Operator	\$103,323.92	\$441.00
DUNLOP	JANICE A.	VP, Corporate HR & Employee Safety	\$219,995.92	\$1,330.56
DUNNIGAN	K. J.	Supervising Nuclear Operator	\$137,284.51	\$527.52
DUPAK	DANIEL DAVID	Senior Ontario Markets Analyst	\$100,680.24	\$564.00

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DUPON	FREDERICK	Unit Operator	\$107,365.24	\$399.84
DUQUE	DURVALINO	Field Shift Operating Supervisor	\$130,195.65	\$576.00
DUREPOS	MARIO	Public Affairs Officer	\$118,447.75	\$546.00
DURHAM	DENNIS	Protection & Control Technologist	\$102,468.18	\$571.50
DUTTON	J. J.	Authorized Nuclear Operator	\$161,929.61	\$671.52
DWINNELL	RICHARD	FLM, Control/ Mechanical	\$122,912.74	\$409.48
DYMARSKI	MICHAEL	Project Manager, Chemistry	\$114,698.87	\$655.72
EADIE	BRADLEY	Vault Supervisor	\$129,635.85	\$68.00
EADY	KEVIN	Authorized Nuclear Operator	\$188,902.25	\$663.41
EAKINS	ROB	Thermal NDE Technician II	\$163,983.43	\$488.34
EARL	JOHN	Media Relations Manager	\$148,781.62	\$855.36
EARL	T. J.	SM, Fuel Handling Operation	\$125,580.79	\$799.92
EASTERLING	GARY	Shift Maintainer I - Control (Fossil)	\$105,588.86	\$924.38
EATOCK	J. W.	Shift Manager	\$191,244.75	\$974.16
EATON	JACK	Hydraulic Field Technologist	\$163,479.45	\$431.50
EBATA	SUSAN	Senior Officer, Conduct of Operations	\$113,218.57	\$575.52
EBSARY	DAVID	Sr. Engineer/ Scientist - Specialist	\$100,745.95	\$7,940.09
ECCLESTONE	DONALD M.	Sr. Advisor, Investment Planning	\$114,946.95	\$264.00
EDISBURY	JOHN	Mechanical Maintainer Journeyperson	\$122,475.73	\$432.00
EDISON	GERARD	FLM, Control/ Mechanical	\$150,120.07	\$582.00
EDMONDSON	ANDREW	Authorized Nuclear Operator	\$150,649.40	\$567.05
EDWARDS	ANN	Sec. Head, Actuarial & Financial Eval.	\$125,133.86	\$807.84
EDWARDS	BRIAN	Authorized Nuclear Operator	\$149,479.18	\$659.19
EDWARDS	DOUGLAS	Supervising Nuclear Operator	\$104,271.97	\$463.98
EDWARDS	MICHAEL	Shift Control Technician	\$116,744.81	\$410.52
EDWARDS	TERRY	Sr. Engineer/ Scientist/ Tech. Officer	\$112,546.84	\$456.58
EEUWES	HANS	SM, Fire Protection	\$119,106.98	\$807.84
EEUWES	WILLIAM	Authorization Training Supervisor	\$154,769.22	\$699.36
EGAN	FRANK	Production Supervisor - Shift	\$126,237.52	\$606.00
EGGLETON	ERIC	Quality Officer	\$110,816.68	\$235.00
EIGL	THOMAS	Manager, Risk & Assurance Services	\$151,581.50	\$922.68
EINOLA	JAAK	Section Head	\$110,088.47	\$626.08
EJERCITO	DIOSCORO	Sr. Technical Eng./ Officer	\$118,963.18	\$1,145.52
EL BATROUKH	SAMEH	Technical Engineer/ Officer	\$126,207.91	\$388.08
EL BEHAIRY	MOSTAFA	Sr. Technical Eng./ Officer	\$112,411.35	\$531.36
ELCOMÉ	GLENN	FLMa, Drafting - Electrical	\$101,275.73	\$440.12
ELDRIDGE	S. V.	Senior Shift Control Technician	\$106,933.22	\$529.50
ELLAM	STEPHEN	Level 1A Operator	\$117,482.95	\$542.34
ELLIOTT	DONNA	Coal Plant MEO Journeyperson	\$106,442.00	\$381.84
ELLIOTT	GLEN	Senior Advisor, Strategic Initiatives	\$130,977.04	\$863.28
ELLIOTT	JAMES	Shift Maintainer I - Control (Fossil)	\$113,690.87	\$887.76
ELLIOTT	JOHN	Control Room SNO - TRF & F/ H	\$107,764.86	\$529.50
ELLIOTT	PAUL	Senior Shift Control Technician	\$133,041.60	\$511.90
ELLIOTT	STEVE	Field Shift Operating Supervisor	\$154,470.70	\$588.00
ELLIOTT	WILLIAM	Director, Station Engineering	\$196,707.47	\$1,136.52
ELLIS	AL	Project Technician I - E & C	\$104,045.09	\$509.52
ELLIS	SHARI	Director, Organizational Effectiveness	\$132,875.90	\$879.12
ELLIS	WESTON J.	Inspection & Maintenance Technician I	\$100,578.02	\$390.36
ELLISON	BRADLEY	Assistant Health Physicist	\$105,703.93	\$456.00
ELLISON	SCOTT	ANOIT - Supervising Nuclear Op	\$118,300.12	\$547.80
ELSAYED	EMAD E.	Vice President, Nuclear Training	\$250,632.21	\$1,473.12
EMES	MICHAEL	Shift Control Technician	\$105,478.76	\$466.50
ENDER	DIETER	Plumber/ Pipefitter - Const.	\$112,334.94	\$0.00
ENGE	EDWARD	Manager, Atikokan	\$144,536.56	\$528.00
ENGLISH	TIM	Solicitor	\$188,945.87	\$382.80

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ERB	KIM	FLMa, Chemistry Laboratory	\$105,445.73	\$542.34
ERZETIC	JOSIE	Solicitor	\$141,856.41	\$366.96
ESKANDAR	HANY	SM, Engineering Mgmt Services	\$102,998.30	\$588.00
ESPIE	W. A.	FLM, Control/ Mechanical	\$141,094.33	\$612.00
ESPINUEVA	ROMMEL	Supervising Nuclear Operator	\$105,796.54	\$527.52
ESTEBAN	EDILBERTO	Project Technician II - Mechanical	\$127,247.47	\$416.34
ETHERINGTON	LARRY	Sr. Inspection & MTCE Technician	\$142,434.92	\$474.36
ETHIER	CHRISTOPHER	Authorized Nuclear Operator	\$156,556.75	\$654.47
EVANS	CHRISTOPHER	Inspection & Maintenance Tech. Trainee	\$109,203.78	\$361.86
EVANS	DAVID	Senior Technical Expert	\$103,877.16	\$600.00
EVANS	DOUG	FLM, Construction	\$139,061.77	\$491.04
EVANS	H. A.	Authorized Nuclear Operator	\$199,545.65	\$671.52
EVERDELL	RICK A.	Project Manager, Electricity Production	\$135,103.48	\$839.52
EVINOUE	ANDREW	Senior Shift Control Technician	\$107,997.27	\$542.34
EWING	DOUGLAS	Millwright Journeyman - Construction	\$107,798.43	\$0.00
EWING	NICK	Nuclear Operator	\$103,493.57	\$436.50
EYDEN	JAMES	Production Supervisor, Projects	\$111,982.46	\$561.36
FABBRO	EDDIE	Manager	\$128,068.16	\$278.96
FABRIS	DIEGO	Control Room SNO - TRF & F/ H	\$101,866.68	\$542.34
FACCA	CARLO	FLM - Maintenance	\$125,958.02	\$533.28
FACELLA	JO-ANN	Sr. Advisor, Stakeholder Research	\$103,252.07	\$606.00
FACEY	JUDY	Section Manager, Maintenance	\$103,938.23	\$582.00
FAIRSERVICE	KEITH	Shift Unit Supervisor	\$138,738.55	\$542.34
FAKHOURY	ISSA	Section Manager	\$105,280.41	\$522.72
FALOONA	ANDREA	Chemical Technician	\$107,093.68	\$398.64
FALUSI	MIKE	Nuclear Operator	\$115,753.62	\$35.28
FALZON	RAY	Project Tech. II - E & C	\$117,215.27	\$366.30
FARCZADI	LAJOS	Engineer/ Tech. Office - Water Mgmt	\$103,413.71	\$7,162.93
FARLEY	CAROLE	Senior Advisor, Ethics	\$127,590.10	\$847.44
FARLINGER	WILLIAM A.	Chairman	\$290,124.46	\$1,760.00
FARMILOE	A. J.	SM, Construction Support	\$123,032.30	\$847.44
FARR	J. ANTHONY	Lead Auditor, General	\$101,483.39	\$557.04
FARR	RONALD	Sr. Thermal Station Engineer/ Officer	\$104,852.33	\$522.00
FARRELL	BILL	Shift Maintainer I - Mechanical (Fossil)	\$129,394.66	\$765.15
FARRELL	RICHARD	HR & Support Services Manager	\$103,669.17	\$491.04
FARROW	PAUL	FLMa, Civil II	\$100,939.57	\$432.36
FAVOT	ERNIE	Sr. Technical Eng./ Officer	\$103,675.95	\$472.56
FAVRIN	GARY	Project Technician I - Mech.	\$101,269.83	\$509.52
FAZEKAS	MICHAEL	Shift Emergency Response Manager	\$139,666.48	\$549.00
FEARN	C. C.	FLM, Control/ Mechanical	\$134,055.65	\$582.00
FEDYK	RALPH	Authorized Nuclear Operator	\$165,782.01	\$651.75
FEENEY	MARCUS	Inspection & Maintenance Technician II	\$113,490.65	\$413.52
FEHERVARI	CONSTANTIN	Bidding Strategy Coordination Mgr.	\$135,133.19	\$863.28
FEIKEMA	DOUWE	Supervising Nuclear Operator	\$139,035.59	\$463.98
FEINDEL	RICK	Regional Maintainer - Mechanical UTS	\$102,922.22	\$956.68
FEKECS	FRANK	Shift Unit Supervisor	\$144,020.25	\$542.34
FELTMATE	BLAIR	Dir., Sustainable Dev. Initiatives	\$113,586.64	\$556.60
FENNELL	TOM	SM, Conventional H & S	\$126,525.22	\$776.16
FENNER	R. H.	Work Coordinator	\$113,832.90	\$644.88
FENUTA	TONY	Sr. Engineer/ Scientist/ Tech. Officer	\$109,608.48	\$472.56
FERGUSON	ERIC	Cost & Schedule Analyst	\$103,890.97	\$522.00
FERGUSON	JEFF	Site IT Director	\$129,047.83	\$855.36
FERGUSON	JOHN	Real Estate Consultant	\$102,065.67	\$588.00
FERGUSON	KYLE	Inspection & Maintenance Tech. Trainee	\$108,015.36	\$437.00
FERGUSON	RUSSELL	FLM - Operating Units	\$135,991.18	\$261.40

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FERREIRA	STEVE	Sr. Engineer/ Scientist - Specialist	\$109,278.47	\$615.36
FERRIES	LISA	Senior Staff Relations Officer	\$115,950.00	\$787.20
FETTER	ROBERT	Auxiliary Plant Operator 4Th Class	\$106,544.24	\$391.50
FETTERLY	G. L.	Maintenance Specialist	\$111,286.65	\$618.00
FICHMAN	BOBBY	Senior Technical Expert	\$100,876.71	\$570.00
FIELD	CRAIG	Supervising Nuclear Operator	\$123,591.67	\$396.00
FIELD	KEN	Site Project Technician - Elec. & Cntrl	\$138,282.91	\$478.00
FIELDER	CLIFFORD	Regional Maintainer - Mechanical UTS	\$100,060.02	\$1,139.87
FINDLAY	DAVE	Supervising Nuclear Operator	\$150,461.36	\$527.52
FIORINI	RICARDO	Project Leader II	\$119,910.24	\$480.48
FISCHER	CARL	Work Week Leader	\$114,067.20	\$508.68
FISCHER	D. J.	Planning Specialist	\$106,254.06	\$539.52
FISHER	CAROL	Manager, Business Services, East	\$121,743.41	\$266.64
FISHER	JAMES	Authorization Training Supervisor	\$145,961.02	\$711.36
FISHER	K. E.	Field Shift Operating Supervisor	\$157,463.17	\$588.00
FISHER	W. H.	SM, Fuel Handling Operation	\$112,961.45	\$576.00
FITKOWSKI	WILLIAM	Shift Control Technician	\$126,965.68	\$466.50
FITZGERALD	KEN	Mechanical Maintainer Journeyperson	\$123,108.02	\$444.00
FITZPATRICK	TERRY	Shift Maintainer I - Mechanical (Fossil)	\$116,893.18	\$1,603.64
FITZSIMMONS	BRAD	Shift Control Technician	\$106,046.11	\$454.50
FITZSIMMONS	F. K.	Manager, Fire Protection	\$123,714.99	\$139.92
FITZSIMMONS	JASON	Manager, Labour Relations	\$113,681.64	\$768.12
FLANK	ROBERT	Shift Site Supervisor	\$131,583.08	\$556.86
FLEAR	G. W.	Operations Specialist - II	\$105,457.58	\$591.36
FLEET	BARRY	Section Manager, Maintenance	\$115,094.86	\$760.32
FLEMING	DON	System Window Coordinator	\$159,696.39	\$845.16
FLEMING	L. M.	Auxiliary Plant Operator 4Th Class	\$103,275.96	\$368.34
FLETCHER	RANDY	Authorization Training Supervisor	\$131,751.75	\$657.36
FLETCHER	ROBERT	FLM, Warehouse - Stockkeeping	\$122,842.33	\$585.36
FLORAS	JOHN	Director, Risk Mgmt & Insurance	\$123,152.22	\$815.76
FLORIO	MIKE	Shift Unit Supervisor	\$143,811.51	\$542.34
FLORIS	WALTER	ANOIT - Nuclear Operator	\$126,893.32	\$603.50
FLOWER	BRIAN	Shift Maintainer I - Mechanical (Fossil)	\$101,622.20	\$1,103.46
FLOYD	PETER	Manager, Design Projects	\$121,553.51	\$821.04
FLUIT	ANDREW	Sr. Protection & Control Technologist	\$111,518.89	\$471.06
FLUMERFELT	B. R.	FLM, Construction	\$106,363.50	\$66.24
FLYNN	AL	Mechanical Maintainer Journeyperson	\$117,546.37	\$432.00
FLYNN	JOHN	Sr. Business Development Eng./ Officer	\$105,041.07	\$618.00
FODEN	DAN	FLM, Civil Maintenance	\$105,555.12	\$471.36
FOGGETTI	A.	Field Shift Operating Supervisor	\$142,396.94	\$588.00
FOLEY	JEFF	Plumber/ Pipefitter - Const.	\$108,945.27	\$0.00
FOLLETT	DAVID	Control Room SNO - TRF & F/ H	\$111,300.48	\$529.50
FOLLOWS	DANIEL PATRICK	SM, Elect. & Control Design	\$120,992.95	\$528.00
FONG	ANGELA	Senior Financial Specialist	\$108,398.02	\$612.00
FONG	JACK	Sr. Mgr., Investment Opp. & Assessments	\$146,686.11	\$950.40
FONG	PAUL	Supervising Nuclear Operator	\$101,324.53	\$541.50
FOOTE	GERRY	FLM - Large Facilities	\$113,960.11	\$736.56
FORBECK	PERRY	FLM, Control/ Mechanical	\$124,514.26	\$570.00
FORBES	IAN	Shift Control Technician	\$114,165.58	\$466.50
FORBES	JOHN	Work Coordinator	\$117,984.52	\$495.36
FORD	NIGEL	Inspection & Maintenance Technician II	\$133,063.83	\$392.70
FOREMAN	BARBARA	Human Resources Manager	\$107,577.91	\$744.48
FOREMAN	LARRY	Maintenance Assessor (Nuclear)	\$112,489.69	\$458.34
FORREST	GARY	Auxiliary Plant Operator 4Th Class	\$102,004.65	\$391.50
FORREST	R. J.	Plant Manager, Lennox	\$115,046.01	\$57.20

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FORSE	BRIAN MATHERON	Sr. Technical Eng./ Officer	\$131,836.50	\$516.00
FORSE	JOHN	Logistics Coordinator	\$114,078.90	\$625.88
FORSYTH	HAROLD	Supervising Nuclear Operator	\$100,261.89	\$541.50
FORSYTHE	SCOTT	Sr. Engineer/ Scientist/ Tech. Officer	\$111,880.02	\$528.00
FOSTER	CHARLES	Heavy Water Programming Product Mgr.	\$103,199.07	\$606.00
FOSTER	GRAEME	Mechanical Maintainer Journeyperson	\$100,291.67	\$432.00
FOWLER	PETER	Coal Plant Operator	\$101,356.59	\$305.14
FOWLES	GARRY A.	Manager, Work Control	\$137,722.03	\$586.08
FOX	DAVE	Field Shift Operating Supervisor	\$125,235.32	\$588.00
FOX	G. D.	Supervising Nuclear Operator	\$104,391.95	\$541.50
FOX	MICHAEL	System Window Coordinator	\$157,089.46	\$570.00
FOXTON	GARY	Shift Control Technician	\$119,534.48	\$466.50
FRACALANZA	ELIO	Section Manager, Chemistry	\$112,166.43	\$618.00
FRADLEY-DAVIS	PATRICK	Senior Human Resources Officer	\$116,655.27	\$792.00
FRAIN	JOAN	Manager, Water Policy & Planning	\$128,926.39	\$8,138.37
FRANCE	TOM	Shift Maintainer I - Mechanical (Fossil)	\$128,357.76	\$662.47
FRANCIS	DAVID	SM, Secondary Systems	\$116,348.29	\$784.08
FRANCISCO	JOHN	Senior Design Engineer	\$123,704.32	\$567.36
FRANK	ALVIN	Sr. Thermal Station Engineer/ Officer	\$101,508.10	\$558.00
FRANK	DAVE	Shift Control Technician	\$120,536.53	\$454.50
FRASER	HUGH	Shift Control Technician	\$111,302.29	\$466.50
FRASER	MITCH	Protection & Control Technologist	\$117,087.98	\$456.06
FRASER	RICHARD	Maintenance Assessor (Nuclear)	\$102,156.62	\$470.34
FRAWLEY	MIKE	ANOIT - Nuclear Operator	\$105,800.02	\$607.50
FRAWLEY	ROBERT	Authorized Nuclear Operator	\$176,882.10	\$654.47
FRAZAO	CARLOS	FLM, Control/ Mechanical	\$126,510.45	\$483.12
FREDERICK	PETER	Authorized Nuclear Operator	\$153,436.67	\$583.17
FREEBURN	WAYNE	Mechanical Maintainer Journeyperson	\$116,695.83	\$444.00
FREEMAN	DARRYL	Shift Maintainer I - Control (Fossil)	\$144,202.68	\$918.92
FREEMAN	JOHN R.	Manager, Project Management Office	\$137,257.82	\$575.52
FREISINGER	ANTON	Project Manager, Field Campaigns	\$138,344.32	\$7,721.11
FREY	R. M.	Control Room SNO - TRF & F/ H	\$107,727.35	\$529.50
FRIDAY	BILL D.	Senior Advisor, Corporate Affairs	\$155,367.85	\$1,005.84
FRITZ	KAREN	System Window Coordinator	\$138,377.02	\$558.00
FROATS	J. P.	Director, Engineering Services	\$234,650.34	\$1,405.80
FROATS	KIM	Manager, Safety Strategy	\$121,635.59	\$269.28
FROST	R. P.	Supplier Surveillance Technologist	\$122,271.40	\$500.34
FROST	ROB	Authorized Nuclear Operator	\$154,264.64	\$663.41
FROUDE	CLIFFORD	Ironworker Foreman Construction	\$100,491.35	\$0.00
FUCCHANSKY	JOANNA	Project Manager	\$116,807.18	\$633.36
FUHRMAN	BRIAN	Civil Maintainer I UTS Level 3	\$109,477.12	\$473.52
FULKERSON	JOANNE	HR & Support Services Manager	\$115,035.61	\$768.24
FUNG	DAVID	Shift Control Technician	\$110,138.26	\$394.76
FUNSTON	DOUG	Control Room Shift Supervisor	\$183,898.78	\$744.72
FURGALA	D. B.	System Window Coordinator	\$106,548.81	\$528.00
GABEL	BARRY	Shift Control Technician	\$104,916.69	\$454.50
GABEL	BRIAN	Work Coordinator	\$119,058.90	\$528.00
GABOURY	JOSEPH	Manager	\$104,712.07	\$2,375.40
GAGNE	DANIEL R.	Authorization Training Supervisor	\$156,858.30	\$636.24
GAGNON	DONALD	Plant System Support Manager	\$104,882.45	\$721.82
GAIN	BARBARA	Senior Analyst, Pension Fund Services	\$113,356.47	\$698.88
GAKHAL	BILL	Section Head - Information Mgmt	\$120,652.94	\$633.36
GALBRAITH	HERBERT	Senior Shift Control Technician	\$100,345.79	\$529.50
GALBRAITH	T. R.	Work Coordinator	\$139,883.98	\$540.00
GALE	MICHAEL	Shift Maintainer I - Control (Fossil)	\$102,883.94	\$446.34

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GALLAHER	JOHN	FLM, Construction	\$131,568.24	\$480.48
GALLANT	GERRY	Boilermaker Foreman Const.	\$115,646.13	\$0.00
GALLANT	JAMIE	FLM, Control/ Mechanical	\$139,042.52	\$414.48
GALLANT	ROGER	Mechanical Maintainer Journeyperson	\$121,538.14	\$444.00
GALNA	BRUCE	Shift Supervisor In Training	\$111,140.44	\$615.36
GAMBLE	BRENT	Shift Emergency Response Manager	\$138,764.85	\$537.00
GAMBLE	WAYNE	Unit Operator	\$147,362.05	\$444.00
GANGULI	SUGATA	Senior Design Engineer	\$133,114.22	\$543.36
GARAMSZEGHY	MIKLOS	Sr. Advisor, Nuc. Waste Sys. Planning	\$100,612.07	\$588.00
GARCIA LEE	VIOLETA	Logistics Coordinator	\$118,717.16	\$684.00
GAREAU	PETE	Shift Control Technician	\$133,459.06	\$410.52
GAREL	KEITH COURTNEY	Manager	\$141,093.31	\$902.88
GARRATT	DANNY L.	Insulating Mechanic - Const.	\$120,964.54	\$0.00
GARRETT	DAVID	Control Room Shift Operating Superv.	\$192,021.16	\$786.00
GARRETT	SEAN	Shift Control Technician	\$103,043.60	\$454.50
GARRIOCK	JIM	Trades Supervisor - Maintenance	\$126,388.77	\$589.50
GAUDON	AARON	Shift Control Technician	\$104,730.89	\$454.50
GAUDRY	DARYL	FLM - Operating Units	\$106,381.27	\$606.00
GAULTON	RAYMOND	FLM, Construction	\$106,698.27	\$38.72
GAVRIN	RON	SM, Operational Bus. Planning	\$124,066.24	\$269.28
GAWEL	LAURIE	Manager, HR Reporting	\$131,365.69	\$894.96
GAYMAN	WARREN	Control Maintenance Assessor	\$113,114.32	\$497.52
GAYTON	ARTHUR	Shift Maintainer I - Control (Fossil)	\$107,199.78	\$521.89
GEDDES	COREY	Mechanical Maintainer Journeyperson	\$115,896.43	\$395.22
GEDDO	ALBERTO	SM, Reactor Components & Structures	\$126,086.92	\$610.00
GEIGER	MARTIN	Senior Shift Control Technician	\$139,672.50	\$529.50
GELL	RICHARD	Business Development Manager	\$120,428.93	\$594.88
GEMMITI	MORRIS	Section Manager, Outage	\$128,944.98	\$1,693.90
GENDRON	RICK	Shift Control Technician	\$121,021.51	\$448.30
GENGE	EDWARD	Contract Engineer/ Administrator	\$137,232.02	\$525.36
GENOVESE	MARK	FLMa, Civil II	\$102,901.65	\$390.72
GEORGE	D.	System Window Coordinator	\$157,348.20	\$594.00
GEORGESCU	CEZAR	SM, Elect. & Control Design	\$101,761.23	\$438.24
GERARD	MICHAEL	SM, Mech. & Civil Design	\$122,936.89	\$831.60
GERMAN	LEE	FLM, Civil Maintenance	\$105,166.20	\$495.36
GERMAN	T. W.	Senior Shift Control Technician	\$114,036.24	\$542.34
GERNHAELDER	PERRY	Shift Maintainer I - Control (Fossil)	\$112,967.92	\$891.94
GERRARD	ROBERT	Controller, Electricity Production	\$162,196.97	\$918.00
GERRY	JOHN	Training Tech. - Control Maintenance	\$106,479.22	\$475.00
GERVAIS	GARY	FLM, Control/ Mechanical	\$115,970.12	\$491.04
GEURTS	RICK	Shift Site Supervisor	\$125,824.92	\$556.86
GHARAPETIAN	ROOBIK	Senior Shift Control Technician	\$125,154.05	\$542.34
GHINET	JOE	Shift Supervisor In Training	\$120,345.96	\$1,202.17
GIANNANTONIO	FABIO	Supervising Nuclear Operator	\$107,769.64	\$529.50
GIARDETTI	PAUL	Asset Manager	\$125,119.79	\$1,449.22
GIBBONS	DAVE	Inspection & Maintenance Technician II	\$112,861.24	\$446.34
GIBSON	ANTHONY	Inspection & Maintenance Tech. Trainee	\$106,032.66	\$266.64
GIBSON	DANIEL	Sr. Technical Eng./ Officer	\$108,121.42	\$918.37
GIBSON	THOMAS	Senior Shift Control Technician	\$112,978.64	\$529.50
GIERSZEWSKI	PAUL	Sec. Mgr., Used Fuel Disp. Safety Assmt	\$115,572.95	\$512.16
GIFFORD	DAVE	FLM, Control/ Mechanical	\$108,755.74	\$487.10
GIGLIOTTI	TIMOTHY J.	Mgr., Policy Analysis & Legsl. Liaison	\$146,655.16	\$910.80
GIKIZAS	COSMAS	Field Engineer	\$133,824.15	\$588.00
GILBERT	KEN	Control Room Shift Supervisor	\$217,699.07	\$741.36
GILBERT	MIKE	Plant Manager, Lakeview Gs	\$219,480.29	\$12,635.49

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GILBERTSON	LORNE	Production Supervisor - Shift Engineer	\$138,157.81	\$642.00
GILFOY	MIKE	FLM, Construction	\$132,390.45	\$648.00
GILL	DON	Manager, Independent Assessments	\$130,798.13	\$863.28
GILL	GEOFFREY	Shift Unit Supervisor	\$123,917.90	\$542.34
GILL	PARLAD	FLMa, Chemistry Laboratory	\$131,216.96	\$518.34
GILL	TOM	Trades Mgmt Superv., Hydroelectric	\$104,708.92	\$519.84
GILLARD	BRIAN	FLM, Control/ Mechanical	\$133,048.06	\$551.00
GILLIES	HUGH	FLM, Construction	\$110,554.19	\$52.77
GILLSON	MARK	Work Coordinator	\$124,108.51	\$600.00
GILMORE	ROBERT	FLM, Control/ Mechanical	\$108,499.86	\$470.34
GILROY	C. T.	Sr. Technical Eng./ Officer	\$100,067.00	\$531.36
GILVEAR	MIKE	Coal Plant MEO Journeyperson	\$109,287.25	\$381.84
GINMAN	P. L.	Authorization Training Supervisor	\$186,331.96	\$744.00
GIORGI	SEBASTIAN	Authorized Nuclear Operator	\$177,599.89	\$655.72
GIROUX	MICHEL	FLM, Control/ Mechanical	\$130,136.06	\$496.32
GIROUX	YVAN	FLM, Control/ Mechanical	\$138,835.59	\$542.34
GIUNTA	JOSEPH	Engineering Technologist	\$127,861.48	\$488.34
GLADWELL	COLIN	FLM, Control/ Mechanical	\$110,801.82	\$529.50
GLASGOW	ALAN	Manager, Health, Safety & Environment	\$143,292.61	\$990.00
GLEN	V.	Contract Engineer/ Administrator	\$128,947.84	\$621.36
GLOCKLER	OSZVALD	Senior Technical Expert	\$139,150.39	\$501.60
GLOVER	CHARLES	Plumber/ Pipefitter Subforeman - Const.	\$101,326.74	\$0.00
GLOVER	CHRISTOPHER	Millwright Foreman - Construction	\$125,961.91	\$0.00
GLOVER	DAVID ROBERT	Section Manager	\$101,063.07	\$594.00
GLOVER	J. M.	Manager, Engineering Services	\$165,451.44	\$1,069.20
GLUCK	CLARENCE	Senior Design Engineer	\$117,167.95	\$552.00
GOBIN	R. R.	FLM, Control/ Mechanical	\$124,202.45	\$576.00
GOEL	KAILASH	Cost & Schedule Analyst	\$109,965.83	\$485.76
GOEL	RATAN KUMAR	Sr. Technical Eng./ Officer	\$118,988.84	\$546.00
GOETZ	MICHAEL	Nuclear Operator	\$109,653.14	\$377.52
GOLDENBERG	AUREL	Cost & Scheduling Technician	\$108,141.37	\$414.36
GOLL	MIKE	Electrician Construction	\$101,307.58	\$0.00
GOMER	RONALD	Sr. Specialist Strategic Planning	\$103,033.07	\$606.00
GOMEZ	JEREMY	Civil Maintainer I UTS Level 3	\$104,983.66	\$461.52
GONSALVES	LEONARD	FLM, Control/ Mechanical	\$121,192.89	\$588.00
GONSALVES	VINCE	Manager	\$150,180.72	\$942.48
GOOD	GEORGE	Shift Serviceworker (Thermal)	\$152,401.67	\$385.02
GOODALL	BOB	Shift Unit Supervisor	\$153,370.06	\$542.34
GOODER	BRIAN	Sr. Reg. Analyst, CDN/US Reg. Affairs	\$106,067.07	\$621.36
GOODMAN	ILANA	Senior Advisor, HR Strategy	\$114,747.89	\$261.36
GOODMAN	R. M.	Director, Outage Management (Unit 4)	\$180,454.56	\$1,029.60
GOODWIN	JOHN	FLMa, Civil II	\$108,868.38	\$444.36
GOODWIN	ROBERT	Section Manager, Outage	\$103,033.01	\$576.06
GOODWIN	STEPHEN	Senior Technical Specialist	\$102,533.93	\$585.36
GOOR	MARCEL	Control Maintenance Assessor	\$112,761.55	\$437.58
GORE	J. R.	Field Shift Operating Supervisor	\$120,562.09	\$558.00
GORING	GREG	FLM, Construction	\$113,497.24	\$47.49
GORUR	ROYASAM	Technical Engineer/ Officer	\$108,908.03	\$377.52
GOSELIN	DAN	Inspection & Maintenance Technician II	\$113,881.59	\$446.34
GOSELIN	M. P.	Inspection & Maintenance Technician II	\$104,337.72	\$432.36
GOUGH	GERRY	Senior Shift Control Technician	\$118,239.50	\$529.50
GOULDING	MANI	Director, Talent Management	\$148,506.12	\$649.44
GOULOPOULOS	CHRIS	Manager, Special Projects	\$151,858.59	\$950.40
GOWANS	WENDY	Mgr., Perf. Assurance, Eng. Strat.& Supp	\$120,567.75	\$855.36
GRABOWSKI	LARRY	Work Coordinator	\$152,727.29	\$600.00

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GRAHAM	DAVE	Technical Advisor, Engineering	\$148,288.28	\$684.34
GRAHAM	GEOFF	FLM, Civil Maintenance	\$136,900.06	\$1,085.50
GRAHAM	GREGORY	Shift Site Supervisor	\$126,459.09	\$489.72
GRAHAM	JOHN	Authorized Nuclear Operator	\$146,423.83	\$660.42
GRAHAM	KEN	SM, Fuel Handling Technical	\$121,564.99	\$839.52
GRAHAM	MARK	Shift Control Technician	\$103,636.65	\$454.50
GRAHAM	ROD	Shift Control Technician	\$123,450.29	\$466.50
GRAMMELHOFFER	PETER	Authorized Nuclear Operator	\$186,511.83	\$654.47
GRANDE	LOU	Senior Technical Specialist	\$154,810.13	\$588.00
GRANDSOULT	D.	Mech. Maintainer Union Trades Superv.	\$116,420.92	\$465.96
GRANGER	ROBIN	Section Manager, Projects	\$124,421.49	\$863.28
GRANT	FRASER	Shift Supervisor In Training	\$121,637.23	\$585.00
GRANT	GARY M.	Senior Vice President	\$295,150.86	\$1,558.39
GRANVILLE	SEAN	Shift Manager	\$189,314.52	\$950.40
GRAPER	BRIAN	Mech. Maintainer Union Trades Superv.	\$120,284.19	\$529.50
GRATZ	JOHN	Shift Site Supervisor	\$141,654.90	\$556.86
GRAVELLE	GILLES	Work Coordinator	\$115,572.01	\$538.80
GRAVESANDE	WALLY	Control Maintenance Assessor	\$110,577.33	\$485.52
GRAY	COLMAN	Electrician Subforeman - Construction	\$175,150.29	\$0.00
GRAY	JAMES	Sr. Portfolio Asset Advisor	\$108,643.93	\$633.36
GRAY	JOHN	Authorized Nuclear Operator	\$150,084.60	\$660.42
GRAY	MIKE	Work Coordinator	\$112,554.86	\$582.00
GRAY	R. J.	Field Shift Operating Supervisor	\$119,477.18	\$516.70
GREBENJAK	F. E.	FLM, Control/ Mechanical	\$123,696.63	\$542.34
GRECK	GARY	Thermal NDE Technician II	\$133,167.42	\$439.78
GRECO	JOHN	Team Leader - Information Mgmt	\$101,237.07	\$522.72
GREEN	BARRY	Dir., US & Interprovincial Reg. Affairs	\$156,317.43	\$949.08
GREEN	L.	Epidemiologist	\$107,991.07	\$557.04
GREGOIRE	JOSEPH	Authorized Nuclear Operator	\$179,455.95	\$675.02
GREGOR	MIKE	Shift Unit Supervisor	\$144,540.45	\$542.34
GREGORIS	STEVE	Shift Supervisor In Training	\$109,544.38	\$550.44
GREGORY	HANK	Authorization Training Supervisor	\$171,535.39	\$755.18
GREGWAH	ANTHONY	Project Tech. II - E & C	\$131,337.86	\$366.30
GREISS	ED	Project Leader II	\$133,387.90	\$546.00
GREY	BROOKE	Unit Operator	\$115,641.74	\$444.00
GREY	DAN	Shift Control Technician	\$105,332.34	\$466.50
GRIEVE	GARY	ANOIT - Nuclear Operator	\$121,678.03	\$603.50
GRIFE	DAVID	Shift Site Supervisor	\$100,342.16	\$556.86
GRIFFIN	J. O.	Field Shift Operating Supervisor	\$134,024.65	\$564.00
GRIFFITHS	CHRISTOPHER	Mechanical Maintainer Journeyperson	\$107,138.74	\$246.96
GRIGG	DOUGLAS	Real Estate Consultant	\$105,057.87	\$600.00
GRIGORESCU	EMIL	Field Shift Operating Supervisor	\$138,367.41	\$501.60
GRILLS	ROY	Appendix A Mechanical Maintainer	\$106,324.55	\$0.00
GRIST	TYRONE	Shift Control Technician	\$121,952.99	\$399.96
GROHS	BRIAN	Inspection & Maintenance Tech. Trainee	\$106,525.81	\$366.96
GRONDIN	ROBERT	Shift Maintainer I - Mechanical (Fossil)	\$104,225.85	\$816.97
GROSE	JIM	Shift Maintainer I - Control (Fossil)	\$120,163.01	\$508.79
GROULX	MIKE	SM, Elect. & Control Design	\$111,575.00	\$506.88
GROVER	MOHINDER SINGH	Lead Auditor - Code Compliance	\$134,200.66	\$723.36
GRUTTKE	PETER	Senior Advisor Strategy	\$124,875.69	\$669.36
GRZELAK	FRED	Regional Maintainer - Electrical UTS	\$102,958.35	\$1,017.65
GUENTHER	TERRY	Shift Production Technician - Planning	\$100,855.74	\$483.00
GUEST	JAMES	VP, Logistics & Material Mgmt	\$194,989.18	\$900.24
GUGLIELMI	FRANCESCO	Shift Manager	\$208,616.49	\$1,029.60
GUIDOTTI	PATRICK	Shift Control Technician	\$100,574.38	\$454.50



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GUILHERME	PAULO	Boilermaker Foreman Const.	\$113,390.62	\$0.00
GUIMOND	PIERRE	Director, Federal Government Liaison	\$163,642.11	\$351.12
GUNN	JAMES	Manager, Structured Products	\$159,542.33	\$459.36
GUNTER	RICHARD	FLM, Construction	\$137,703.99	\$648.00
GUPTA	RAVI K.	Senior Design Engineer	\$111,605.56	\$168.08
GURBA	G. B.	Director, Labour Relations	\$129,218.89	\$950.40
GURNEY	MICHAEL	FLM, Warehouse - Stockkeeping	\$130,588.25	\$471.36
GUTHRIE	SCOTT	Section Manager, Projects	\$117,025.73	\$813.20
GUY	MARK	Manager, Nuclear East Facilities	\$128,305.12	\$894.96
HA	EDMUND	Financial Strategist	\$127,544.48	\$807.84
HA	PATRICK	Mechanical Maintainer Journeyman	\$100,463.84	\$444.00
HABEC	KENNETH	Control Room Shift Operating Superv.	\$192,603.49	\$771.36
HABER	DON	FLM - Large Facilities	\$112,808.59	\$753.72
HABIB	RIYAZ	Director	\$156,985.83	\$390.22
HACHE	VALERE	Electrician Construction	\$119,955.66	\$0.00
HACKETT	IAN	Shift Control Technician	\$107,436.84	\$399.96
HADDEN	RICHARD	Assoc. Eng./ Scientist/ Tech. Officer	\$102,847.20	\$471.36
HAERTEL	BERND	Authorized Nuclear Operator	\$177,004.12	\$655.58
HAFERER	KARL	Shift Control Technician	\$109,987.36	\$399.96
HAGGERTY	DES	Maintenance Assessor (Nuclear)	\$107,092.44	\$458.34
HAGHVERDIAN	L.	System Window Coordinator	\$146,301.65	\$506.88
HAHN	WALTER	Director	\$167,645.43	\$0.00
HAIDER	NAZIR	Sr. Technical Eng./ Officer	\$117,568.37	\$471.36
HAIGHT	JOHN	Section Manager, Outage	\$123,376.03	\$546.00
HAINES	GORD	Section Manager, Power Equipment	\$128,234.08	\$784.08
HAIRE	KEN	Authorized Nuclear Operator	\$175,837.33	\$654.47
HALEY	BARRY EDWARD	Project Manager, Field Campaigns	\$149,715.06	\$588.00
HALKET	CRAIG	Director, HR Strategy & Reporting	\$179,233.23	\$728.64
HALL	GERRY	Radiation Protection Technician II	\$115,203.19	\$408.36
HALL	GREG S.	Mgr., Simulators & CBT Technology	\$139,789.99	\$887.04
HALL	JAMES	Station Human Resources Officer	\$102,947.33	\$673.20
HALL	ROB	Shift Control Technician	\$126,060.21	\$454.50
HALL	TODD	Lead Auditor, General	\$103,338.73	\$606.00
HALPERIN	DAVID T.	Director, Financial & Business Planning	\$174,796.10	\$744.48
HAMADE	DAVID	Senior Credit Associate	\$117,352.99	\$600.00
HAMANN	RONALD	Control Room Shift Operating Supervisor	\$177,220.43	\$689.04
HAMILTON	B. R.	Field Shift Operating Supervisor	\$128,672.54	\$533.24
HAMILTON	CRAIG	Regional Maintainer - Electrical UTS	\$101,278.54	\$636.93
HAMILTON	JOHN	Mech. Maintainer Union Trades Superv.	\$110,702.93	\$442.50
HAMILTON	JOHN	Production Supervisor - Shift Engineer	\$145,932.44	\$564.00
HAMILTON	KENNETH	FLM, Control/ Mechanical	\$140,609.68	\$498.08
HAMILTON	KEVIN W.	Plumber/ Pipefitter - Const.	\$131,988.93	\$0.00
HAMILTON	RYAN	Project Technician II - Mechanical	\$120,842.72	\$366.30
HAMILTON	WILLIAM	Electrician Subforeman - Construction	\$131,375.85	\$0.00
HAMMEL	WAYNE	Shift Maintainer I - Mechanical (Fossil)	\$112,183.81	\$999.70
HAMMERS	ROBERT	Manager	\$129,901.54	\$601.92
HAMMERSTROM	WILLIAM	ANOIT - Nuclear Operator	\$113,343.35	\$607.50
HAMMOND	KATHERINE	Assistant General Counsel	\$148,001.03	\$1,314.72
HAMMOND	MICHAEL	Nuclear Operator	\$124,435.51	\$429.00
HAMMOND	REG	Shift Unit Supervisor	\$121,152.38	\$542.34
HAMMOND	STEPHEN	Mechanical Maintainer Journeyman	\$115,721.17	\$432.00
HAMP	KEN	Shift Control Technician	\$100,368.72	\$454.50
HAMPSON	RICHARD	Field Shift Operating Supervisor	\$101,894.77	\$546.00
HAN	JING	Senior Design Engineer	\$116,029.49	\$531.36
HAN	KOON	Sr. Technical Eng./ Officer	\$117,208.00	\$522.00

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HANBIDGE	DONN W.	VP, Controller OPGI	\$276,683.63	\$1,570.80
HANCOCK	JEFFREY	Electrician Construction	\$107,494.83	\$0.00
HANCOCK	MARK	Inspection & Maintenance Tech. Trainee	\$110,073.17	\$404.74
HANCOCK	WAYNE	Mechanical Maintainer Journeyperson	\$102,496.53	\$444.00
HANDLEY	TIM	FLM, Control/ Mechanical	\$132,167.23	\$561.00
HANLEY	KELLY	Sr. Inspection & MTCE Technician	\$127,249.49	\$453.18
HANNA	MIKE	Mechanical Maintainer Journeyperson	\$103,210.89	\$380.16
HANNAH	DON	Trades Supervisor - Maintenance	\$101,338.20	\$577.02
HANNIMAN	DAVE	Section Manager, Warehousing	\$121,268.35	\$5,126.77
HANRAHAN	R. C.	Section Mgr., Component Engineering	\$110,565.92	\$636.00
HANRAHAN	SHAWN	Inspection & Maintenance Technician II	\$105,936.76	\$380.58
HARASYM	TERRY	Sr. Technical Eng./ Officer	\$100,779.47	\$570.00
HARAUZ	JOHN	Sr. Site IT Champion	\$116,128.79	\$618.00
HARDING	B. J.	Supervising Nuclear Operator	\$110,368.53	\$527.52
HARDING	JACK	Shift Maintainer I - Mechanical (Fossil)	\$101,248.29	\$831.31
HARDING	WARREN	Team Leader - Information Mgmt	\$101,237.07	\$594.00
HARDUWAR	TULCHAND	Sr. Engineer/ Scientist/ Tech. Officer	\$118,152.42	\$522.00
HARGROVE	AL	Shift Serviceworker/ Tube & Clamp	\$125,181.99	\$733.73
HARKNESS	DICKSON	Solicitor	\$162,534.57	\$353.76
HARLTON	NANCY	Section Manager, Financial Accounting	\$113,607.24	\$784.08
HARMAN	DALE	Shift Control Technician	\$107,721.26	\$466.50
HARNDEN	BRENT	FLM, Control/ Mechanical	\$168,446.77	\$588.00
HARNEY	DAVID	Shift Control Technician	\$127,413.61	\$454.50
HARPER	BRIAN	Authorized Nuclear Operator	\$140,758.45	\$663.41
HARRIGAN	BERNARD	Authorized Nuclear Operator	\$164,341.81	\$651.25
HARRINGTON	ANTHONY JOHN	SM, NAOP Valve Programs	\$127,970.55	\$823.68
HARRIS	G. J.	Authorized Nuclear Operator	\$168,009.24	\$654.47
HARRIS	KENT DOUGLAS	Vault Supervisor	\$119,448.41	\$68.00
HARRIS	KEVIN	Maintenance Specialist	\$102,955.07	\$599.56
HARRIS	STEVE	Contract Engineer/ Administrator	\$112,672.13	\$558.00
HARRIS	STUART	SM, Mech. & Civil Design	\$115,140.24	\$807.84
HARRIS	TIM	Shift Maintainer I - Control (Fossil)	\$137,406.49	\$840.40
HARRISON	KEN	Day at Hand Market Operator	\$139,986.73	\$680.48
HARRISON	STEVE	System Window Coordinator	\$112,366.26	\$552.00
HARRISON	STEVE	Real-Time Trader (Shift)	\$140,100.67	\$669.36
HART	BOB	FLM, Construction	\$124,398.53	\$53.97
HART	RON	Consultant, Risk & Assurance	\$107,745.96	\$704.88
HARTE	ROBERT IAN	Operating Engineer Const.	\$137,564.10	\$0.00
HARTEL	WERNER	Mgr., Radioactive Mtls Transportation	\$137,418.93	\$887.04
HARTFORD	IAN	SM, Chemistry Laboratory	\$116,116.73	\$506.88
HARTLEY	P. N.	Authorized Nuclear Operator	\$160,296.51	\$654.47
HARTMANN	BRUCE	Project Leader II	\$120,030.56	\$861.69
HARTNIG	PAUL	Shift Site Supervisor	\$137,350.09	\$559.34
HARTWICK	FREDERICK JAMES	Protection & Control Technologist	\$133,107.69	\$571.50
HARTWIG	PAULINE	SM, Loss Control	\$105,723.06	\$485.76
HARVEY	NELSON	FLM, Control/ Mechanical	\$119,053.53	\$444.00
HARVEY	STAN	Vice President	\$207,782.15	\$2,317.92
HASKIM	JOHN	Maintenance Manager	\$159,354.16	\$871.20
HASSAM	AENIL	FLM, Control/ Mechanical	\$116,005.62	\$552.84
HASSAN	FRED	Director, New Market Development	\$308,990.00	\$945.12
HASSAN	PETER	Section Manager	\$101,147.07	\$8,162.13
HASSAN	RICK	Sr. Analyst, Market Simulation	\$101,563.05	\$517.44
HAUCH	MURRAY	Sr. Technical Eng./ Officer	\$101,040.37	\$558.00
HAUN	PAUL	Supervising Nuclear Operator	\$110,312.75	\$527.52
HAUSER	GARY	Mech. Maintainer Union Trades Superv.	\$125,316.47	\$458.16

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HAUTANEN	W. A.	Cost & Scheduling Technician	\$100,215.19	\$414.48
HAW	COURT	Shift Production Technician - Planning	\$102,658.90	\$483.00
HAWLEY	CHRIS	Authorized Nuclear Operator	\$177,090.70	\$697.72
HAWTHORNE	CAMERON	Shift Advisor, Technical Support	\$104,038.22	\$448.80
HAY	DON	Mech. Maintainer Union Trades Superv.	\$131,043.21	\$529.50
HAY	SEAN	Shift Control Technician	\$104,148.40	\$454.50
HAYDEN	J. T.	FLM, Radiation Control	\$129,521.80	\$542.34
HAYES	KEVIN	Section Mgr., Training & Development	\$118,108.95	\$736.56
HAYES	LORNE	Shift T & WE Mechanic - UTS Level 2	\$112,250.26	\$478.90
HAYNES	MIKE J.	Manager, Nuclear Waste Site	\$141,970.88	\$926.64
HAYTER	DONALD	Senior Design Engineer	\$115,961.92	\$515.46
HAZELL	CLEMENT	Shift Maintainer I - Mechanical (Fossil)	\$104,588.79	\$444.00
HAZELTON	TREK	Section Manager	\$108,306.79	\$694.20
HEALEY	DENNIS	FLMa, Radiation Control	\$106,424.26	\$529.50
HEALY	KEN	Unit Operator	\$120,820.98	\$444.00
HEANEY	SEAN	Mech. Maintainer Union Trades Superv.	\$108,521.71	\$529.50
HEARD	ROBIN	Director, Accounting	\$174,877.64	\$382.80
HEARNS	CHARLIE	Shift Production Technician - Chemical	\$102,942.37	\$465.00
HEATH	DAVID B.	Plant Manager, Hydroelectric	\$192,359.25	\$1,140.48
HEATH	LISA	ANOIT - Nuclear Operator	\$115,588.87	\$610.28
HEATON	G. M.	Section Manager, Maintenance	\$117,079.59	\$815.76
HEATON	RANDY	Mgr., Ontario Market Ops Implementation	\$161,347.83	\$649.44
HEDGE	STEVE	Day at Hand Market Operator	\$117,012.65	\$605.34
HEFFORD	JOHN	FLM - Maintenance	\$120,279.78	\$760.32
HEILANDT	OLAF	Maintenance Specialist - Strategy	\$105,152.07	\$7,039.76
HEIN	NORBERT	Nuclear Operator	\$103,444.57	\$429.00
HEINDEL	RUDY	Shift Control Technician	\$118,628.86	\$399.96
HEITMAR	GLENN	Supervising Nuclear Operator	\$107,323.58	\$388.08
HENDEL	GARRY	Ont. Retl Mrkt Rules Compl & Surv Spec.	\$119,099.64	\$633.36
HENDERSON	COLE	Shift Emergency Response Manager	\$131,347.60	\$537.00
HENDERSON	DAWN LYNN ANN	Supervisor - Branch Publishing	\$101,373.27	\$579.36
HENDERSON	GARY	Purchasing/Procurement Superintendent	\$111,416.43	\$736.56
HENDERSON	JOHN	Production Supervisor - Shift Engineer	\$160,116.47	\$582.00
HENDERSON	LYNN	Supervising Nuclear Operator	\$101,769.06	\$529.50
HENDERSON	PETE	Authorized Nuclear Operator	\$168,779.79	\$651.25
HENDERSON	SCOTT	Plumber/ Pipefitter - Const.	\$121,543.97	\$0.00
HENDERSON	TOM	Outage Manager	\$179,013.64	\$993.96
HENNINGHAM	CLEVELAND	Electrician Construction	\$113,528.49	\$0.00
HENRICKS	WILLIAM	Shift Maintainer I - Mechanical (Fossil)	\$107,521.62	\$1,103.46
HENRY	R. K.	Control Room Shift Operating Superv.	\$178,155.30	\$827.98
HEON	DARCY	Environmental Advisor	\$105,651.14	\$528.00
HERA	VLADIMIR	SM, Pressure Boundary Compliance	\$120,607.00	\$531.36
HEROD	LARRY	Power Marketer	\$115,832.01	\$2,573.08
HERR	DAVE	Shift Maintainer I - Mechanical (Fossil)	\$104,345.38	\$695.66
HERVIAS	JOSE	Control Maintenance Assessor	\$114,425.08	\$497.52
HERZOG	KEITH	Authorized Nuclear Operator	\$187,165.72	\$660.42
HETT	THOMAS WAYNE	Financial Strategist	\$117,722.02	\$792.00
HEWER	J. M.	Sr. Inspection & MTCE Technician	\$139,457.19	\$500.34
HEY	BRAD	ANOIT - Supervising Nuclear Op.	\$146,102.56	\$596.34
HEYSTEE	RICHARD	Sr. Advisor, LLW Disposal Eng.	\$104,299.07	\$612.00
HICK	GLENN	Shift Control Technician	\$107,008.99	\$466.50
HICKS	ROGER	FLMa, Radiation Control	\$119,978.93	\$506.34
HIGGINBOTTOM	PETER	Site Vice President - Pickering B	\$222,853.12	\$815.56
HIGGS	TOM	Work Coordinator	\$123,331.14	\$442.20
HILDERBRAND	KEN	Section Manager, Maintenance	\$114,222.79	\$600.50

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HILDRED	CHRIS	Project Leader II	\$126,755.00	\$567.36
HILL	IAN	Millwright Journeyman - Construction	\$116,873.65	\$0.00
HILL	JOSEPH	Supervising Nuclear Operator	\$120,415.22	\$527.52
HILL	ROWLAND	Shift Emergency Response Manager	\$103,666.23	\$525.00
HILLIARD	BOB	SM, Reactor Physics	\$112,799.77	\$768.24
HILLIER	WAYNE	Supervising Nuclear Operator	\$117,423.08	\$527.52
HINCHCLIFFE	DEAN	FGD Supervisor	\$110,569.68	\$451.44
HIND	KEN	Shift Maintainer I - Mechanical (Fossil)	\$104,272.74	\$713.13
HINDS	SHAUN	HR & Support Services Manager	\$118,368.64	\$903.44
HINTON	CAL	Maintenance Assessor (Nuclear)	\$105,893.26	\$458.34
HIRASAWA	TIMOTHY	Vice President - Trading	\$601,126.06	\$681.10
HIRNING	CHARLES	Section Manager, Dosimetry	\$115,109.56	\$517.44
HIRTENFELD	DAVID	Senior Technical Specialist	\$111,432.80	\$573.36
HISHON	TOM	Shift Maintainer I - Mechanical (Fossil)	\$145,384.36	\$390.72
HO	ALAN D.	Vice President - Generation Services	\$290,268.98	\$1,494.86
HO	DAVID	Sr. Technical Eng./ Officer	\$110,226.75	\$558.00
HO	GRACE	Manager, Taxation	\$121,601.13	\$512.16
HO	MASON	Sr. Technical Eng./ Officer	\$176,398.96	\$1,344.58
HO	PAUL	Sr. Thermal Station Engineer/ Officer	\$101,224.75	\$464.64
HO	RICHARD	Senior Design Engineer	\$105,850.45	\$454.08
HO	SAN SANG	SM, Components Analysis	\$122,338.16	\$558.56
HOBBS	K. G.	Manager, Maintenance Production	\$165,633.21	\$1,069.20
HOBE	HARRY	FLM, Control/ Mechanical	\$128,458.57	\$564.00
HODGINS	H. A.	Mechanical Maintainer Journeyperson	\$110,322.60	\$432.00
HODGSON	DAVID	Tech. Advisor, Nuclear Analysis	\$100,609.47	\$588.00
HOFFER	ANDY	Environmental Advisor	\$104,924.47	\$612.00
HOFFMAN	DEAN	Field Shift Operating Supervisor	\$120,553.57	\$558.00
HOFFMAN	EDWARD	FLM, Civil Maintenance	\$123,438.06	\$516.00
HOFFMAN	GRANT	Shift Control Technician	\$115,699.80	\$378.18
HOGG	BOB	Sr. Inspection & MTCE Technician	\$159,904.54	\$536.34
HOGGART	MURRAY	Work Coordinator	\$103,708.12	\$2,037.00
HOHENDORF	RICHARD J.	Manager	\$151,207.30	\$950.40
HOLDER	ALBERT	Project Site Manager	\$126,760.62	\$525.36
HOLDITCH	A. E.	Authorized Nuclear Operator	\$167,409.01	\$673.74
HOLLIS	MIKE	Sr. Construction Tech. - Welding	\$123,904.71	\$509.52
HOLME	DONALD	Manager, Nuclear Waste Site	\$250,464.91	\$1,306.80
HOLMES	GARY	Auxiliary Plant Operator 4Th Class	\$109,318.88	\$391.50
HOLMES	T. I.	FLM, Control/ Mechanical	\$143,246.67	\$606.00
HOLT	ALLAN G.	Director, Operations & Maintenance	\$249,743.00	\$0.00
HOLY	PETER	Supervising Nuclear Operator	\$109,321.91	\$527.52
HOMAN	DAVID	Manager, Modifications	\$134,508.39	\$894.96
HONG	RON	Project Leader II	\$116,859.96	\$514.80
HONKE	ROD	Shift Unit Supervisor	\$121,261.44	\$542.34
HOOD	ROB	FLM, Control/ Mechanical	\$124,405.81	\$456.86
HOOGENDAM	PAUL	Tech. - Balancing Vibration & Noise	\$140,527.36	\$488.34
HORNE	CHRISTOPHER	FLM, Inspection & Maintenance	\$105,375.26	\$342.98
HORNING	EDGAR	FLM, Control/ Mechanical	\$148,097.15	\$564.00
HORTON	EDWARD	Project Manager	\$120,872.97	\$594.00
HORTON	JAMES	FLM, Control/ Mechanical	\$119,712.97	\$529.40
HOSEIN	AHAMED	Maintenance Assessor (Nuclear)	\$122,857.89	\$470.34
HOSEIN	F.	Mechanical Maintainer Journeyperson	\$106,163.98	\$390.72
HOSEIN	RON	Control Room Shift Supervisor	\$167,380.97	\$714.72
HOUGH	BILL	Auxiliary Plant Operator 4Th Class	\$106,397.69	\$391.50
HOUNSELL	STEVE	Environmental Advisor	\$104,255.87	\$606.00
HOUSTON	S. F.	Mech. Maintainer Union Trades Superv.	\$113,559.51	\$455.34

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HOWARD	DAVE	Section Manager, Performance & Testing	\$131,061.56	\$8,779.68
HOWARD	KEITH	Manager, Fuel Handling	\$139,824.41	\$311.52
HOWARD	SHIRLEY	Maintenance Specialist	\$105,620.66	\$612.00
HOWCHIN	EDWARD	Sr. Engineer/ Scientist/ Tech. Officer	\$100,668.85	\$531.36
HOWES	H. A.	VP, Sustainable Development	\$152,133.76	\$669.24
HOWIE	FRANK	Section Manager, Maintenance	\$127,994.60	\$839.52
HOYLE	BOB	Certified Unit "O" Control Room Operator	\$158,276.03	\$596.34
HOYLE	MIKE	Production Supervisor - Shift Engineer	\$131,280.17	\$1,024.26
HUBBARD	CHRISTOPHER	FLM, Facility Services, Corporate	\$111,812.21	\$248.16
HUBBARD	GUY	Site Work Protection Coordinator	\$114,867.60	\$594.00
HUBBARD	TERRANCE LEE	Field Shift Operating Supervisor	\$115,823.31	\$552.28
HUDSON	W. DOWELL	Vice President, Special Projects	\$990,841.89	\$1,273.96
HUDSON	JANICE	Manager, Nuclear Waste Site	\$123,579.20	\$815.76
HUFF	JANICE	Manager, Info Mangement & Reporting	\$113,445.92	\$784.08
HUFFORD	KEITH	Inspection & Maintenance Technician II	\$122,183.86	\$472.74
HUGGINS	J. W.	Sr. Engineer/ Scientist/ Tech. Officer	\$101,461.50	\$567.36
HUGHES	BILL	HR & Support Services Manager	\$117,298.25	\$1,814.28
HUGHES	HARLEY	Manager	\$122,043.42	\$839.52
HUGHES	TERRY	Field Shift Operating Supervisor	\$126,511.62	\$484.50
HUGHSON	DAVID	Regional Maintainer - Mechanical UTS	\$101,482.04	\$1,051.54
HULEATT	STEVE	Section Manager, Projects	\$120,994.38	\$839.52
HULL	R. J.	FLMa, Chemistry Laboratory	\$136,709.50	\$542.34
HUMPHREYS	JOHN	Supervising Nuclear Operator	\$130,664.85	\$458.50
HUMPHREYS	ROBERT	Chemical Technician	\$104,363.21	\$453.00
HUNG	ERIC	Section Manager	\$122,493.15	\$799.92
HUNG	MICHAEL	Section Manager, Mgmt Systems	\$117,857.24	\$258.72
HUNSBURGER	ROB	Authorized Nuclear Operator	\$145,481.90	\$655.72
HUNT	PAT	Auxiliary Plant Operator 4Th Class	\$104,572.67	\$391.50
HUNTER	D. L.	Manager, Modifications	\$136,795.43	\$601.92
HUNTER	J. R.	Project Technician I - Civil	\$104,879.38	\$509.52
HUSAIN	JAFFAR	Director, Credit Risk	\$163,619.92	\$1,045.44
HUSAR	W. O.	Work Week Leader	\$111,936.37	\$618.00
HUTCHISON	DAVID	FLM, Radiation Control	\$119,304.12	\$518.34
HUTCHISON	GENE	Senior Technical Specialist	\$100,783.54	\$588.00
HUTCHISON	STEPHEN	Supervising Nuclear Operator	\$101,121.90	\$450.00
HUTERER	MLADEN	Senior Technical Specialist	\$102,847.70	\$600.00
HUTT	LARRY	FLMa, Civil I Cranes	\$118,042.59	\$473.52
HYNES	JOE	Sr. Inspection & MTCE Technician	\$138,565.33	\$500.34
HYSLOP	A. J.	SM, Electrical Systems	\$107,944.32	\$543.36
IAFRATE	DOMINIC	VP, Engineering & Modifications	\$335,265.41	\$1,797.84
IANNI PALARCHIO	ARMANDO	FLM, Control/ Mechanical	\$129,072.25	\$636.00
IANNUZZELLI	JOE	Sr. Plant Eng./ Officer - Hydroelectric	\$110,562.54	\$513.36
IDITA	AUREL	Section Manager, Training	\$117,544.47	\$591.36
ILOTT	STEVE	SM, Fuel Handling Technical	\$108,876.44	\$512.16
IMMS	WILLIAM	Director, Project Management	\$125,500.00	\$145.20
INDELICATI	DAVE	Sheetmetal Worker Const.	\$105,034.78	\$0.00
ING	ROBERT	Analyst, Market Simulation	\$100,740.31	\$507.36
ING	TONY	Sr. Transmission Analyst	\$105,884.27	\$573.36
INGRAM	DERICK	Mechanical Maintainer Journeyperson	\$103,002.32	\$432.00
INGVES	VICTOR	Shift Maintainer I - Control (Fossil)	\$100,573.01	\$837.73
INKSTER	BOB	Sr. Protection & Control Technologist	\$120,504.86	\$571.50
INNES	CRAIG	Mechanical Maintainer Journeyperson	\$104,470.93	\$186.12
INOUYE	GLENN M.	Manager	\$133,514.85	\$559.68
IP	LARRY	Sr. Technical Eng./ Officer	\$113,571.51	\$552.00
IPSEN	FRANK	Sr. Process Specialist, Methods	\$111,707.76	\$2,472.45

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IRVINE	LORRAINE	VP, Compensation, Benefits & Wellness	\$166,421.93	\$362.56
IRVINE	THOMAS J.	Complaints Resolution Manager	\$108,875.82	\$762.30
IRWIN	JACK	Unit Operator	\$102,581.88	\$444.00
IRWIN	LLOYD	Regional Maintainer - Electrical UTS	\$104,176.19	\$632.01
IRWIN	RICK	Field Shift Operating Supervisor	\$128,541.08	\$1,184.67
ISENBURG	DIETER	Project Manager	\$102,896.13	\$522.00
ISSA	GEORGES	Shift Advisor, Technical Support	\$108,844.83	\$485.76
ISSA	ISMAIL	Mechanical Maintainer Journeyman	\$111,665.87	\$390.72
IVANOFF	N. V.	Shift Manager	\$191,657.01	\$986.04
IVANOV	VLADIMIR	Sr. Engineer/ Officer - Systems	\$101,713.00	\$485.76
IVES	DAVE	Shift Control Technician	\$123,310.95	\$454.50
IWASIW	JOE	Shift Control Technician	\$104,449.42	\$399.96
IWATA	S. R.	Shift Outage Manager	\$141,141.14	\$534.00
IYER	RAMANAN	Senior Corporate Financial Analyst	\$111,627.73	\$579.36
JACK	EARL	Electrician Construction	\$100,770.70	\$0.00
JACK	ED	Sr. Protection & Control Technologist	\$108,232.90	\$571.50
JACKOWSKI	ROBERT	ANOIT - Nuclear Operator	\$116,203.20	\$603.50
JACKSON	GREG	Manager, Safety Strategy	\$111,346.81	\$1,186.96
JACKSON	JOE	Mechanical Maintainer Journeyman	\$113,821.23	\$432.00
JACKSON	MAXWELL	Senior Staff Relations Officer	\$107,551.16	\$752.40
JAEN	ROBERTO	Nuclear Operator	\$106,402.47	\$377.52
JAGAN	NICHOLAS	Sr. Engineer/ Scientist - Specialist	\$123,760.33	\$579.36
JAGER	G. A.	Manager, Maintenance Production	\$215,097.51	\$1,607.11
JAIN	ANIL	Cost & Scheduling Technician	\$115,358.10	\$471.00
JAKOV	IVAN	Mechanical Maintainer Journeyman	\$123,978.51	\$444.00
JAMES	CHRISTOPHER	Technical Engineer/ Officer	\$121,941.97	\$393.36
JAMES	GARY	Trades Mgmt Superv., Hydroelectric	\$105,559.50	\$549.84
JAMES	PAUL	Section Mgr., Process Scheduling	\$108,547.99	\$522.72
JAMES	RICHIE	Certified Unit "O" Control Room Operator	\$139,654.69	\$513.86
JAMIESON	IAN	ANOIT - Nuclear Operator	\$118,966.79	\$619.50
JANES	MARTIN	Supervising Nuclear Operator	\$127,416.08	\$541.50
JANISSE	MARC	Shift Maintainer I - Mechanical (Fossil)	\$113,628.40	\$444.00
JANKOVIC	LARRY	Shift Maintainer I - Mechanical (Fossil)	\$138,845.88	\$444.00
JANOSSY	EVA	Manager, Load Analysis	\$132,306.97	\$815.76
JANSEN	CASE	Mechanical Maintainer Journeyman	\$106,451.32	\$390.72
JANSEN	FRANK	Electrician Foreman Const.	\$126,718.38	\$0.00
JANSSEN	C. J.	Sr. Engineer/ Scientist/ Tech. Officer	\$109,312.93	\$552.00
JANZEN	DAVE	Auxiliary Plant Operator 4Th Class	\$104,201.64	\$391.50
JARMAIN	DOUGLAS	Mech. Maintainer Union Trades Superv.	\$123,379.12	\$542.34
JARRELL	DENNIS	Trades Supervisor - Maintenance	\$126,208.11	\$529.50
JARRETT	STEPHEN	Supervising Nuclear Operator	\$134,731.33	\$527.52
JARRON	DON	Sr. Engineer/ Scientist/ Tech. Officer	\$105,211.80	\$546.00
JARVIS	BRIAN	Training Tech. - Conventional Safety	\$104,338.85	\$515.46
JARVIS	GRAHAM	Senior Technical Expert	\$156,163.39	\$594.00
JAVOR	JOZEF	FLM, Chemical Laboratory	\$140,010.01	\$634.32
JAVOR	LISA	Supervisor - Contracts	\$106,962.07	\$551.76
JAYAWARDENE	NIHAL D. P.	Senior Technical Specialist	\$100,612.07	\$517.44
JAYAWEERA	RANJITH	Sr. Engineer/ Scientist/ Tech. Officer	\$169,302.15	\$546.00
JAZIC	ZLATKO	SM, Mechanical Equipment	\$109,250.69	\$768.24
JEFFERIES	KEVAN	Section Head - Financial or Operations	\$107,991.07	\$557.04
JEFFERS	BILL	Field Shift Operating Supervisor	\$144,165.86	\$506.88
JEFFREY	BRAD	Chemical Technician	\$103,211.07	\$453.00
JEFFREY	BRIAN	Inspection & Maintenance Technician I	\$121,310.67	\$363.66
JEFFREY	JACK	Unit Operator	\$110,791.43	\$444.00
JEFFS	JOHN	Unit Operator	\$111,045.88	\$444.00

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JELINSKI	ERIC	SM, Major Components/ Life Cycle	\$128,332.94	\$823.68
JENKIN	TODD	FLMa, Security	\$100,090.99	\$429.42
JENKINS	RHYS	Shift Maintainer I - Mechanical (Fossil)	\$118,115.34	\$1,040.04
JENSEN	MARK	Section Manager, Geoscience	\$114,281.20	\$768.24
JESSOME	JUDY	Advisor - Business & Finance	\$114,463.42	\$537.36
JESSOP	R. J.	Director, Project Management	\$164,373.78	\$1,116.72
JESSWEIN	R. E.	Mech. Maintainer Union Trades Superv.	\$122,673.38	\$542.34
JESSWEIN	TONY	FLMa, Chemistry Laboratory	\$109,184.18	\$529.50
JESUS	JOSE	Senior Shift Control Technician	\$107,260.77	\$542.34
JETHAVA	MAHESH	Sr. Officer, Methods Improvement	\$100,991.33	\$565.56
JIBB	MURRAY	FLM, Control/ Mechanical	\$130,096.84	\$600.00
JIBB	ROSS	Supervising Nuclear Operator	\$108,725.10	\$541.50
JILESEN	TONY	Senior Shift Control Technician	\$138,994.60	\$478.50
JOANNOU	PAUL	Project Manager	\$143,631.11	\$887.04
JOBBA	F. K.	Production Mgr., Operations Units 1-8	\$151,829.42	\$1,037.67
JOBE	CEDRIC I.	VP, Regulatory Affairs	\$226,890.77	\$451.44
JOHANSEN	KURT	Dept. Mgr., Environmental Assessment	\$143,582.77	\$849.42
JOHANSSON	JEFF	Section Mgr., Component Engineering	\$101,436.19	\$806.22
JOHN	J.	Mech. Maintainer Union Trades Superv.	\$118,718.67	\$542.34
JOHNSON	CHRISTOPHER	FLMa, Radiation Control	\$126,756.77	\$477.18
JOHNSON	K. A.	Authorized Nuclear Operator	\$177,791.91	\$654.47
JOHNSON	P. A.	Authorized Nuclear Operator	\$159,007.48	\$654.47
JOHNSON	ROBERT	Shift Maintainer I - Mechanical (Fossil)	\$107,438.11	\$444.00
JOHNSON	RON	FLM, Warehouse - Stockkeeping	\$122,395.91	\$546.00
JOHNSON	W. R.	Inspection & Maintenance Technician II	\$112,775.93	\$432.36
JOHNSTON	ANTHONY	Authorized Nuclear Operator	\$172,485.74	\$674.68
JOHNSTON	CARL	FLM - Operating Units	\$147,390.52	\$564.00
JOHNSTON	CHRIS	FLM, Control/ Mechanical	\$114,417.65	\$545.00
JOHNSTON	DAVID	Supervising Encon. Engineer	\$104,667.86	\$538.86
JOHNSTON	DOUGLAS	FLM, Inspection & Maintenance	\$141,892.97	\$554.80
JOHNSTON	DWAYNE	Mech. Maintainer Union Trades Superv.	\$111,283.88	\$470.46
JOHNSTON	MAURICE	System Window Coordinator	\$126,474.22	\$492.00
JOHNSTON	ROBERT	Nuclear Security Officer	\$101,187.17	\$394.30
JOHNSTONE	GORD	Authorized Nuclear Operator	\$157,309.81	\$659.19
JONES	B. L.	Work Coordinator	\$105,869.27	\$596.88
JONES	CHRIS	Supervising Nuclear Operator	\$116,078.16	\$463.98
JONES	D. R.	FLM, Control/ Mechanical	\$119,788.20	\$576.00
JONES	DAN	FLM, Control/ Mechanical	\$141,020.73	\$570.00
JONES	DAVID	Project Technician II - Mechanical	\$140,494.31	\$366.30
JONES	DON	Supervising Project Engineer/ Officer	\$102,351.79	\$588.00
JONES	DOUG	Manager, Performance Assurance	\$115,677.85	\$634.00
JONES	HUGH	Unit Operator	\$108,904.04	\$444.00
JONES	KEITH	Engineering Technologist	\$103,540.58	\$4,338.34
JOSE	ROGER	Senior Shift Control Technician	\$124,789.38	\$466.50
JOSEPH	C. J.	Senior Shift Control Technician	\$134,237.40	\$542.34
JOSHI	MUKESH	Senior Advisor, Outage Ops Support	\$111,757.23	\$792.00
JUDAH	JONATHAN	Senior Design Engineer	\$124,801.31	\$546.00
JUNG	JANUSZ	Training Officer	\$100,670.29	\$552.00
JUNOP	BLAINE	Authorized Nuclear Operator	\$165,864.36	\$652.36
KAHAK	MEHDI	Technical Engineer/ Officer	\$103,430.49	\$429.36
KALIRAI	BAL	Chemical Technician	\$108,869.88	\$465.00
KALISIAK	MARIUS	Sr. Technical Eng./ Officer	\$113,598.43	\$543.36
KALMETA	PETER	Manager, Performance Assurance	\$128,110.93	\$831.60
KALOTAI	MARY-ANN	Section Manager, Maintenance	\$106,689.27	\$245.52
KALOVSKY	ROBERT	Shift Control Technician	\$122,763.66	\$410.52

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KALVINS	ANDA	Director, Climate Change Strategy	\$136,922.53	\$293.04
KAMPS	N. L.	Mechanical Maintainer Journeyperson	\$102,884.30	\$432.00
KANAUJIA	SATISH	Sr. Technical Engineer/ Officer	\$155,849.44	\$495.36
KANE	J. D.	Inspection & Maintenance Technician I	\$108,216.43	\$446.34
KANERVA	DREW	Control Room SNO - TRF & F/ H	\$114,559.06	\$529.50
KANJI	FEIZAL	Project Manager	\$126,356.56	\$522.72
KAPOOR	SANJAY	Sr. Technical Engineer/ Officer	\$139,248.87	\$435.60
KAPPES	JOSEPH	Manager, Work Control	\$415,999.98	\$1,056.00
KAPUSH	PETRA	Business Administrator	\$103,274.70	\$543.36
KAR	NABARUN	Sr. Technical Engineer/ Officer	\$117,433.93	\$421.30
KAR	PRABHAT	Senior Technical Specialist	\$118,039.22	\$612.00
KARABELA	HENRY	Project Manager	\$107,988.57	\$618.00
KARAIM	TERRANCE	Sr. Manager, Plant Design Engineering	\$140,202.00	\$910.80
KARAM	BASSAM	Sr. Technical Engineer/ Officer	\$112,777.68	\$507.36
KARAN	VLADO	Cost & Scheduling Analyst	\$105,828.16	\$474.00
KARATSOREOS	TASOS	Director, Wholesale Origination	\$230,953.80	\$871.20
KARI	DAVID	Mechanical Maintainer Journeyperson	\$109,304.81	\$444.00
KARI	VALERIE	Section Head, Financial Svcs & Control	\$114,771.99	\$63.36
KARIM	MOHAMED	Control Maintenance Assessor	\$116,077.19	\$497.52
KARMALI	NASIR	Sr. Engineer/ Scientist/ Tech. Officer	\$115,059.50	\$543.36
KARSKI	WES	Maintenance Specialist	\$104,175.07	\$528.00
KARSTADT	CARL	Manager, Power Billing	\$117,024.07	\$784.08
KATCHANOSKI	GREGORY	VP, Electricity Prod. HR & Empl. Safety	\$137,121.39	\$885.72
KATONA	BUTCH B.	Shift Maintainer I - Control (Fossil)	\$103,286.62	\$636.06
KAULESSAR	GHAMAN	SM, Secondary Systems	\$106,845.38	\$253.44
KAVANAGH	MIKE	Station Human Resources Manager	\$126,797.96	\$744.48
KAWA	MALLORY	Control Maintenance Assessor	\$128,369.84	\$497.52
KAY	JIM	Mechanical Maintainer Journeyperson	\$102,899.84	\$432.00
KEALEY	KEVIN	Mech. Maintainer Union Trades Superv.	\$101,055.15	\$432.00
KEAN	SHELDON	Mechanical Maintainer Journeyperson	\$112,134.96	\$444.00
KEATON	EMIL	FLMa, Emergency Response	\$104,191.51	\$473.52
KEEGAN	PHILLIP	Shift Control Technician	\$101,036.66	\$454.50
KEELAN	BRYAN	SM, Procurement Engineering	\$113,660.41	\$792.00
KEELER	R. J.	Director	\$143,738.97	\$974.16
KEELING	JIM	Shift Advisor, Technical Support	\$121,370.74	\$847.92
KEENAN	PATRICK	Work Coordinator	\$133,678.97	\$612.00
KEENE	GWEN	Business Manager	\$131,303.65	\$855.36
KEESMAAT	IKE	Shift Maintainer I - Mechanical (Fossil)	\$151,291.32	\$692.13
KEHOE	DAVE	Dir., Performance Impr. & Nuc. Oversight	\$244,743.34	\$419.76
KELLY	CHARLIE	System Window Coordinator	\$150,419.32	\$636.00
KELLY	DOUG	Manager, Contracts Office	\$128,526.52	\$831.60
KELLY	EARL	Trades Supervisor - Coal Yard Operations	\$111,501.24	\$425.00
KELLY	J. G.	Authorized Nuclear Operator	\$189,518.67	\$673.74
KELLY	JERRY	Protection & Control Technologist	\$100,574.85	\$571.50
KELLY	LEN	Sr. Inspection & MTCE Technician	\$122,308.79	\$453.18
KELLY	LES	Sr. Inspection & MTCE Technician	\$142,647.96	\$500.34
KELLY	MARTIN	Day at Hand Market Operator	\$110,213.28	\$543.36
KELLY	ROB	Nuclear Operator	\$112,994.21	\$441.00
KEMPE	THEODORA FAITH	Sr. Advisor, Safety Rqmt & Licensing	\$100,717.07	\$588.00
KEMPPFER	JOHN	Shift Site Supervisor	\$130,342.49	\$559.34
KENERKNECHT	JOHN ALFRED	FLMa, Drafting - Electrical	\$132,431.47	\$500.34
KENISTON	JAMES	Maintenance Specialist - Strategy	\$102,793.97	\$594.00
KENNARD	JOHN	Section Mgr., Life Cycle Estimate Mgmt	\$104,159.91	\$612.00
KENNEDY	ANDREW	Production Supervisor - Shift Engineer	\$136,035.49	\$660.00
KENNEDY	DANA	Authorized Nuclear Operator	\$132,134.88	\$558.25



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KENNEDY	SCOTT	Trades Supervisor - Maintenance	\$138,645.79	\$529.50
KENTHOL	STEPHEN ALEXANDER	FLMa, Drafting - Electrical	\$132,457.18	\$424.02
KEOWN	K. E.	Sr. Advisor, Operating Experience (OPEX)	\$109,709.67	\$612.00
KERBA	NABIL	Section Manager, Site Support	\$100,686.69	\$154.50
KEREKES	ALBERT	Work Week Leader	\$113,242.92	\$558.00
KERNIUS	HENRY	Section Manager, Fuel Handling	\$120,637.43	\$606.00
KERR	ALLAN	Project Technician I - E & C	\$110,668.30	\$425.70
KERR	C. R.	Civil Maintainer I Journeyperson	\$101,974.80	\$405.00
KERRIGAN	BILL	Section Manager, Warehousing	\$112,988.91	\$682.00
KERRIGAN	DENIS PATRICK	Plumber/ Pipefitter Foreman - Const.	\$101,609.13	\$0.00
KERWIN	PAT	Shift Maintainer I - Mechanical (Fossil)	\$121,209.88	\$1,042.22
KETT	PAUL	Trades Supervisor - Coal Yard Operations	\$105,341.21	\$512.52
KEUKEN	LUKE	Senior Shift Control Technician	\$116,793.71	\$478.50
KEWAQUOM	FRANCIS	Shift Maintainer I - Mechanical (Fossil)	\$101,681.02	\$390.72
KHAN	ALI	Manager, Project Management Office	\$131,301.55	\$823.68
KHAN	ARIF	Manager, Radiation Protection	\$160,338.28	\$974.16
KHAN	ATIKA	Section Mgr., Safety Assmt & Licensing	\$114,941.78	\$778.20
KHAN	IJAZ	SM, Major Components/ Life Cycle	\$130,082.41	\$1,310.65
KHAN	JUNAID	Sr. Technical Eng./ Officer	\$109,913.32	\$495.36
KHAN	KHADEM	Technical Engineer/ Officer	\$129,526.45	\$385.44
KHAN	M. H.	FLM, Control/ Mechanical	\$144,043.25	\$552.84
KHANSAHEB	ZARIR	Shift Supervisor In Training	\$127,580.35	\$557.04
KHATTAB	ESSAM	Sr. Technical Eng./ Officer	\$143,021.03	\$522.00
KHELAWAN	ANIRUDE	SM, Thermal Hydraulics & Assessments	\$117,531.90	\$522.72
KHODABOCUS	ADAM	FLMa, Emergency Response	\$101,315.69	\$405.90
KIAMEH	HANI	Sr. Technical Eng./ Officer	\$111,238.13	\$451.44
KIEFER	BARRY	Unit Operator	\$104,162.12	\$444.00
KIERINKIEWICZ	JOHN	Inspection & Maintenance Technician I	\$106,447.34	\$4,264.36
KIES	G. P.	Authorized Nuclear Operator	\$200,600.35	\$654.47
KILLIUS	KLAUS	Specialist, Strategic Mat. & SS	\$111,296.95	\$585.36
KIM	JONG DEA	VP, Energy Markets Systems	\$199,085.40	\$1,267.20
KIM	TONY	Shift Advisor, Technical Support	\$122,416.81	\$501.60
KIMBALL	PETER	Section Manager	\$106,876.85	\$588.00
KIMMERLE	LUDWIG	Sr. Engineer/ Scientist/ Tech. Officer	\$107,331.69	\$513.36
KIMMETT	STEVE	Authorized Nuclear Operator	\$157,588.33	\$664.52
KIMPEL	D. T.	Shift Manager	\$198,029.94	\$974.16
KING	CALVIN	Civil Maintainer II Journeyperson	\$102,168.46	\$369.84
KING	CATRIONA	Assistant Board Secretary	\$180,699.12	\$380.16
KING	DARWIN	Unit Operator	\$102,929.54	\$444.00
KING	FRANK K.	Dir., Nuclear Waste Engineering & Tech.	\$172,731.47	\$707.52
KING	GORD	Shift Unit Supervisor	\$129,665.00	\$542.34
KING	GRANT	Field Shift Operating Supervisor	\$111,252.08	\$552.00
KING	PETER	Control Room Shift Supervisor	\$229,850.66	\$783.36
KING	RANDY	Authorized Nuclear Operator	\$169,288.93	\$654.47
KING	WAYNE	Shift Unit Supervisor	\$134,234.65	\$542.34
KINGSTON	SCOTT	Project Technician I - Mech.	\$110,999.45	\$484.02
KINITZ	E. E.	Authorized Nuclear Operator	\$167,926.12	\$654.47
KINSELLA	KEVIN	Production Supervisor - Technical	\$106,891.96	\$561.36
KIPRENKO	ADAM	ANOIT - Supervising Nuclear Op.	\$127,333.69	\$603.50
KIRBY	J. J.	Sr. Mgr., Market Forecasts & Modeling	\$135,459.56	\$847.44
KIRKHAM	ALLAN	Section Manager	\$110,070.07	\$627.36
KIRKHAM	COBI	Work Week Leader	\$123,009.48	\$618.00
KISSEL	RAYMOND	Sr. Technical Engineer/ Officer	\$107,870.64	\$564.00
KITOWSKI	RAY	Unit Operator	\$128,089.90	\$444.00
KITSCHA	BILL	Sr. Manager, Plant Design Engineering	\$178,988.38	\$1,045.44

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KIVISTO	DAVE	Unit Operator	\$112,674.46	\$444.00
KLEIN	TIM	Project Tech. II - E & C	\$103,722.94	\$392.34
KLEINS	BOB	Chemical Technician	\$112,420.69	\$465.00
KLEM	GEORGE	Control Maintenance Assessor	\$119,504.01	\$497.52
KLEM	WARREN	Inspection & Maintenance Technician I	\$108,437.51	\$390.36
KLIMEZ	RAY	Mechanical Maintainer Journeyperson	\$101,204.48	\$444.00
KNAPP	HARRY	Trades Supervisor - Maintenance	\$111,548.54	\$504.06
KNEZEVICH	T. J.	Team Leader, Assmt & Reporting/ Plng	\$101,237.07	\$594.00
KNIGHT	ALISON	Project Leader I - Prod. & Srvc Dev.	\$115,279.92	\$657.36
KNIGHT	D. B.	Section Manager, Examinations	\$160,635.59	\$714.00
KNIGHT	DAVID JOHN	Senior Design Engineer	\$101,532.58	\$543.36
KNOLL	JACK	Shift Maintainer I - Mechanical (Fossil)	\$131,942.52	\$856.00
KNOTT	ANDY	Shift Site Supervisor	\$133,696.52	\$556.86
KNOTT	RANDAL ERNEST	Shift Control Technician	\$107,290.69	\$454.50
KNUTSON	MARK	Shift Manager	\$182,404.97	\$765.36
KO	PIUS	Section Manager	\$107,164.07	\$612.00
KOCK	JOHN	Shift Control Technician	\$100,590.36	\$399.96
KOEPKE	RAYMOND	Project Leader II	\$100,316.27	\$518.56
KOHN	ETHAN	Solicitor	\$137,101.34	\$974.16
KOKUS	TONY	Production Supervisor - Shift	\$291,915.98	\$654.00
KOLISNYK	ALAN	Certified Unit "O" Ctrl Room OIT - NO	\$117,986.03	\$572.34
KOMOSA	ZBIGNIEW	Sr. Technical Engineer/ Officer	\$109,685.81	\$2,858.28
KONDRA	CLIFFORD P.	Auxiliary Plant Operator 4Th Class	\$100,865.89	\$391.50
KONIECZNY	ROMAN	Wholesale Marketer	\$119,135.76	\$627.36
KOOL	PAUL	Shift Control Technician	\$114,842.38	\$399.96
KORDOWISKO	JOHN	Senior Design Engineer	\$101,030.39	\$567.36
KORTRIGHT	ROBERT	Sr. Financial Systems Analyst	\$102,634.07	\$522.72
KOSTER	JOSEPH	Maintenance Assessor (Nuclear)	\$107,801.00	\$470.34
KOTWA	GARY	SM, Scheduling Support	\$100,705.32	\$588.00
KOWACZ	ED	Control Maintenance Assessor	\$107,834.63	\$421.82
KOWALCHUK	DENNIS	Appendix A Control Technician	\$107,832.84	\$0.00
KOWALSKI	PETER	River Control Supervisor	\$137,824.25	\$542.34
KOZOPAS	ROBERT	Environmental Planning Manager	\$139,301.17	\$871.20
KRAFT	KEN	Inspection & Maintenance Tech. Trainee	\$115,301.07	\$437.00
KRAMBERGER	MIKE	Section Manager, Outage	\$141,105.57	\$633.36
KRAMER	STUART	Sr. Advisor, Health & Safety	\$107,257.72	\$801.86
KRANE	RON	Authorized Nuclear Operator	\$195,398.98	\$670.02
KREJCIK	PAUL OTAKAR	Sr. Engineer/ Scientist/ Tech. Officer	\$104,639.94	\$452.80
KRENTZ	GORD	FLMa, Civil I Cranes	\$111,551.16	\$461.52
KRETZ	STEPHEN	Sr. Inspection & MTCE Technician	\$111,683.57	\$500.34
KROFT	JOHN	SM, Rotating Equipment	\$108,853.56	\$567.00
KRUEGER	JOHN	Authorized Nuclear Operator	\$120,488.29	\$627.15
KRUKOWSKI	MICHAEL	Section Manager, Scheduling	\$127,937.62	\$839.52
KRUPOP	CHARLENE	Chemical Technician	\$144,448.41	\$532.50
KRUPPA	DOUG	Mechanical Maintainer Journeyperson	\$103,704.35	\$432.00
KRUUSI	OSMO	Cost & Scheduling Technician	\$103,914.63	\$414.48
KUBICKI	T. W.	FLM, Control/ Mechanical	\$106,020.14	\$542.34
KUBICKI	TODD THOMAS	System Window Coordinator	\$112,184.14	\$455.50
KUCIKS	JOHN	Field Shift Operating Supervisor	\$172,796.79	\$588.00
KUIPER	FRANK	Auxiliary Plant Operator 4Th Class	\$122,676.09	\$394.70
KUKAVICA	CRAIG	Project Technician I - E & C	\$113,069.15	\$484.02
KUMAR	S.	Technical Engineer/ Officer	\$101,390.13	\$417.12
KUNG	JACK	Shift Site Supervisor	\$119,811.72	\$559.34
KUNG	PETER	Treasury Officer	\$101,042.16	\$573.36
KUNKEL	PAUL	Director, Risk & Assurance	\$176,784.45	\$15,439.89

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KUNTZ	GARY	Certified Unit "O" Ctrl Room Operator	\$148,562.41	\$581.52
KUPPA	MAHESH	Analyst - Information Systems	\$106,453.21	\$474.00
KUSIO	EDWARD	Shift Control Technician	\$119,866.71	\$454.50
KVALTIN	D. F.	FLM, Control/ Mechanical	\$166,417.55	\$600.00
KWAK	SUNG KWON	Technical Engineer/ Officer	\$103,522.76	\$393.36
KWAN	FRANCIS CHUN SHU	Sr. Engineer/ Officer - Systems	\$105,530.41	\$567.36
KWAN	HOWARD	Shift Control Technician	\$100,597.14	\$466.50
KWAN	LEO	Day Ahead Coordinator - Water Resources	\$117,710.42	\$606.00
KWAN	LUKE	Sr. Engineer/ Officer - Systems	\$113,145.72	\$573.36
KWAN	TERRY	Mechanical Maintainer Journeyman	\$101,678.82	\$380.16
KWONG	MARIA	Manager, Taxation	\$116,671.67	\$506.88
LAAKSO	TARMO	Technologist - Control (Ts)	\$105,203.99	\$770.49
LABATT	JOHN	Work Coordinator	\$136,162.06	\$509.52
LABELLE	JEFF	FLM, Inspection & Maintenance	\$137,667.16	\$534.00
LABELLE	PIERRE	Supervising Nuclear Operator	\$120,339.70	\$527.52
LABINE	BERNIE	Section Manager, Maintenance	\$134,981.49	\$576.00
LABRIE	BARRY	Protection & Control Technologist	\$101,324.36	\$656.46
LABUZ	J. H.	Supervising Nuclear Operator	\$130,285.51	\$463.98
LACHANCE	JOHN	Shift Maintainer I - Mechanical (Fossil)	\$105,253.27	\$1,183.45
LACIVITA	KEN	Director, Electricity Trading	\$319,246.48	\$1,724.76
LACOUR	PAUL	Shift Site Supervisor	\$125,535.63	\$559.34
LADOUCEUR	MICHAEL	Nuclear Operator	\$104,117.47	\$429.00
LAFANTASIE	PETER MICHAEL	Section Manager	\$110,284.98	\$554.26
LAFAVE	JOHN	Site Project Technician, Elec. & Cntrl	\$130,200.68	\$947.54
LAFLEUR	DAN	Senior Technical Specialist	\$109,579.00	\$585.36
LAFLEUR	DONALD	Level 1A Operator	\$125,335.13	\$542.34
LAFONTAINE	PAUL	Asset & Technical Services Manager	\$121,167.50	\$784.08
LAGACE	PAUL	Shift Control Technician	\$117,366.09	\$380.58
LAGAN	GARY	Section Manager, Outage	\$119,694.32	\$2,172.06
LAHAIE	GUY	Mechanical Maintainer Journeyman	\$103,813.55	\$380.16
LAHAYE	A. W.	Work Coordinator	\$128,503.80	\$525.00
LAHT	WALTER	Plumber/ Pipefitter - Const.	\$136,311.13	\$0.00
LAI	BOR NIAN	Sr. Technical Eng./ Officer	\$103,382.41	\$531.36
LAI	LENNY	Sr. Specialist - Compl./ Mkt Monitoring	\$101,420.41	\$570.80
LAI	LIANG	Sr. Engineer/ Officer - Systems	\$118,346.20	\$343.00
LAITY	SCOTT	Mechanical Maintainer Journeyman	\$120,343.31	\$432.00
LAJEUNESSE	BRIAN	Shift Control Technician	\$101,999.11	\$454.50
LAKE	IAN	Mgr., Perf Impr. & Nuc. Oversight (PINO)	\$109,578.30	\$762.30
LAKE	TONY	Inspection & Maintenance Technician II	\$112,530.95	\$334.62
LALONDE	DARWIN	Major Panel Operator	\$101,176.82	\$409.86
LALONDE	MARC	Supervising Nuclear Operator	\$115,332.02	\$527.52
LALONDE	PHILIPPE	Senior Shift Control Technician	\$115,790.04	\$466.50
LALOR	S. E.	Work Week Leader	\$116,639.38	\$606.00
LAM	FRANK	Section Manager, Reactor Design	\$147,628.92	\$823.68
LAM	WEI-HING	Project Manager, Field Campaigns	\$160,191.93	\$529.50
LAMARCHE	E. G.	Control Maintenance Assessor	\$104,092.46	\$485.52
LAMARCHE	JEAN RODOLPH	Shift Control Technician	\$109,393.34	\$454.50
LAMB	BRUCE	First Line Manager, Security	\$116,118.76	\$893.49
LAMB	GEOFFREY	Mechanical Maintainer Journeyman	\$103,579.57	\$432.00
LAMBDEN	GREG	Unit Operator	\$127,715.77	\$444.00
LAMBERT	CRAIG	Shift Maintainer I - Control (Fossil)	\$102,468.62	\$849.74
LAMBERT	JOHN	Section Head - Information Mgmt	\$121,997.94	\$360.50
LAMBLEY	KEVIN	Shift Maintainer I - Control (Fossil)	\$109,120.29	\$540.45
LAMONT	AL G.	Nuclear Operator	\$100,324.13	\$429.00
LANCE	THOMAS	Section Manager, Maintenance	\$119,576.81	\$506.88

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LANDON	WILLIAM	Project Leader II	\$127,763.61	\$579.36
LANE	LEE	Section Manager, Operations Programs	\$187,601.53	\$780.00
LANGFELD	HEATHER	Program Manager, Health & Safety	\$101,978.63	\$501.60
L'ANGLAIS	JEAN MARC	Senior Training Officer, EP	\$115,617.27	\$513.36
LANTEIGNE	GUY	Field Shift Operating Supervisor	\$129,362.95	\$515.68
LANTING	WILLIAM	Financial Services Supervisor	\$112,643.09	\$645.36
LANTZ	BRUCE	Ironworker Foreman Construction	\$110,023.38	\$0.00
LANZON	FABRICIUS	Sr. Technical Engineer/ Officer	\$136,614.33	\$114.84
LAPIERRE	JERRY	Level 1A Operator	\$127,953.19	\$542.34
LAPIERRE	NORM	Protection & Control Technologist	\$105,819.07	\$558.00
LAPOINTE	DAVID	Training Superintendent	\$107,951.28	\$752.40
LAPOINTE	MARCEL	Shift Control Technician	\$104,942.31	\$466.50
LAPP	STEVE	FLM, Warehouse - Stockkeeping	\$131,107.89	\$444.36
LAPRAIRIE	CLAUDE	Site Project Engineer/ Officer	\$136,215.14	\$479.34
LARATTA	ED	Superv., Environment Studies/ Assmt	\$119,262.67	\$612.00
LARIN	PAUL	Project Tech. II - E & C	\$109,162.36	\$413.34
LARRUE	YVES	Manager	\$115,110.68	\$784.08
LARSEN	PETER	River Control Supervisor	\$122,973.29	\$542.34
LARSON	TELFORD	Shift Maintainer I - Mechanical (Fossil)	\$103,338.74	\$1,101.62
LASKOWSKI	TED	Trades Supervisor - Maintenance	\$149,536.41	\$595.86
LAST	MARK	FLM, Control/ Mechanical	\$128,904.19	\$570.00
LATIMER	ROBERT	SM, Secondary Systems	\$121,636.21	\$836.40
LAU	CAM	Chemical Technician	\$124,056.90	\$465.00
LAU	MERCY	I.T. Program/ Service Manager	\$109,644.34	\$491.04
LAU	MING	Senior Technical Expert	\$149,563.56	\$612.00
LAU	THOMAS	SM, Mechanical Equipment	\$115,406.03	\$784.08
LAU BARTON	DOROTHY	Sr. Business Dev. Engineer/ Officer	\$107,052.07	\$627.36
LAUGHLIN	STEVE	FLM, Construction	\$113,921.19	\$512.16
LAURENTI	FOSCO	Shift Control Technician	\$112,873.89	\$454.50
LAURICH	R. J.	FLM, Control/ Mechanical	\$132,364.15	\$582.00
LAUTER	DAVID	Maintenance Assessor (Nuclear)	\$113,674.86	\$413.82
LAVALLE	LARRY	River Control Supervisor	\$109,860.46	\$542.34
LAVECHIA	ROD	Electrician Construction	\$110,221.25	\$0.00
LAVENDER	LARRY	Trades Supervisor - Maintenance	\$113,137.44	\$553.50
LAVERDURE	JOHN	Senior Shift Control Technician	\$132,224.44	\$529.50
LAVIGNE	JOSEPH	Sr. Technical Eng./ Officer	\$109,255.16	\$1,082.26
LAVIOLETTE	BRUCE R.	Ironworker Construction	\$117,942.41	\$0.00
LAVOIE	JIM	Unit Operator	\$105,014.56	\$444.00
LAWRENCE	BILL	Shift Maintainer I - Control (Fossil)	\$133,829.47	\$897.00
LAWRENCE	PAUL	SM, Licensing & Assmt	\$124,819.47	\$839.52
LAWRENCE	STEPHEN RONALD	SM, Mech & Civil Design	\$117,878.52	\$838.16
LAWRIE	JAMIE	Manager, Design Projects	\$141,254.47	\$308.88
LAWROW	TONY	Unit Operator	\$115,470.32	\$444.00
LAWRYNOWICZ	TED	Senior Design Engineer	\$110,746.87	\$528.00
LAZETTE	BERNARD	Civil Maintenance Assessor	\$102,984.50	\$437.52
LE	THO DIEN	Section Mgr., Env. Support & Services	\$108,606.41	\$760.32
LE BLANC	BERNIE	FLM, Control/ Mechanical	\$141,954.22	\$542.34
LEACH	IAN	Production Supervisor - Technical	\$102,420.05	\$558.00
LEACH	SEAN	Authorized Nuclear Operator	\$158,712.56	\$653.97
LEAVITT	RANDY	Director, Project Support	\$170,188.25	\$733.92
LEBEDICK	ROB	Nuclear Operator	\$104,767.62	\$425.34
LEBLANC	JACQUES	Training Tech. - Control Maintenance	\$122,617.98	\$515.46
LEBRASSEUR	DAVID	Sr. Protection & Control Technologist	\$108,465.26	\$571.50
LECA	CLEM	Work Coordinator	\$130,597.39	\$510.00
LECHNAR	DONALD C.	Vice President, Pricing & Structure	\$626,658.14	\$767.44

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L'ECUYER	CLAY	FLM, Control/ Mechanical	\$145,245.57	\$576.00
LEDRESSAY	GEORGE	Day at Hand Market Operator	\$117,479.81	\$580.50
LEDRESSAY	ROGER	Lead Auditor - Code Compliance	\$127,830.65	\$708.00
LEDREW	L. G.	Field Shift Operating Supervisor	\$136,970.47	\$558.00
LEDWARD	MICHAEL	Major Panel Operator	\$101,817.31	\$454.50
LEE	CHEVIN TZE WONG	SM, Thermal Hydraulics & Assmt	\$118,596.98	\$815.76
LEE	HAN-PING	Senior Technical Specialist	\$108,471.10	\$538.56
LEE	JOHN	Sr. Technical Eng./ Officer	\$100,658.46	\$435.60
LEE	JOHN	Manager, Liquidity & Foreign Exchange	\$130,909.79	\$285.12
LEE	KAM MAN	Mechanical Maintainer Journeyman	\$101,816.92	\$444.00
LEE	M. J.	FLM, Civil Maintenance	\$108,676.99	\$473.52
LEE	MARTIN	Sr. Technical Eng./ Officer	\$101,087.91	\$480.48
LEE	PETER	Sr. Technical Eng./ Officer	\$104,203.55	\$513.36
LEE	RAY	Sr. Technical Eng./ Officer	\$106,985.65	\$546.00
LEE	STEPHEN P.	Project Manager	\$142,309.60	\$879.12
LEE	TERRY	Shift Maintainer I - Mechanical (Fossil)	\$106,927.06	\$508.14
LEEDER	LEONARD	Director, Services	\$201,898.68	\$1,219.68
LEEKHA	RAJEEV	Sr. Technical Eng./ Officer	\$108,886.87	\$486.00
LEES	GRAEME	Unit Operator	\$110,061.46	\$444.00
LEGGETT	STEVE	Level 1A Operator	\$118,187.73	\$542.34
LEHMAN	JEFF	Section Manager, Special Safety Sys.	\$128,418.95	\$549.12
LEHOVICH	TERRY	Protection & Control Technologist	\$101,150.56	\$633.29
LEIGHTON	GORDON	Project Manager, CMR	\$138,520.08	\$910.80
LEILABADI	ALI	Sr. Technical Engineer/ Officer	\$104,809.80	\$543.36
LEINONEN	PAUL JOHANNES	Senior Design Engineer	\$107,006.35	\$564.00
LEISMASTER	JACK	Mechanical Maintainer Journeyman	\$100,384.30	\$432.00
LEITCH	JIM	Mechanical Maintainer Journeyman	\$145,329.74	\$451.00
LEITH	DAVID	Level 1A Operator	\$105,297.58	\$542.34
LEITH	GRAHAM	Products & Serv. Design & Delivery Mgr.	\$117,193.03	\$528.00
LEJAMBE	RAYMOND	Thermal Technologist	\$107,497.95	\$440.22
LEKSINSKI	PAUL	Shift Supervisor In Training	\$143,097.56	\$611.80
LEMAIRE	JOHN	Shift Site Supervisor	\$101,362.31	\$556.86
LEMIEUX	LIETTE	FLMa, Radiation Control	\$110,117.36	\$445.50
LEMIEUX	MANSEL J.	Boilermaker Foreman Const.	\$113,670.92	\$0.00
LEMKAY	KEVIN	Shift Supervisor In Training	\$111,222.83	\$639.36
LEMONT	JIM	Work Coordinator	\$151,743.68	\$594.00
LENARDUZZI	J.	SM, Fuel Handling MNTCE	\$121,666.40	\$815.76
LENJOSEK	JEFF	Section Head - Finance	\$115,729.87	\$582.00
LENNOX	KEITH	FLMa, Civil II	\$110,318.16	\$444.36
LEON	DAN	Section Manager, Projects	\$123,960.11	\$831.60
LESAUVAGE	PHILIP	Manager, Site Public Affairs	\$115,947.84	\$522.72
LESIUTA	STEVEN	Manager, Commercial & Channel Sales	\$175,442.21	\$7,549.46
LETTIS	DANA	System Window Coordinator	\$129,549.13	\$459.36
LEUNG	DEREK	Sr. Advisor, Business Development	\$104,164.07	\$612.00
LEUNG	HELEN	Sr. Advisor, LLW Disp. Safety Assmt	\$101,390.07	\$594.00
LEUNG	JOSEPH	Sr. Technical Eng./ Officer	\$147,478.28	\$564.00
LEUNG	KIT	Sr. Technical Eng./ Officer	\$100,513.69	\$537.36
LEUNG	PHILIP K.	Section Head - Finance	\$104,854.03	\$604.50
LEUNG	SAI KEUNG	Nuclear Operator	\$109,397.44	\$441.00
LEUNG	TOMY	Sr. Technical Eng./ Officer	\$128,949.90	\$537.36
LEUNG	TONY	Supervising Information Analyst	\$122,423.87	\$264.00
LEVANEN	BARRY	Level 1A Operator	\$116,200.63	\$542.34
LEVESQUE	GERRY	Shift Unit Supervisor	\$130,648.09	\$400.62
LEW	A. G.	Manager, Radiation Protection	\$133,981.97	\$847.44
LEWANDOWSKI	PAUL	FGD Supervisor	\$115,226.94	\$513.00

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
LEWIS	D. J.	FLM, Facility Services, Corporate	\$113,899.01	\$736.56
LEWIS	DARRELL	Plant Eng./ Officer - Hydroelectric	\$101,773.16	\$1,784.47
LEWIS	MICHAEL	Sr. Engineer/ Scientist/ Tech. Officer	\$110,354.78	\$558.00
LEWIS	NEIL	Maintenance Assessor (Nuclear)	\$108,460.69	\$470.34
LEWIS	PETER	Authorized Nuclear Operator	\$133,249.37	\$654.47
LI	MING	Senior Design Engineer	\$102,570.71	\$451.44
LI	WILLIE	Sr. Technical Eng./ Officer	\$159,235.40	\$948.67
LIANG	SAM	Sr. Engineer/ Scientist - Specialist	\$107,208.81	\$594.00
LIEBROCK	DAVE	Performance & Testing Technologist	\$102,493.85	\$483.00
LIM	ANDY	Level 1A Operator	\$103,435.01	\$542.34
LIM	SONY	Manager, Real Estate Services	\$126,358.73	\$1,751.48
LINDSAY	G.	Project Technician I - Mech.	\$103,185.21	\$484.02
LINDSAY	GARY	Day at Hand Market Operator	\$141,615.95	\$596.64
LINDSAY	GEORGE WILLIAM	Shift Maintainer I - Mechanical (Fossil)	\$111,795.03	\$444.00
LINDSAY	JAMES	Logistics Coordinator	\$107,154.65	\$624.00
LINDSAY	KEVIN	Shift Maintainer I - Mechanical (Fossil)	\$110,324.32	\$1,103.46
LINKLATER	M. N.	Manager, EP/ Site Procurement	\$123,103.59	\$736.56
LINTNER	KEVIN	Senior Shift Control Technician	\$115,169.67	\$478.50
LIPHARDT	R. F.	First Line Manager, Security	\$111,765.84	\$465.36
LIPINSKI	ANDREW	Maintenance Assessor (Nuclear)	\$113,779.78	\$470.34
LIPPERT	TERRY	Authorized Nuclear Operator	\$154,605.31	\$671.52
LISKA	FRANK	Sr. Advisor, Finance	\$106,253.93	\$618.00
LITTLE	BRUCE	FLM, Control/ Mechanical	\$104,019.61	\$558.00
LITTLEY	AL	Shift Operating Supervisor (Authorized)	\$170,215.90	\$833.30
LIU	ALEXANDER	Associate Design Engineer	\$100,225.47	\$403.92
LIU	DAVID	FLM - Maintenance	\$113,261.69	\$760.32
LIVINGSTONE	TRACY	Senior Credit Analyst	\$103,099.07	\$606.00
LIVSEY	DANIEL	Technical Engineer/ Officer	\$138,701.32	\$486.00
LLOYD	SHARON	Level I Operator	\$101,568.41	\$529.50
LO	KIN KAY	SM, Rad. Waste Trans. Design	\$111,465.27	\$651.36
LOBBEZOO	ROELANT	Sr. Technical Eng./ Officer	\$113,436.05	\$87.00
LOCHHEAD	GREGORY	Manager, Content Management	\$131,414.85	\$261.36
LOCKEY	KEVIN	Sr. Plant Eng./ Officer - Hydroelectric	\$107,658.97	\$467.28
LOCKHART	KEN	Supervising Nuclear Operator	\$140,973.90	\$527.52
LOCOCO	BOB	Trades Mgmt Superv., Hydroelectric	\$102,003.41	\$531.84
LOFTUS	TOM	Sr. Site IT Champion	\$106,838.27	\$606.00
LOMAX	STEVE	Shift Control Technician	\$114,367.88	\$448.30
LONG	CHRIS	FLM, Civil Maintenance	\$103,651.64	\$462.00
LONG	CLAIR	Plumber/ Pipefitter - Const.	\$106,592.96	\$0.00
LONG	FREDERICK	VP, Financial Planning Corp Finance	\$287,302.85	\$1,570.80
LONG	KARY	Shift Maintainer I - Mechanical (Fossil)	\$101,637.17	\$915.04
LONG	MIKE	Mechanical Maintainer Journeyman	\$123,407.58	\$380.16
LONG	TIM	Authorization Training Supervisor	\$214,327.75	\$680.56
LONGMIRE	DANIEL	Project Leader II	\$117,005.55	\$481.14
LONGMORE	MERVYN	FLM, Construction	\$105,165.47	\$373.12
LONGO	F. R.	Sr. Technical Eng./ Officer	\$103,493.49	\$513.36
LOPES	O. A.	Shift Control Technician	\$116,494.21	\$466.50
LOPEZ	ELIZABETH	Manager, General Training & Support	\$141,017.11	\$942.48
LOTHMAN	EDWARD	Authorized Nuclear Operator	\$189,735.20	\$654.47
LOTOSKI	JOHN	Manager, Regulatory Affairs	\$149,190.53	\$926.64
LOUBIER	CHRIS	Coal Plant MEO Journeyman	\$104,235.70	\$381.84
LOUBIER	NORM	Waterworker 3	\$109,647.12	\$1,130.46
LOUGHEED	MARTIN	Control Room Shift Supervisor	\$175,439.17	\$727.86
LOUGHRAN	MARK	Director, Nuclear Integration	\$124,091.84	\$0.00
LOUGHREY	SHAWN	Mechanical Maintainer Journeyman	\$114,028.10	\$432.00

## PUBLIC ACCOUNTS, 2003-2004

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<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
LOUIE	ELEEN	Section Head - Finance	\$105,131.07	\$618.00
LOVE	JOHN	Supervising Nuclear Operator	\$105,219.22	\$527.52
LOVELAND	GLENN	Shift Control Technician	\$114,157.81	\$472.14
LOVERIDGE	CHARLES	Certified Unit "O" Ctrl Room OIT - NO	\$124,978.10	\$559.50
LOVERING	JOHN	FLM - Large Facilities	\$116,847.89	\$565.00
LOWES	GARY R.	Shift Control Technician	\$107,694.03	\$454.50
LUCAS	PATRICK	Sr. Advisor, Op. Experience (OPEX)	\$135,706.88	\$495.00
LUCENTE	JOHN	Project Site Manager	\$116,400.43	\$8,639.35
LUCHFORD	WILLIAM	Mech. Maintainer Union Trades Superv.	\$123,620.19	\$529.50
LUDGATE	PETER	Authorized Nuclear Operator	\$155,678.58	\$651.75
LUDLOW	R. F.	Manager, Design Projects	\$139,918.20	\$902.88
LUDWINSKI	R. S.	FLM, Control/ Mechanical	\$116,830.35	\$582.00
LUEHMANN	PERRY	Painter Foreman - Const.	\$123,275.70	\$0.00
LUFFMAN	J. S.	Control Room Shift Operating Supervisor	\$192,206.13	\$686.40
LUI	KIN FAI	Mech. Maintainer Union Trades Superv.	\$148,920.76	\$542.34
LUK	JOE	Sr. Engineer/ Scientist - Specialist	\$145,074.07	\$477.80
LUKAS	RICK	FLM, Control/ Mechanical	\$161,736.91	\$594.00
LUMBIS	ALLAN	Sr. Engineer/ Scientist/ Tech. Officer	\$109,351.63	\$464.64
LUMSDEN	D. S.	Senior Shift Control Technician	\$117,379.29	\$542.34
LUNDY	ERROLL	Sr. Engineer/ Scientist/ Tech. Officer	\$117,403.99	\$440.88
LUPTAK	STEVE	Shift Maintainer I - Control (Fossil)	\$101,733.94	\$446.34
LUX	BOB	Sr. Engineer/ Scientist/ Tech. Officer	\$102,940.21	\$390.72
LYLE	MARY JANICE	Manager, Human Resources	\$121,607.44	\$831.60
LYNCH	KELLY	Customer Billing Officer	\$108,408.78	\$2,529.90
LYNCH	PAUL	Engineer/ Tech. Office - Water Mgmt	\$101,146.93	\$543.36
LYNE	JACK	Shift Maintainer I - Mechanical (Fossil)	\$103,302.27	\$1,103.46
LYNETT	JIM	Trades Mgmt Superv., Hydroelectric	\$104,628.05	\$519.84
LYNG	ROB P.	Mgr., Environment & Managed Systems	\$135,070.44	\$293.04
LYNN	TIM	Major Panel Operator	\$101,578.60	\$465.84
LYONS	MIKE	Shift Production Technician - Chemical	\$100,679.39	\$418.68
LYSEYKO	DONNA	Sr. Advisor, Workforce Planning	\$113,040.34	\$266.64
MABRAIDPOPOULOS	ZAHARIS	Sr. Engineer/ Scientist/ Tech. Officer	\$154,464.65	\$459.36
MACADAM	KEN	Project Technician I - Civil	\$105,539.46	\$509.52
MACALISTER	JOHN	Senior Financial Analyst	\$104,918.86	\$594.00
MACALPINE	DAVE	Section Manager, Training	\$116,734.61	\$838.86
MACARTHUR	W. N.	Section Manager, Maintenance	\$123,080.35	\$606.00
MACAULAY	DAVE	Unit Operator	\$119,871.77	\$444.00
MACBAIN	NORMAN	Control Room SNO - TRF & F/ H	\$121,880.68	\$542.34
MACDIARMID	DAVID	SM, Radiation Protection Programming	\$104,552.36	\$744.48
MACDONALD	BRYON	Trades Supervisor - Maintenance	\$110,623.60	\$550.86
MACDONALD	CHARLIE	Lead Auditor - Code Compliance	\$127,723.20	\$2,798.74
MACDONALD	DON	Shift Control Technician	\$101,315.88	\$454.50
MACDONALD	DONNA	SM, Reactor Safety Support	\$116,453.18	\$601.48
MACDONALD	GLEN	Manager, Chemistry/ TRF	\$181,771.74	\$950.40
MACDONALD	GLENN	Section Mgr., Oper. Proc. & Standards	\$126,871.56	\$290.40
MACDONALD	JOHN	Mechanical Maintainer Journeyperson	\$102,130.91	\$432.00
MACDONALD	JOHN A.	Shift Control Technician	\$131,324.13	\$454.50
MACDONALD	MIKE	Mech. Maintainer Union Trades Superv.	\$112,903.95	\$465.96
MACDONALD	RANDY	Regional Maintainer - Civil	\$104,966.51	\$405.00
MACDONALD	ROBERT	SM, Functional Support	\$112,138.40	\$768.24
MACDONALD	ROBERT	Authorization Training Supervisor	\$184,987.50	\$738.00
MACDONALD	S. C.	Civil Maintainer I Journeyperson	\$101,191.32	\$393.84
MACDONALD	SCOTT	Investment Manager	\$154,882.08	\$324.72
MACDONALD	WILLIAM	Mechanical Maintainer Journeyperson	\$109,736.49	\$444.00
MACDOUGALL	FRANK	Manager	\$135,446.10	\$1,148.40

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MACDOUGALL	WILLIAM RANDOLPH	SM, Elect. & Control Design	\$127,059.75	\$564.00
MACDUFF	JOHN	ANOIT - Nuclear Operator	\$115,235.98	\$581.52
MACE	ROB	Cost & Scheduling Technician	\$106,230.20	\$414.36
MACEACHERON	R. J.	Manager, Nuclear Safety	\$131,452.65	\$596.56
MACFARLANE	DOUGLAS	Site Controller	\$113,256.97	\$760.32
MACFARLANE	JOHN	Tech. - Balancing Vibration & Noise	\$117,345.88	\$423.80
MACGILLIVRAY	EARL	Level 1A Operator	\$113,506.12	\$542.34
MACGREGOR	CAM	Control Room SNO - TRF & F/ H	\$120,344.30	\$542.34
MACGREGOR	GEORGE	Certified Unit "O" Control Room Operator	\$140,777.44	\$596.34
MACHACEK	ROBERT	Day at Hand Advisor (Shift)	\$143,277.80	\$669.36
MACIAG	ROBERT	Millwright Foreman - Construction	\$106,610.45	\$0.00
MACINTOSH	BRENT	Electrician Construction	\$133,880.50	\$0.00
MACINTYRE	BRIAN	Section Manager, Maintenance	\$117,474.41	\$815.76
MACISAAC	HOWARD	Unit Operator	\$105,223.22	\$418.02
MACKAY	STEVE	Manager, Head Office ESC	\$122,003.59	\$784.08
MACKENZIE	CHRIS	Section Manager, Maintenance	\$126,165.68	\$831.60
MACKENZIE	KEN	First Line Manager, Security	\$113,829.17	\$429.36
MACKIN	ROSS	ANOIT - Nuclear Operator	\$122,844.39	\$603.50
MACKINNON	JOHN	Nuclear Waste Operator	\$107,945.02	\$444.00
MACKLIN	JOHN	Authorized Nuclear Operator	\$147,294.55	\$652.86
MACLAREN	ROBERT	Project Manager, Electricity Production	\$113,990.18	\$773.28
MACLEAN	JAMIE	Coal Plant MEO Journey person	\$116,152.15	\$335.94
MACLEOD	DON	Mech. Maintainer Union Trades Superv.	\$138,458.43	\$463.36
MACLEOD	GILLIAN	Senior Advisor - Business Development	\$103,228.07	\$606.00
MACMILLAN	DOUGLAS	Control Room Shift Operating Supervisor	\$193,204.97	\$750.00
MACMILLAN	PETER D.	Solicitor	\$164,358.04	\$1,061.28
MACMURRAY	DAVE	Shift Emergency Response Manager	\$107,492.87	\$516.08
MACPHEE	JOHN	Sr. Engineer, Civil/ Mechanical/ Elec.	\$102,695.07	\$514.80
MACPHERSON	RODERICK	FLM, Field Engineering	\$101,039.04	\$432.96
MACRITCHIE	MURRAY	FLMa, Radiation Control	\$131,653.95	\$529.50
MADALA	NOWROJI	SM, Elect. & Control Design	\$100,101.07	\$679.26
MAGEE	DAVE	Shift Production Technician - Planning	\$132,334.94	\$483.00
MAH	ANITA	Sec. Head, Crop. Accounting & Reporting	\$108,994.07	\$562.32
MAHARAJ	K.	Control Maintenance Assessor	\$108,092.30	\$485.52
MAHMOOD	TARIQ	Technical Engineer/ Officer	\$106,675.14	\$450.00
MAHONEY	THOMAS	Shift Maintainer I - Control (Fossil)	\$110,921.75	\$924.38
MAIN	RICK	Production Supervisor - Technical	\$139,829.13	\$561.36
MAINGOT	JAMES	ANOIT - Nuclear Operator	\$106,021.64	\$534.60
MAJCHER	DEB	Senior Human Resources Officer	\$101,753.36	\$6,033.76
MAJEWSKI	JOHN	Control Maintenance Assessor	\$114,534.85	\$497.52
MAJEWSKI	KRZYSZTOF	Sr. Technical Engineer/ Officer	\$131,164.25	\$422.40
MAJOOR	BRIAN	Supervising Nuclear Operator	\$104,746.85	\$541.50
MAKDESSI	GEORGE	Project Leader II	\$119,643.81	\$522.72
MAKI	ARTHUR	Controller, Pickering	\$135,416.66	\$290.40
MAKIMOTO	DERRICK	Supervising Nuclear Operator	\$102,556.47	\$527.52
MAKREVSKI	BOB	Sr. Technical Engineer/ Officer	\$100,930.42	\$537.36
MALCOLM	GREGORY	Manager, Contract Management	\$112,130.13	\$752.40
MALEK	IMTIAZ	Manager	\$136,522.99	\$644.16
MALHOTRA	VINAY	Sr. Technical Eng./ Officer	\$110,161.40	\$537.36
MALKIEWICZ	T. A.	Sr. Engineer/ Scientist/ Tech. Officer	\$123,593.48	\$522.00
MALLETTE	GARRY	Shift Emergency Response Manager	\$138,108.59	\$820.35
MALO	ADELE S.	Vice President Law & General Counsel	\$397,143.97	\$3,979.20
MALONE	DAVID	Shift Maintainer I - Mechanical (Fossil)	\$102,116.88	\$1,677.19
MANJI	FAIZAL	Information Systems Analyst	\$103,979.59	\$486.00
MANJI	KURBANALI	Manager, Financial Analysis	\$149,825.39	\$966.24



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MANN	LARRY	Mech. Maintainer Union Trades Superv.	\$107,161.65	\$465.96
MANNERS	RICHARD	Shift Manager	\$190,288.23	\$792.00
MANNING	BRUCE	Senior Design Engineer	\$108,555.99	\$564.00
MANSELL	JON	Supervising Nuclear Operator	\$101,870.14	\$527.52
MANSFIELD	G. W.	Mech. Maintainer Union Trades Superv.	\$128,721.11	\$542.34
MANTOOTH	JOSEPH	Training Manager	\$249,625.78	\$1,158.52
MANTRO	SARJIWAN KUMAR	Senior Design Engineer	\$125,941.82	\$531.36
MANZ	ART	Training Superintendent	\$120,261.78	\$807.84
MARAH	SUZANNE	Technical Project Buyer	\$111,659.19	\$407.08
MARCH	JON	Heavy Duty Mechanic Foreman Const.	\$101,076.91	\$0.00
MARCHL	ERWIN	Mechanical Maintainer Journeyperson	\$103,733.94	\$432.00
MARCINKO	JOHN	Senior Risk Manager	\$141,104.35	\$570.24
MARCOTTE	HAROLD	Section Manager, Training	\$116,762.92	\$768.24
MARCUZZI	C. J.	Field Shift Operating Supervisor	\$110,164.70	\$542.34
MARCUZZI	RENZO	Director, Portfolio Optimization	\$268,929.30	\$1,386.00
MARCZAK	EVA	Sr. Technical Engineer/ Officer	\$123,836.39	\$498.96
MARCZAK	JOHN	Section Manager, Projects	\$118,641.73	\$549.12
MARGERUM	BRUCE	Authorized Nuclear Operator	\$185,185.17	\$654.47
MARGINSON	BARRY	Inspection & Maintenance Technician II	\$126,822.32	\$446.34
MARIER	ROBERT	Sr. Technical Engineer/ Officer	\$145,587.08	\$546.00
MARINESCU	SORIN	SM, Mechanical Equipment	\$117,512.98	\$432.96
MARINO	ARMANDO	Shift Site Supervisor	\$130,538.21	\$559.34
MARKOWSKI	BRIAN DOUGLAS	Section Mgr., Component Engineering	\$109,939.76	\$480.48
MARREN	MARLENE	Electrician Foreman Const.	\$104,257.15	\$0.00
MARSDEN	GRANT	Production Supervisor - Shift	\$132,218.57	\$606.00
MARSHALL	FLOYD	Shift Unit Supervisor	\$118,613.05	\$502.62
MARSHALL	KENNEDY	Sr. Advisor, Cost Integration	\$120,695.10	\$726.48
MARSHALL	LES	Sr. Engineer/ Scientist/ Tech. Officer	\$104,440.59	\$491.04
MARSHALL	RICK	Training Technician - Health Physics	\$107,734.35	\$515.46
MARTELLI	MIKE	Asset & Technical Services Manager	\$136,298.59	\$855.36
MARTIN	BRENT	Work Week Leader	\$103,624.20	\$522.00
MARTIN	DON	Waterworker 3	\$103,456.37	\$1,089.30
MARTIN	FLORENTIN	Shift Maintainer I - Control (Fossil)	\$117,525.74	\$946.82
MARTIN	GARTH	SH, Interconnected Markets Settlements	\$106,220.07	\$618.00
MARTIN	JAMES	Section Manager, Programming	\$134,996.19	\$618.00
MARTIN	KENNETH	FLM, Inspection & Maintenance	\$134,734.58	\$549.70
MARTIN	KEVIN	Mechanical Maintainer Journeyperson	\$154,339.95	\$451.00
MARTIN	PAUL	Control Maintenance Assessor	\$116,104.65	\$497.52
MARTIN	RONALD	Production Supervisor - Shift Engineer	\$152,266.28	\$564.00
MARTIN	SCOTT	Director, Corporate Safety	\$164,669.39	\$1,005.84
MARTIN	TONY J.	FLM, Control/ Mechanical	\$115,611.31	\$542.34
MARTIN	TRUDY	Maintenance Specialist - Strategy	\$102,862.55	\$522.72
MARTINA	PAUL	FLM, Control/ Mechanical	\$118,435.82	\$506.88
MARUSKA	CARMINA	SM, Ht Transfer Equip. D & P	\$110,918.78	\$653.16
MARUSKA	RON	Manager, Env. (Darlington/ Pickering)	\$126,604.33	\$277.20
MARWAHA	SANT	FLM, Cost & Scheduling	\$119,623.79	\$946.09
MARYAN	ELIZABETH	Section Manager, System Engineering	\$103,032.53	\$689.04
MASALA	SERBAN	Shift Advisor, Technical Support	\$117,006.43	\$485.76
MASCIOLI	JOHN	First Line Manager, Operating	\$109,805.16	\$8,172.24
MASON	FRED	FLM, Chemical Laboratory	\$118,533.81	\$586.96
MASON	G. Z.	Senior Shift Control Technician	\$106,683.93	\$542.34
MASON	WESLEY	Mech. Maintainer Union Trades Superv.	\$111,164.22	\$529.50
MASSICOTTE	YVES	Unit Operator	\$129,536.26	\$444.00
MASTERS	HELEN	FLM, Control/ Mechanical	\$115,465.33	\$564.00
MASTORAKOS	JIM	Short Term Trader	\$122,349.23	\$651.36

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
MASTROIANNI	JOE	FLM, Chemical Laboratory	\$103,544.51	\$511.50
MASURKEVITCH	DAVID	Major Panel Operator	\$103,871.33	\$465.84
MATEUS	JOE	Manager, Tech. Support & Svcs	\$134,766.45	\$594.00
MATHER	J. M.	FLMa, Nuclear Waste	\$123,723.84	\$513.84
MATHEUSIK	FRED	Unit Operator	\$110,729.16	\$444.00
MATHEW	KURIAN	Section Manager	\$120,189.07	\$594.00
MATHUR	GRISH	FLMa, Drafting - Electrical	\$103,902.08	\$500.34
MATHURIA	YOGESH	Sr. Technical Eng./ Officer	\$113,940.21	\$528.00
MATSUGU	RONALD	Supervising Project Engineer/ Officer	\$110,568.07	\$633.36
MATTHEWS	GLEN	Authorized Nuclear Operator	\$176,576.54	\$675.46
MATTHEWS	JOHN	Mech. Maintainer Union Trades Superv.	\$134,377.50	\$529.50
MATTHEWS	RICHARD	FLM, Control/ Mechanical	\$137,215.60	\$606.00
MATUSIAK	FRANK	Shift Control Technician	\$123,282.94	\$466.50
MATUSOFF	MIKE	Manager, Retail Settlements	\$121,975.74	\$784.08
MATYUSKA	FRANK	Unit Operator	\$102,988.08	\$444.00
MAUGHAN	DEBI	Sr. Advisor, Fin. Policy & Reporting	\$104,146.07	\$612.00
MAUTI	JOHN	Director, Accounting	\$123,008.63	\$327.36
MAVES	ROBERT	Shift Control Technician	\$114,641.28	\$454.50
MAXIM	ALEX	Sr. Technical Eng./ Officer	\$106,076.85	\$451.44
MAY	NEIL	Authorized Nuclear Operator	\$153,381.58	\$664.52
MAYBURY	JOHN MATTHEW	Sr. Inspection & MTCE Technician	\$133,394.03	\$470.34
MAZZA	MARIO	Section Head	\$111,829.07	\$639.36
MCALISTER	RON	Sr. Technical Eng./ Officer	\$104,015.17	\$451.44
MCALMONT	FRED	Sr. Technical Eng./ Officer	\$133,811.83	\$552.00
MCALPINE	DAVE	Supervising Nuclear Operator	\$114,346.67	\$527.52
MCANULTY	CAROLYN	Senior Staffing Strategist	\$108,083.45	\$714.46
MCANULTY	PATRICK	Plumber/ Pipefitter - Const.	\$138,738.23	\$0.00
MCARTHUR	KATRINA	Team Leader - Income Protection	\$101,939.19	\$464.64
MCARTHUR	RON	Mechanical Maintainer Journeyperson	\$123,984.81	\$444.00
MCARTHUR	SCOTT	Real-Time Trader (Shift)	\$140,746.50	\$1,003.98
MCASLAN	ALEXANDER	Electrician Foreman Const.	\$143,504.12	\$0.00
MCAULAY	WAYNE	Mechanical Maintainer Journeyperson	\$103,409.26	\$432.00
MCAULEY	DEREK	Section Mgr., Process Scheduling	\$107,340.79	\$784.08
MCBRIDE	DENIS	Section Manager, Site Security	\$125,244.76	\$823.68
MCBRIDE	DOUG	Mech. Maintainer Union Trades Superv.	\$126,448.18	\$529.50
MCBRIEN	GORD	Dir., Strategic Business Relationships	\$195,531.47	\$1,013.76
MCCABE	BOB	Control Room SNO - TRF & F/ H	\$124,009.01	\$529.50
MCCABE	C.	FLM, Field Engineering	\$131,219.86	\$542.24
MCCABE	DAN	Project Manager, Field Campaigns	\$143,713.01	\$576.00
MCCABE	GREGG	Section Manager	\$114,920.41	\$264.00
MCCALL	R.	Electrician Construction	\$108,100.54	\$0.00
MCCALLUM	BOB	Shift Control Technician	\$125,975.95	\$466.50
MCCALLUM	DANIEL	Boilermaker Foreman Const.	\$100,139.27	\$0.00
MCCALLUM	DENIS	Vault Supervisor	\$104,440.13	\$68.00
MCCANN	JOHN G.	Plant Manager, Lennox GS	\$170,520.02	\$11,452.37
MCCARTHY	B. M.	Shift Control Technician	\$111,542.44	\$454.50
MCCARTHY	ERIC JOHN	Mgr., Products & Services Development	\$160,329.28	\$950.40
MCCAULEY	ROSETTI	Sr. Analyst, Marketing/ Cust. Analysis	\$120,074.33	\$558.00
MCCLUGHAN	ADRIAN	Sr. Inspection & MTCE Technician	\$111,358.74	\$453.18
MCCOLM	WILLIAM	Shift Control Technician	\$111,485.82	\$454.50
MCCOMB	THOMAS	Civil Maintainer I Journeyperson	\$102,153.18	\$405.00
MCCONNELL	JOHN	Cost & Scheduling Technician	\$104,666.25	\$471.00
MCCONVILLE	BRIAN F.	Business Manager	\$143,008.46	\$871.20
MCCORD	ROSS	Authorized Nuclear Operator	\$167,349.97	\$654.43
MCCORMACK	W. L.	Control Room SNO - TRF & F/ H	\$108,378.54	\$542.34

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MCCORMICK	GEORGIA	Senior Human Resources Officer	\$118,840.65	\$8,321.89
MCCORMICK	MARK	Certified Unit "O" Ctrl Room OIT - NO	\$113,504.25	\$559.50
MCCRACKEN	RAY	FLMa, Radiation Control	\$110,338.66	\$542.34
MCCUAIG	MURRAY	Trades Supervisor - Maintenance	\$108,016.77	\$1,358.84
MCCULLOCH	LARRY	Shift Control Technician	\$105,792.19	\$399.96
MCCUTCHEON	ROBERT	Supervising Nuclear Operator	\$123,574.75	\$527.52
MCDANIEL	JAMES	Control Room SNO - TRF & F/ H	\$157,574.87	\$542.34
MCDERMID	BRUCE	Shift Control Technician	\$145,452.40	\$396.22
MCDERMOTT	BRUCE	Supervising Nuclear Operator	\$101,717.54	\$489.50
MCDONALD	CHRIS	Project Tech. II - E & C	\$107,321.20	\$413.34
MCDONALD	DONALD	SM, Radioactive Mtrl Transp. Equip.	\$121,173.17	\$815.76
MCDONALD	DUANE	Shift Control Technician	\$100,065.85	\$454.50
MCDONALD	HUGH	Authorization Training Supervisor	\$165,384.35	\$717.06
MCDONALD	JOHN	Section Manager	\$110,097.40	\$549.12
MCDONALD	JORDON	FLM, Inspection & Maintenance	\$139,702.21	\$470.84
MCDONALD	R. G.	Section Manager, Training	\$113,464.54	\$752.40
MCDONNELL	P. B.	Control Room Shift Supervisor	\$208,092.39	\$777.36
MCDOUGALL	GUS	Unit Operator	\$120,236.75	\$444.00
MCDOWELL	RON	FLMa, Civil II	\$106,190.68	\$432.36
MCEACHERN	DAN	Plant Programming Coordinator	\$102,256.07	\$594.00
MCELWAIN	MIKE	Certified Unit "O" Ctrl Room Operator	\$160,065.09	\$596.34
MCEWAN	WILLIAM	Section Manager	\$135,149.24	\$559.68
MCEWEN	BOB	FLM - Large Facilities	\$121,025.24	\$760.32
MCEWEN	TOM	Logistics Coordinator	\$132,437.74	\$0.00
MC FARLANE	DONNA	Director, Nuclear Public Affairs	\$167,515.06	\$1,085.04
MC FARLANE	MICHAEL	SM, Fuel Handling MNTCE	\$123,154.99	\$823.68
MC GEE	BRIAN E.	Vice President, Nuclear Operations	\$222,057.62	\$1,401.54
MC GEE	JIM	Maintenance Specialist	\$122,377.88	\$609.00
MC GHEE	G.	FLM, Civil Maintenance	\$112,551.58	\$468.00
MC GILL	BRIAN	Authorized Nuclear Operator	\$159,973.28	\$654.47
MC GILL	R. S.	Authorized Nuclear Operator	\$150,874.65	\$672.74
MC GILLIS	R.	Manager, Safety Strategy	\$128,700.27	\$815.76
MC GINTY	DEREK	Regional Maintainer - Mechanical UTS	\$101,307.82	\$542.34
MC GRATH	D. J.	FLM, Control/ Mechanical	\$157,378.00	\$588.00
MC GREGOR	T. A.	Planning Specialist	\$112,536.67	\$471.00
MC GUIGAN	KEN	Section Manager, Training	\$133,165.51	\$910.80
MC HALE	J.	System Window Coordinator	\$151,458.72	\$660.00
MC ILROY	NANCY	Shift Maintainer I - Mechanical (Fossil)	\$105,940.88	\$390.72
MC INTEE	JOHN	Controller - Darlington	\$151,451.04	\$654.72
MC INTOSH	KERRY	SM, Scheduling Support	\$104,736.57	\$576.00
MC INTOSH	ROGER	Mechanical Maintainer Journey person	\$101,777.14	\$444.00
MC INTYRE	DAVID	Shift Control Technician	\$100,862.37	\$416.52
MCKAY	RANALD	Project Leader II	\$102,678.69	\$567.36
MCKAY	ROB	Shift Control Technician	\$133,370.05	\$399.96
MCKAY	STEPHEN	Project Tech. II - E & C	\$106,110.79	\$416.34
MCKEE	DAN	Logistics Coordinator	\$109,277.18	\$528.00
MCKENNA	GERALD	Environmental Advisor	\$102,459.07	\$579.36
MCKENZIE	DOUGLAS	Senior Technical Specialist	\$123,509.40	\$552.00
MCKEOWN	LAWRENCE	Shift Control Technician	\$110,918.93	\$466.50
MCKEOWN	PAUL	FLM, Construction	\$149,705.54	\$955.01
MCKINLAY	BILL	Sr. Empl. Comm. & Pub. Affairs Advisor	\$100,422.22	\$558.00
MCKNIGHT	CHRIS	Shift Production Technician - Chemical	\$104,910.52	\$465.00
MCKNIGHT	WILLIAM	Shift Maintainer I - Control (Fossil)	\$113,952.21	\$881.52
MCLACHLAN	STEPHANIE	First Line Manager, Security	\$102,187.96	\$422.40
MCLACHLIN	ANDY	Authorized Nuclear Operator	\$187,258.51	\$651.75

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MCLAREN	JOHN	Plumber/ Pipefitter - Const.	\$112,196.19	\$0.00
MCLAUGHLIN	MUNDY	Director, Diversity & Ombudsman	\$124,399.05	\$285.12
MCLAUGHLIN	PAUL	Certified Unit "O" Ctrl Room Operator	\$150,940.52	\$581.52
MCLAUGHLIN	RONALD	Shift Unit Supervisor	\$108,212.67	\$542.34
MCLEAN	JOHN AUBREY	SM, Mech & Civil Design	\$117,337.61	\$807.84
MCLEISH	DAVID	Project Technician I - Mech.	\$101,968.74	\$484.02
MCLEISTER	A. W.	Control Room SNO - TRF & F/ H	\$117,735.48	\$529.50
MCLEOD	BRIAN	Trades Supervisor - Maintenance	\$102,239.49	\$547.86
MCLEOD	DAVE	Prod. Superv. - Common Facilities Op.	\$109,252.72	\$491.04
MCLEOD	GLEN	Shift Site Supervisor	\$123,316.29	\$556.86
MCLEOD	MARK	ANOIT - Nuclear Operator	\$114,251.76	\$607.50
MCLEOD	N. E.	Supervising Nuclear Operator	\$128,133.70	\$541.50
MCLEOD	RICHARD	Shift Control Technician	\$108,235.18	\$466.50
MCLIN	JOHN	Shift Maintainer I - Mechanical (Fossil)	\$112,583.43	\$444.00
MCMAHON	ALDA	Manager, Human Resources	\$141,876.91	\$575.52
MCMAHON	DAVID	Inspection & Maintenance Tech. Trainee	\$118,976.69	\$437.00
MCMAHON	JON	FLM - Operating Units	\$103,854.16	\$512.16
MCMANUS	BARRY	FLM, Construction	\$155,091.03	\$612.00
MCMANUS	DAVID	SM, Procurement Engineering	\$115,840.41	\$506.88
MCMANUS	J. D.	SM, Operations & Maintenance	\$116,899.41	\$737.88
MCMANUS	KIRK	Shift Control Technician	\$108,843.24	\$466.90
MCMEEKIN	MORGAN	Mechanical Maintainer Journeyperson	\$109,005.53	\$444.00
MCMICHAEL	KELLY	Auxiliary Plant Operator 4Th Class	\$104,751.38	\$391.50
MCMILLAN	DAN	Electrician Construction	\$118,257.22	\$0.00
MCMILLAN	GREGORY	Level 1A Operator	\$121,569.74	\$542.34
MCMILLAN	MEREDITH	Senior Shift Control Technician	\$109,715.98	\$466.50
MCMINN	SYD	Shift Unit Supervisor	\$114,379.99	\$542.34
MCMULLEN	DAVE	Production Supervisor, Technical Systems	\$111,404.59	\$261.36
MCNABB	BRADFORD	Electrician Construction	\$105,849.66	\$0.00
MCNAMEE	BRIAN	Shift Maintainer I - Mechanical (Fossil)	\$121,211.09	\$652.08
MCNAUGHTON	GERRY	Field Shift Operating Supervisor	\$113,482.05	\$484.50
MCNEIL	PATRICK	Senior VP, Strategy & Support Nuclear	\$355,247.29	\$2,202.96
MCNEILL	ROBERT	Lead Auditor - Code Compliance	\$133,682.67	\$762.00
MCQUEEN	NANCY	Manager, Benefits Services	\$121,243.58	\$831.60
MCQUEEN	ROBERT	Sr. Engineer/ Scientist - Specialist	\$100,720.70	\$573.36
MCRAE	DANIEL	Civil Maintainer I Journeyperson	\$104,401.54	\$405.00
MCRAE	ERIC	Unit Operator	\$127,109.62	\$444.00
MCRAE	LINDA J.	VP, Nuclear HR & Employee Safety	\$226,763.83	\$1,330.56
MCWHIRTER	GEORGE	Shift Production Technician - Chemical	\$104,021.81	\$465.00
MEADE	RUSS	Shift Serviceworker (Thermal)	\$114,449.71	\$629.38
MEADS	WILLIAM	Sr. Inspection & MTCE Technician	\$112,739.57	\$453.18
MEANEY	ANDRE	Section Manager, Systems	\$118,764.35	\$588.00
MEDD	WAYNE	Shift Maintainer I - Mechanical (Fossil)	\$106,878.75	\$444.00
MEHROTRA	VISHNU	Sr. Technical Eng./ Officer	\$123,039.08	\$495.36
MELMER	JOHN	Project Manager	\$105,811.89	\$561.36
MELNYK	JOHN	Site Project Technician - Civil	\$115,821.12	\$469.50
MENARD	PAUL	Supervising Project Engineer/ Officer	\$101,282.07	\$594.00
MENDES	ARMANDO	Section Manager, Systems	\$109,372.85	\$546.00
MERAW	DAN F.	Director, Operations & Maintenance	\$256,978.77	\$456.72
MERCALDI	FRANCO	Sr. Technical Engineer/ Officer	\$123,265.53	\$419.76
MERCATO	RAYMOND	Shift Maintainer I - Mechanical (Fossil)	\$110,760.81	\$1,103.46
MEROLA	FRANK	Supervising Nuclear Operator	\$115,946.91	\$491.52
MERTICK	MARK	Sect Mgr., TRF/ HW Ops & MNTCE	\$117,053.43	\$776.16
METHOT	DONNA	Supervising Nuclear Operator	\$108,321.18	\$541.50
MEYERS	SNICK	Senior VP Trading & Portfolio Mgmt	\$1,229,686.61	\$8,443.90

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MEYSNER	ANDY	Senior Technical Expert	\$126,408.71	\$633.36
MIAN	AZMAT	Sr. Technical Engineer/ Officer	\$140,383.52	\$486.00
MIDDLETON	TOM	Control Maintenance Assessor	\$104,879.14	\$479.32
MIHALIC	NICHOLOS	Section Manager, Maintenance	\$107,405.80	\$744.48
MIKHAIL	ALBERT	Sr. Turbine Performance Testing Eng.	\$254,763.81	\$539.00
MILBURN	RIEL	Inspection & Maintenance Technician II	\$107,487.13	\$413.52
MILLER	ANDY	Level 1A Operator	\$115,544.03	\$542.34
MILLER	BRAD	Shift Maintainer I - Control (Fossil)	\$111,091.41	\$900.54
MILLER	DON	Trades Mgmt Superv., Hydroelectric	\$102,235.09	\$480.78
MILLER	H. D.	HVAC Technician Supervisor	\$104,045.24	\$505.50
MILLER	JAMES	Work Coordinator	\$111,259.52	\$594.00
MILLER	JEFF	Technical Engineer/ Officer	\$100,243.64	\$372.24
MILLER	JENNIFER	Sr. Off., Human Perf. & Cap. Assurance	\$102,107.86	\$720.72
MILLER	JIM	FLM - Fuel, Ash & Site Services	\$107,526.50	\$552.00
MILLER	M. J.	Project Technician I - Mech.	\$143,401.84	\$509.52
MILLER	M. V.	Outage Manager	\$130,601.59	\$855.36
MILLER	R. E.	Supervising Project Engineer/ Officer	\$105,569.07	\$618.00
MILLER	T. W.	Authorized Nuclear Operator	\$147,192.39	\$653.97
MILLER	VAUGHAN	Production Supervisor - Technical	\$102,252.09	\$353.50
MILLION	DAVE	FLM, Civil Maintenance	\$131,340.77	\$501.36
MILLS	C.	Millwright Subforeman - Construction	\$115,607.43	\$0.00
MILLS	JOHN	FLM, Control/ Mechanical	\$106,017.67	\$529.50
MILLS	NORMA	Site Controller	\$104,048.21	\$7,690.99
MILLS	STEPHEN	Director, CIO Business Office	\$169,745.83	\$348.48
MILLS	WILLIAM	Authorized Nuclear Operator	\$159,443.02	\$583.17
MILLSON	BRAD	ANOIT - Nuclear Operator	\$114,349.48	\$607.50
MINEAULT	ED	Mechanical Maintainer Journeyman	\$102,886.23	\$432.00
MINIC	MILOS	Sr. Technical Engineer/ Officer	\$128,211.92	\$454.08
MINOS	THOMAS	Work Week Leader	\$124,440.58	\$612.00
MINTZ	HOWARD	Project Manager	\$141,281.60	\$902.88
MIR	SYED N.	VP, Corp & Electricity Prod. Systems	\$230,119.52	\$435.60
MIRCEA	GEORGE	Project Tech. II - E & C	\$101,823.60	\$392.34
MIRECKI	JOHN	Assoc. Eng./ Scientist/ Tech. Officer	\$107,011.70	\$406.56
MIRSKY	M. S.	Director, Product Structuring	\$177,103.42	\$1,021.68
MISKETIS	CHRIS	Project Leader II	\$137,120.07	\$528.00
MISRA	ARVIND	Shift Supervisor In Training	\$128,652.66	\$623.04
MISTAL	LANCE	Coal Plant MEO Journeyman	\$109,056.34	\$381.84
MISTELE	ELIZABETH JANE	Senior Technical Specialist	\$102,291.39	\$573.36
MITCHELL	ALEX	Work Coordinator	\$104,302.00	\$576.00
MITCHELL	GERRY	System Window Coordinator	\$157,047.76	\$663.78
MITCHELL	GRANT	Manager, Work Control	\$126,369.17	\$295.02
MITCHELL	JUDY ANN	Electrician Subforeman - Construction	\$109,432.16	\$0.00
MITCHELL	JULIE M.	VP, Labour Rel. & HR Bsns Strategy	\$237,337.60	\$1,393.92
MITCHELL	LAURENCE	FLM, Control/ Mechanical	\$111,032.04	\$558.00
MITCHELL	LESLIE	Senior Officer, Corrective Action	\$106,878.07	\$551.76
MITCHELL	NEIL A.	Manager, Plant Design Engineering	\$132,926.21	\$887.04
MITCHELL	R. KURT	Boilermaker Foreman Const.	\$128,833.61	\$0.00
MITCHELL	TED	Boilermaker Foreman Const.	\$106,788.90	\$0.00
MITCHELL	THOMAS	Site Vice President - Pickering B	\$679,477.12	\$2,802.88
MO	ALFRED	Product Manager	\$101,431.07	\$522.72
MOAR	TOM	Engineering Technologist - Fossil	\$100,851.48	\$990.38
MOECK	ANDY	Control Room Shift Supervisor	\$167,985.74	\$603.02
MOFFAT	DAVID AMBROSE BELL	Sr. Technical Eng./ Officer	\$141,924.26	\$573.36
MOGHUL	KHALIL AHMED	Senior Design Engineer	\$116,178.05	\$546.00
MOH	KING	Sr. Technical Eng./ Officer	\$160,625.53	\$446.16

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MOHAMMED	WAZIR	Mechanical Maintainer Journeyperson	\$102,419.59	\$380.16
MOHINDRA	J. K.	Section Manager, Technical Support	\$119,737.28	\$792.00
MOHUN	WILLIAM	Maintenance Specialist - Strategy	\$100,218.07	\$588.00
MOK	FRANK	Manager, Pension Administration	\$185,002.84	\$894.96
MOMBOURQUETTE	KEITH	Director, Nuclear Waste Projects	\$148,810.20	\$980.76
MONETTE	HARVEY	Shift Serviceworker (Thermal)	\$110,748.67	\$385.02
MONGER	WILLIAM	Day at Hand Advisor (Shift)	\$149,030.78	\$696.00
MONGIA	BOBBY	Power Marketer	\$117,454.07	\$588.72
MONGRAIN	BOB	Section Manager, Outage	\$176,996.81	\$681.36
MONTELEONE	MIKE	Project Leader II	\$124,522.71	\$546.00
MONTGOMERY	DAVE	Nuclear Operator	\$101,018.91	\$429.00
MONTGOMERY	DOUGLAS B.	Production Manager	\$132,888.08	\$2,331.96
MONTGOMERY	ROBERT	FLM, Control/ Mechanical	\$112,640.07	\$564.00
MOORE	ADAM	Shift Control Technician	\$117,664.82	\$399.96
MOORE	CLYDE	Plumber/ Pipefitter - Const.	\$105,635.17	\$0.00
MOORE	DAVID	Inspection & Maintenance Tech. Trainee	\$119,080.21	\$412.02
MOORE	G. W.	Work Week Leader	\$106,332.07	\$588.00
MOORE	GORDON	Site Project Engineer/ Officer	\$165,198.16	\$1,128.96
MOORE	JOHN	Manager, Design Projects	\$126,223.04	\$557.04
MOORE	NIGEL	Project Technician I - Mech.	\$125,279.84	\$503.52
MOORE	RON	Shift Manager	\$201,427.13	\$1,013.76
MOORE	TOM	Shift Control Technician	\$124,564.23	\$466.50
MOORE	WILLIAM	Shift Unit Supervisor	\$154,337.98	\$542.34
MOORTHY	MORTY	Vice President	\$138,340.28	\$462.00
MOOSAVI	HOUSAIN	Sr. Technical Eng./ Officer	\$118,792.60	\$435.60
MORAIS	JOSEPH	Senior Shift Control Technician	\$101,445.74	\$474.50
MORAN	ERIC	Training Superintendent	\$117,661.78	\$807.84
MORAN	WILLIAM	Supervising Nuclear Operator	\$106,182.94	\$526.28
MOREAU	DENIS	Shift Maintainer I - Control (Fossil)	\$118,967.63	\$921.21
MORELAND	JIM	Production Manager	\$139,778.87	\$863.28
MORELLI	GEORGE	Nuclear Operator	\$132,088.69	\$441.00
MORGAN	AL	Mech. Maintainer Union Trades Superv.	\$100,091.08	\$529.50
MORGAN	JOHN	Auditor/ Assessor	\$109,566.81	\$561.36
MORGAN	ROSS	Shift Maintainer I - Mechanical (Fossil)	\$124,325.23	\$1,676.08
MORGAN	WAYNE	Coal Plant MEO Journeyperson	\$104,840.76	\$381.84
MORGOCH	DAVE	Shift Maintainer I - Mechanical (Fossil)	\$100,414.12	\$1,342.27
MORI	BRIAN	Advisor	\$104,612.24	\$7,704.91
MORIARTY	COLIN	Maintenance Assessor (Nuclear)	\$113,838.59	\$413.82
MORIN	JERRY	Shift Control Technician	\$102,566.32	\$454.50
MORLEY	JIM	Shift Maintainer I - Mechanical (Fossil)	\$118,849.54	\$444.00
MORRA	ANTHONY	FLMa, Drafting - Mechanical	\$135,156.45	\$414.36
MORRILL	BRENT	SM, Electrical Systems	\$120,941.54	\$823.68
MORRISON	H. H.	Director, Nuclear Waste Operations	\$200,513.38	\$8,766.45
MORRISON	JACK	Supervising Nuclear Operator	\$149,992.42	\$527.52
MORRISON	JIM	Sr. Technical Eng./ Officer	\$125,170.62	\$564.00
MORRISON	ROBERT	Director, Operations & Maintenance	\$259,593.41	\$1,425.60
MORRISON	VANCE	Mechanical Maintainer Journeyperson	\$109,170.53	\$444.00
MORROW	LES	Section Manager, Cost Control	\$123,227.34	\$784.08
MORTIMER	DAVID	System Window Coordinator	\$134,589.63	\$576.00
MOSS	BOB	Mechanical Maintainer Journeyperson	\$108,121.29	\$444.00
MOSTOW	DAVID	Shift Control Technician	\$101,139.34	\$454.50
MOURA	JOE	Field Shift Operating Supervisor	\$117,725.07	\$576.00
MUELLER	DAVID	Health Physicist	\$108,435.05	\$438.00
MUELLER	H. H.	Work Coordinator	\$100,848.05	\$501.60
MUELLER	HEINZ	Site Project Engineer/ Officer	\$130,912.96	\$616.00

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MUFFO	JULIO	Senior Shift Control Technician	\$121,147.20	\$529.50
MUIR	DONALD	Technical Superintendent	\$122,493.54	\$823.68
MULHERON	KATHLEEN	Senior Information Systems Analyst	\$103,778.33	\$573.36
MULLAN	J.	Field Shift Operating Supervisor	\$134,697.61	\$506.88
MULLEN	STEVE	Plant Eng./ Officer - Hydroelectric	\$124,277.45	\$2,151.66
MULLER	WULF	Shift Serviceworker (Thermal)	\$117,864.10	\$385.02
MULLIGAN	KYLE	Shift Control Technician	\$106,239.93	\$399.96
MULLIN	RAY	Manager, Materials Management	\$150,278.58	\$887.04
MULLINS	KEITH	Shift Outage Manager	\$118,135.73	\$485.76
MULVIHILL	G. D.	Supervising Nuclear Operator	\$105,760.47	\$527.52
MUNIZ	GUSTAVO	Shift Advisor, Technical Support	\$113,830.92	\$475.20
MUNRO	IAN	Section Manager, Power Equipment	\$137,597.68	\$815.76
MUNRO	M. D.	FLM, Control/ Mechanical	\$140,545.36	\$600.00
MUNSHI	VINOD	Sr. Technical Engineer/ Officer	\$140,423.80	\$522.00
MURALIKRISHNAN	KAM	SM, Piping Components & Structures	\$109,020.53	\$250.80
MURDOCH	BRYAN J.	Vice President	\$240,000.05	\$0.00
MURDOCH	IAN	Mechanical Maintainer Journeyperson	\$100,848.84	\$432.00
MURPHY	GERRY	Auditor/ Assessor	\$110,264.40	\$630.00
MURPHY	JOAN M.	Senior Advisor, Nuclear Governance	\$140,050.92	\$255.42
MURPHY	JOHN D.	Executive VP, Human Resources	\$493,066.67	\$2,837.52
MURPHY	MIKE	Unit Operator	\$110,171.12	\$444.00
MURPHY	PAUL	Mechanical Maintainer Journeyperson	\$100,852.87	\$432.00
MURPHY	RON	Inspection & Maintenance Technician II	\$121,994.94	\$446.34
MURPHY	TODD PATRICK	Boilermaker Foreman Const.	\$128,788.69	\$0.00
MURRAY	JOE	Shift Outage Manager	\$147,570.27	\$618.00
MURRAY	LEO	Waterworker 3	\$105,983.50	\$1,113.70
MURRAY	PETER J.	Plant Manager, Hydroelectric	\$167,397.52	\$1,780.07
MUSHYNSKI	TANYA	Solicitor	\$128,112.72	\$287.76
MUTHUSWAMY	SUKUMAR	Shift Supervisor In Training	\$119,158.44	\$645.36
MUZUMDAR	AJIT PANDIT	Technical Advisor, Engineering	\$127,530.64	\$627.36
MYERS	DAVE	Senior Specialist, Programming	\$101,474.97	\$579.36
MYERS	PAUL	Mech. Maintainer Union Trades Superv.	\$110,215.10	\$435.50
MYERS	PAUL	Sr. Thermal Station Engineer/ Officer	\$101,248.51	\$446.16
MYKOLYSHYN	STEVE	Control Maintenance Assessor	\$107,912.95	\$497.52
MYLES	SCOTT	Shift Control Technician	\$121,428.50	\$450.34
NACCARATO	PAULETTE	Chemical Technician	\$149,586.88	\$534.06
NADEAU	KEN	Authorization Training Supervisor	\$154,518.04	\$732.00
NAEEM	MUHAMMAD	Sr. Technical Eng./ Officer	\$125,616.82	\$537.36
NAGORA	NEIL	Shift Production Technician - Planning	\$107,104.27	\$425.04
NAGY	KEVIN	Shift Control Technician	\$119,204.89	\$454.50
NAIRNE	MIKE	Technical Engineer/ Officer	\$109,947.97	\$393.36
NAPHAN	RHAE	Senior Staff Relations Officer	\$114,143.60	\$501.60
NASH	KENNETH	VP, Nuclear Waste Management	\$299,336.36	\$1,082.40
NASH	M. G.	Radiation Protection Technician I	\$118,541.69	\$483.00
NASHID	MAGUID	SM, Mech. & Civil Design	\$107,192.39	\$744.48
NATESAN	MUTHIAH	Section Manager, SLAR	\$132,377.20	\$855.36
NAVAL	MOLLIERE	Supervising Nuclear Operator	\$107,479.32	\$527.52
NAWAR	KHALIL	Sr. Technical Eng./ Officer	\$110,149.69	\$552.00
NAWROT	TADEUSZ	Project Leader II	\$125,369.21	\$546.00
NAYLER	GARRY	Supervising Nuclear Operator	\$111,694.23	\$527.52
NEGENMAN	ANDREW	System Window Coordinator	\$132,429.17	\$534.00
NEIL	DAVE	Maintenance Specialist	\$103,295.50	\$564.00
NELLES	PETER	Sr. Technical Eng./ Officer	\$154,552.56	\$537.36
NELSON	ANDREW	Sr. Specialist Strategic Planning	\$102,060.07	\$600.00
NEVILLE	KERRY	Site Work Protection Coordinator	\$100,476.87	\$480.00

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NEWALL	PAUL D.	Senior Policy Advisor	\$143,023.69	\$918.72
NEWHOUSE	HARRY	Supervising Nuclear Operator	\$109,404.65	\$527.52
NEWMAN	BILL	Nuclear Operator	\$104,136.12	\$441.00
NEWSOM	CECIL	Technical Superintendent	\$135,751.00	\$633.60
NEWSOME	JIM	Inspection & Maintenance Technician II	\$110,755.71	\$446.34
NG	GARY CHIWING	Sr. Technical Eng./ Officer	\$123,286.81	\$564.00
NG	M. K.	Sr. Technical Eng./ Officer	\$106,460.68	\$464.64
NG	MARCOS	Sr. Advisor, Workforce Planning	\$114,604.94	\$752.40
NGAN	BERNARDINE	Senior Credit Analyst	\$102,225.07	\$600.00
NGO	HUNG QUE	Boilermaker Const.	\$107,796.59	\$0.00
NICHOL	JAMES	Shift Control Technician	\$108,448.59	\$466.50
NICHOL	LARRY S.	Manager, Work Control	\$185,950.51	\$997.92
NICHOLLS	MURRAY	SM, Electrical Systems	\$105,314.41	\$614.80
NICHOLLS	TRACY	Civil Maintainer II Journeyperson	\$105,085.96	\$369.84
NICHOLS	L. J.	Maintenance Specialist	\$106,608.67	\$618.00
NICHOLSON	AARON	Assoc. Eng./ Scientist/ Tech. Officer	\$110,540.47	\$410.74
NICHOLSON	GREGORY	Inspection & Maintenance Tech. Trainee	\$107,250.99	\$412.02
NICHOLSON	NIGEL	SM, Elect. & Control Design	\$122,163.44	\$667.08
NICKERSON	S. B.	Sr. Off., Shrt Trm Port Op & Bdng Anlyst	\$106,033.07	\$621.36
NICOLESCU	VLAD	Contract Engineer/ Administrator	\$119,407.19	\$440.88
NIELSEN	PETER	Civil Maintainer I Journeyperson	\$101,458.00	\$393.84
NIEMAN	WESLEY	Supervising Nuclear Operator	\$100,966.76	\$458.50
NIKODEN	R. J.	Maintenance Assessor (Nuclear)	\$101,244.96	\$458.34
NIMMO	PETER	FLMa, Civil II	\$100,670.42	\$380.16
NINNIM	PHILIP	Mechanical Maintainer Journeyperson	\$105,512.75	\$420.08
NISTOR	CRISTIAN	Operations Specialist I	\$117,184.09	\$522.00
NIXON	G. R.	FLM, Inspection & Maintenance	\$140,270.01	\$501.36
NOAKES	JOHN	Shift Manager	\$179,026.21	\$910.80
NOLAN	MICHAEL	Section Head	\$118,364.07	\$9,285.40
NOLET	M. F.	Shift Emergency Response Manager	\$101,615.27	\$519.00
NOONAN	KAREN	Manager	\$127,696.68	\$570.24
NORKUS	EDMUND ALGIRDAS	Senior Design Engineer	\$106,312.07	\$543.36
NORMAN	DANIEL	Inspection & Maintenance Technician I	\$100,891.93	\$387.36
NORMAN	JEFFREY	Logistics Coordinator	\$123,192.85	\$660.00
NORMAN	PHIL	Shift Manager	\$207,853.41	\$1,029.60
NORMAN	R. W.	Protection & Control Technologist	\$115,040.70	\$656.46
NORONHA	JENNIFER	Section Manager, Component Engineering	\$117,421.69	\$620.16
NORRAD	DAN	Outage Manager	\$193,985.75	\$638.80
NORRIE	JOHN	Team Leader - Information Management	\$103,558.30	\$522.72
NORRIS	MARK	Mechanical Maintainer Journeyperson	\$100,141.62	\$444.00
NORTH	HAROLD	Senior Applications Engineer	\$100,582.07	\$588.00
NOVATI	CARLO	Director, Pension Fund Services	\$149,193.30	\$934.56
NOVINKA	DAVE	Shift Unit Supervisor	\$124,302.50	\$542.34
NOWAK	WALTER	Work Week Leader	\$111,165.40	\$524.64
NOWOSAD	RANDY	Performance & Testing Technologist	\$106,681.88	\$499.90
NUTTALL	P. J.	Shift Supervisor In Training	\$114,022.18	\$633.36
NUTTALL	STEVE	FLM, Control/ Mechanical	\$114,530.30	\$531.10
OAKES	PETER	Lead Auditor, General	\$101,811.87	\$1,467.45
OBRIEN	LES	Unit Operator	\$133,595.93	\$444.00
O'BRIEN	PATRICK	Manager, Site Public Affairs	\$122,900.59	\$762.30
OBUCHOWSKI	GEORGE	Tech. Advisor, Nuclear Analysis	\$106,878.07	\$627.36
OCCLESTON	LESLIE	Authorization Training Supervisor	\$175,084.16	\$714.56
ODELL	DANIEL	FLM, Control/ Mechanical	\$111,692.01	\$542.34
O'DONNELL	GERRY	FLM, Control/ Mechanical	\$140,186.94	\$558.00
O'DONNELL	JAMES	FLM, Control/ Mechanical	\$145,468.47	\$570.00



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OEGEMA	JACK	Mechanical Maintainer Journeyperson	\$110,767.48	\$390.72
OHAB	WAZ	Sr. Officer, Operating Expcnce & Eval.	\$105,461.41	\$534.00
O'HAGAN	MICHAEL	Radiation Protection Technician II	\$101,343.32	\$348.48
O'HARE	K. W.	Section Manager, Maintenance	\$121,581.14	\$823.68
OKOLO-KULAK	ALEX	Sr. Engineer/ Scientist/ Tech. Officer	\$133,565.45	\$516.00
OLDFIELD	JIM	Section Manager, Scheduling	\$107,264.02	\$760.32
O'LEARY	JAMES BRUCE	Project Technician I - Mech.	\$118,237.08	\$484.02
O'LEARY	K. P.	Control Room Shift Operating Supervisor	\$179,336.55	\$730.32
OLIVEIRA	WALTER	Civil Maintainer II Improver	\$100,310.62	\$361.06
OLLEN BITTLE	JOHN	FLM - Maintenance	\$119,601.46	\$512.16
OLLETT	JACK	Unit Operator	\$105,608.36	\$444.00
OLMSTEAD	ALLAN	Auxiliary Plant Operator 4Th Class	\$100,280.81	\$391.50
OLSEN	GREGORY	Sr. Advisor, Regulatory Affairs	\$134,389.54	\$894.96
OLSEN	W. D.	FLM, Control/ Mechanical	\$136,423.52	\$548.60
O'MALLEY	BRIAN	Control Maintenance Assessor	\$106,782.95	\$485.52
ONEILL	LARRY	Regional Maintainer - Mechanical UTS	\$101,084.55	\$542.34
O'NEILL	MICHAEL	Manager, Nuclear Safety	\$141,455.74	\$926.64
O'NEILL	SIMON	Shift Supervisor In Training	\$122,275.35	\$1,269.50
ONGARATO	THOMAS	Shift Control Technician	\$105,639.47	\$454.50
OPIE	DEAN	Inspection & Maintenance Tech. Trainee	\$111,700.07	\$414.18
O'ROURKE	SEAN	Shift Control Technician	\$122,455.70	\$466.50
ORR	KEVIN	Communications Specialist - Site	\$102,954.77	\$480.48
ORR	RANDY	Level 1A Operator	\$113,720.62	\$542.34
ORTINS	BRAZ	Shift Control Technician	\$119,349.66	\$454.50
OSBORNE	BOB	Manager, Site Public Affairs	\$126,745.48	\$831.60
OSBORNE	DEAN	Shift Supervisor In Training	\$116,596.15	\$639.36
OSBORNE	RONALD W.	President & CEO	\$925,997.72	\$6,732.00
OSMAN	MOUSTAFA	Manager, Power Equipment	\$160,726.42	\$601.92
OSMANSOY	BIROL	Inspection & Maintenance Tech. Trainee	\$104,376.61	\$324.50
OSUTEI	NARH	Shift Control Technician	\$135,096.32	\$450.78
OVER	ED	Mgr., Project & Transaction Procurement	\$135,768.42	\$855.36
OWEN	ALAN	Manager, Field Operations	\$125,922.61	\$855.36
OWENS	BILL	Section Manager, Maintenance	\$124,827.51	\$831.60
OWENS	DAVE	Mech. Maintainer Union Trades Superv.	\$121,476.66	\$442.50
OXTOBY	DAVID	Vice President, Investments	\$244,503.65	\$491.04
PACHKOWSKY	WALTER	Shift Maintainer I - Mechanical (Fossil)	\$102,691.33	\$501.49
PACIEJ	TAD	Nuclear Operator	\$112,104.24	\$441.00
PAETZOLD	HORST	Manager, Components & Equipment	\$140,069.02	\$900.90
PAGAN	SANDRA	Sr. Engineer/ Scientist/ Tech. Officer	\$104,858.96	\$552.00
PAGLIARO	VINCE	Mech. Maintainer Union Trades Superv.	\$101,977.64	\$465.96
PAIMENT	MARC	Project Leader II	\$105,846.85	\$528.00
PALERMO	GINO	Production Supervisor - Planning & Sales	\$109,414.96	\$588.00
PALERMO	VINCE	Project Leader II	\$118,012.97	\$621.36
PALMER	DENIS	Thermal NDE Technician II	\$159,488.10	\$4,292.20
PANCHAL	BABU	Sr. Technical Eng./ Officer	\$105,897.12	\$531.36
PANDA	ASHOK	Chemical Technician	\$114,646.08	\$465.00
PANDOVSKI	PHYLLIS	Executive Officer	\$108,918.96	\$510.84
PANIZZA	JOANNE	Business Manager	\$127,488.47	\$839.52
PANKRAC	TOM	FLM, Control/ Mechanical	\$118,103.16	\$558.00
PAOLUCCI	VINCE	Investment Recovery Sales Eng./ Officer	\$163,070.90	\$427.68
PAPULKAS	P.	Supervising Nuclear Operator	\$129,754.25	\$541.50
PAQUETTE	CLINT	Major Panel Operator	\$106,852.95	\$449.34
PAQUETTE	DARRYL	SM, Fuel Handling Operation	\$105,796.02	\$576.00
PARAMSOTHY	PARAM	Nuclear Operator	\$129,194.03	\$441.00
PARANAVITHANA	STEVEN	Supervising Nuclear Operator	\$119,296.07	\$541.50

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PARAS	BRAINERD	Senior Design Engineer	\$102,768.27	\$543.36
PARCELS	ARNOLD	Dir., Ont. Markets, Bidding & Integ.	\$181,640.38	\$728.64
PARCELS	BRIAN	First Line Manager, Operating	\$102,213.40	\$736.56
PARENT	GÉRALD	Shift Advisor, Technical Support	\$123,403.93	\$1,170.01
PARENT	L. A.	Supervising Nuclear Operator	\$135,745.69	\$541.50
PARENTEAU	DOUG	Supervising Nuclear Operator	\$120,819.33	\$527.52
PARIS	KEITH	Unit Operator	\$116,153.00	\$444.00
PARK	DOUGLAS	Certified Unit "O" Control Room Operator	\$133,740.35	\$511.50
PARK	TONY	Production Supervisor - Planning & Sales	\$105,507.07	\$8,039.59
PARKS	BRUCE	Sr. Inspection & MTCE Technician	\$112,780.50	\$486.18
PARKS	SABINE	Section Manager, Cost Control	\$124,989.28	\$277.20
PARLATAN	YUKSEL	Senior Design Engineer	\$106,692.90	\$467.28
PARNELL	GRANT	FLM, Control/ Mechanical	\$117,366.94	\$558.00
PARRINGTON	ANDY	Shift Maintainer II - Mechanical (Fossil)	\$100,344.91	\$439.50
PARTON	JOHN	Shift Manager	\$189,404.50	\$780.00
PASIEKA	PAULENE	Senior Staff Relations Officer	\$144,999.99	\$0.00
PASK	GARY	Standards & Services Architect	\$100,103.07	\$522.72
PASQUET	PAUL	Manager, Operations Production	\$203,189.44	\$1,502.87
PASTERNAK	DAVID	Control Room Shift Supervisor	\$189,405.35	\$654.47
PATEL	JAGDISH	Shift Control Technician	\$107,119.44	\$416.52
PATEL	JAYESH	Project Tech. II - E & C	\$134,306.88	\$363.66
PATERSON	BOB	Training Superintendent	\$120,682.61	\$538.56
PATERSON	GARY	Manager, Components & Equipment	\$128,881.39	\$902.76
PATERSON	MURRAY	Manager, Green Energy Project	\$123,521.78	\$768.24
PATEY	STEVEN S.	FLM, Radiation Control	\$118,875.73	\$0.00
PATHAN	FIRDOS	Sr. Technical Eng./ Officer	\$142,347.53	\$427.68
PATTERSON	DOUG	Shift Site Supervisor	\$103,765.18	\$559.34
PATTERSON	WAYNE	Production Manager Boiler Program	\$124,758.63	\$706.20
PATTISON	CHRIS	Manager, Work Control	\$115,206.52	\$799.92
PATTISON	JOHN	Nuclear Operator	\$112,360.77	\$425.34
PAUL	BRIAN	Manager	\$106,004.58	\$234.96
PAUL	TERRY	Inspection & Maintenance Technician II	\$100,438.05	\$446.34
PAULING	DAVE	Unit Operator	\$105,434.60	\$444.00
PAUTLER	CHARLES J.	Vice President, Public Affairs	\$225,886.19	\$1,378.08
PAVASARS	KARL	Weather Drvive, Frcstg & Strgy Advisor	\$121,249.69	\$645.36
PAW	EVA	SM, Supply Chain Perf & Reptg	\$113,953.80	\$594.00
PAWLOWSKI	DONNA M.	Mgr., Nuclear Waste Siting & Strategies	\$126,976.80	\$847.44
PAYNE	CALVIN	Section Manager	\$166,328.19	\$606.00
PAYNE	GREG	I.T. Program/ Service Manager	\$104,847.95	\$496.32
PEACOCK	JOHN	Mech. Maintainer Union Trades Superv.	\$119,332.60	\$542.34
PEACOCK	JOHN	Production Supervisor - Technical	\$133,629.06	\$456.94
PEARCE	DAVID GEORGE	SM, Drawing Office	\$112,163.09	\$736.56
PEARCE	FRANK	Logistics Coordinator	\$112,159.90	\$558.00
PEARCE	ROGER	Supervising Nuclear Operator	\$120,411.13	\$527.52
PEARD	DAVE	Mechanical Maintainer Journeyperson	\$112,399.09	\$432.00
PEARSON	D. T.	Training Technician - Health Physics	\$121,638.80	\$515.46
PEARSON	PERCY	Director, Operations	\$150,274.73	\$1,150.00
PEARSON	STEW	Cost & Scheduling Technician	\$113,277.13	\$414.36
PECK	KATHRYN	Communications Specialist - Site	\$110,291.31	\$504.24
PECKHAM	MICHAEL	Director	\$224,303.04	\$582.00
PECS	ED	Manager, Independent Assessments	\$132,101.95	\$723.36
PEDDIGREW	BILL	Maintenance Assessor (Nuclear)	\$106,014.27	\$470.34
PEDDLE	R. T.	FLM, Control/ Mechanical	\$125,502.94	\$582.00
PEERS	B. S.	Field Shift Operating Supervisor	\$110,705.59	\$552.00
PEEVER	TIMOTHY	Authorization Training Supervisor	\$143,238.06	\$636.24

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PEGORARO	N. A.	Maintenance Assessor (Nuclear)	\$109,814.46	\$470.34
PEINHOPF	L. S.	SM, Field Engineering	\$130,835.22	\$507.12
PELEIKIS	MICHAEL	FLM, Inspection & Maintenance	\$136,376.58	\$492.00
PELGRIMS	E. C.	FLMa, Civil II	\$101,976.66	\$444.36
PELLING	EDWARD	SM, Pressure Boundary Compliance	\$125,515.87	\$839.52
PELLINI	FRANK	Real-Time Trader Supervisor	\$175,596.70	\$738.88
PELOSO	FRANCO	Shift Control Technician	\$104,999.98	\$454.50
PENDZINSKI	TOM	Shift Control Technician	\$100,515.34	\$374.52
PENFORD	BRIAN	Nuclear Operator	\$105,851.55	\$441.00
PENLEY	STEPHEN	Plumber/ Pipefitter - Const.	\$137,961.21	\$0.00
PENNETT	JIM	Unit Operator	\$104,203.24	\$444.00
PENTLAND	MIKE	Shift Control Technician	\$100,941.34	\$399.96
PEPPIATT	PAUL	Supervising Nuclear Operator	\$101,912.82	\$450.00
PERCIVAL	BRUCE	Shift Emergency Response Manager	\$118,729.67	\$63.00
PERERA	SLAVICA	Logistics Coordinator	\$100,290.25	\$540.00
PERICHAK	JOE	Senior Shift Control Technician	\$134,716.89	\$409.28
PERREault	DENNIS	Mechanical Maintainer Journeyperson	\$101,384.63	\$432.00
PERREault	MARC	Shift Control Technician	\$109,380.10	\$454.50
PERRI	A.	Supervising Nuclear Operator	\$110,532.36	\$541.50
PERRY	BRUCE	Supplier Surveillance Technologist	\$103,743.16	\$442.02
PERRY	J.	Control Maintenance Assessor	\$112,703.71	\$437.58
PERRY	JAMES	Sr. Business Dev. Engineer/ Officer	\$104,774.47	\$612.00
PERRYMAN	BILLY	Trades Supervisor - Maintenance	\$116,807.52	\$576.36
PERSAD-MAHARAJ	JIM	Contract Engineer/ Administrator	\$130,006.78	\$508.56
PERSAUD	CLEM	Mechanical Maintainer Journeyperson	\$101,126.79	\$444.00
PERSAUD	STEPHEN	Shift Advisor, Technical Support	\$119,120.30	\$501.60
PERTTULA	ROBERT	Manager, Fuels, Ash & Site Services	\$128,180.54	\$831.60
PESSIONE	GEORGE F.	Manager, Programming	\$142,193.35	\$855.36
PETERS	CHAD	Shift Control Technician	\$113,460.50	\$466.50
PETERS	HARRY	Shift Unit Supervisor	\$135,568.27	\$482.52
PETERS	JOHN	SM, Environmental Assessment	\$101,282.07	\$594.00
PETERS	KAREN	Level 1A Operator	\$106,373.71	\$542.34
PETERSEN	GUNTHER	Senior Protection & Control Supervisor	\$104,621.69	\$546.00
PETERSEN	STEWART	Supervising Nuclear Operator	\$147,804.40	\$527.52
PETERSON	DAVID	Day at Hand Market Operator	\$120,456.82	\$600.00
PETRAS	DANIEL	Certified Unit "O" Control Room Operator	\$147,054.71	\$511.50
PETRELLA	ANTHONY	Senior Advisor, Regulatory Affairs	\$123,676.05	\$831.60
PETRELLA	SERGIO	Senior Advisor, Regulatory Strategies	\$103,873.07	\$598.36
PETRIC	TRISH	Training Tech. - Conventional Safety	\$100,397.73	\$515.46
PETTAFOR	S. M.	System Window Coordinator	\$160,802.60	\$704.51
PETTEPLACE	DOUG	Sec. Manager, NWMD Programming	\$108,616.84	\$752.40
PETTET	R. L.	Mech. Maintainer Union Trades Superv.	\$137,747.71	\$529.50
PETTIS	WAYNE	Manager, Project Management Office	\$118,973.05	\$822.36
PETTIT	GREG	Control Room SNO - TRF & F/ H	\$118,601.12	\$542.34
PHAIR	DAVE	Mech. Maintainer Union Trades Superv.	\$127,382.88	\$529.50
PHAN	BAC GIA	Senior Design Engineer	\$107,984.29	\$522.00
PHENDLER	DAVE	Sr. Technical Engineer/ Officer	\$106,825.11	\$564.00
PHILIP	STU	Shift Maintainer I - Mechanical (Fossil)	\$107,524.13	\$1,306.47
PHILLIPS	BRYCE	Control Room Shift Supervisor	\$180,430.85	\$654.60
PHILLIPS	DAVID	Sr. Technical Engineer/ Officer	\$104,246.59	\$472.56
PHILLIPS	JEFF	Section Manager, Projects	\$109,282.97	\$509.52
PHILLIPS	RICHARD	First Line Manager, Drafting	\$107,068.15	\$480.00
PICK	COLIN	Certified Unit "O" Control Room Operator	\$144,887.86	\$596.34
PICKELL	DONALD	Operations Manager	\$152,100.39	\$839.52
PICKERING	CHRISTOPHER	Investment Recovery Sales Eng./ Officer	\$113,749.38	\$625.28

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PIDGEON	GARY	Auxiliary Plant Operator 4Th Class	\$100,448.24	\$395.74
PIERCE	BLAKE R.	Project Site Manager	\$110,621.25	\$504.24
PIERCE	DOUG	Certified Unit "O" Ctrl Room OIT - NO	\$139,753.34	\$575.52
PIETROBON	NADINE	Accounting & Internal Control Officer	\$111,256.87	\$250.80
PIGGOTT	RON	Section Manager, Projects	\$112,426.57	\$561.36
PIIRIK	KARL	Engineer/ Tech. Office - Water Mgmt	\$112,505.69	\$7,103.08
PIJAHN	RICHARD	Shift Advisor, Technical Support	\$113,372.49	\$516.00
PILIARIK	MATT	Authorized Nuclear Operator	\$133,193.22	\$678.82
PINNEGAR	JOHN	Section Manager, Maintenance	\$123,615.78	\$627.00
PINO	TOMMASO	Work Coordinator	\$130,379.26	\$588.00
PIPER	M. L.	Mech. Maintainer Union Trades Superv.	\$125,683.46	\$542.34
PISTILLI	N. J.	SM, Fuel Handling Operation	\$116,640.82	\$703.44
PITCHER	GORDON	Senior Shift Control Technician	\$146,655.74	\$466.50
PIZZOLATO	NORMAN	Electrician Subforeman - Construction	\$140,586.32	\$0.00
PLACH	DEREK	Supervising Nuclear Operator	\$113,554.11	\$527.52
PLAICE	ROBERT	Nuclear Operator	\$111,547.24	\$388.08
PLANTE	GERRY	Production Manager	\$138,972.91	\$1,421.49
PLAYFAIR	ED	Shift Unit Supervisor	\$147,532.81	\$542.34
PLESE	ZDENKO	Mech. Maintainer Union Trades Superv.	\$118,291.82	\$430.76
PLETOSU	MIHAI	Quality Officer	\$116,948.07	\$427.80
PLONA	JOSEPH	Director, Station Engineering	\$386,668.02	\$769.86
PLOURDE	JACQUES	SM, Single Point of Contact (SPOC)	\$127,494.88	\$879.12
PLUNKETT	TIM	Project Tech. II - Civil	\$101,584.85	\$416.34
POIRIER	JOYCE	Material Analyst (Pre-screener)	\$106,298.25	\$446.34
POIRIER	LARRY	Shift Control Technician	\$111,337.14	\$454.50
POIRIER	LOUIS	Mechanical Maintainer Journeyman	\$111,789.78	\$444.00
POISSON	PAUL	Level I Operator	\$120,648.51	\$529.50
POLAND	FRED	River Control Supervisor	\$120,338.10	\$542.34
POLEWSKI	BRUNO	FLM - Performance & Testing	\$102,690.10	\$546.00
POLLARD	AL JR.	Shift Control Technician	\$128,256.93	\$399.96
POLLETT	SHAWN	Millwright Subforeman - Construction	\$115,527.25	\$0.00
POOLE	BRIAN	FLM, Control/ Mechanical	\$121,659.13	\$529.50
POOLE	FRANK	FLM, Civil Maintenance	\$135,238.80	\$483.36
POON	DANIEL	Sr. Technical Eng./ Officer	\$114,630.81	\$446.16
POON	HUNG	Project Leader II	\$133,812.08	\$552.36
POPA	NICOLAE	Shift Advisor, Technical Support	\$114,318.08	\$480.48
POPE	GREGORY	Sr. Engineer/ Scientist - Specialist	\$106,916.07	\$8,343.68
POPE	JONATHON	ANOIT - Nuclear Operator	\$114,482.29	\$607.50
POPPE	KURT	ANOIT - Nuclear Operator	\$116,092.15	\$517.44
PORTER	WILLIAM	Shift Control Technician	\$109,655.38	\$355.74
POS	HARRY	Trades Supervisor - Maintenance	\$123,017.16	\$535.50
POTTER	DON	Shift Control Technician	\$119,575.21	\$466.50
POTTER	KEVIN	Supervising Nuclear Operator	\$117,817.39	\$527.52
POTTS	W. G.	Mechanical Maintainer Journeyman	\$105,978.86	\$432.00
POTUSEK	RICHARD	Electrician Construction	\$102,014.55	\$0.00
POTVIN	DAN	Section Manager, Maintenance	\$170,084.70	\$5,553.30
POULIN	ALAIN	Shift Site Supervisor	\$124,654.53	\$556.86
POULIN	MIKE	Maintenance Assessor (Nuclear)	\$119,943.63	\$458.34
POULIN	R. P.	Senior Technical Specialist	\$108,853.28	\$606.00
POUNDER	MICHAEL	Coal Plant Mobile Equip Oper UTS	\$104,313.59	\$447.00
POWELL	ROBERT	Outage Manager	\$199,080.78	\$1,013.76
POWER	BILL	Boilermaker Foreman Const.	\$114,007.43	\$0.00
POWER	DONALD J.	Director, Investment Planning	\$195,555.24	\$1,211.76
POWER	PAUL	Boilermaker Foreman Const.	\$102,867.58	\$0.00
POWER	WAYNE	FLM, Construction	\$131,521.17	\$485.76

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POWERS	STEPHANIE	Manager, Project Engineering	\$124,564.92	\$570.24
POYNTZ	ROBERT	Control Maintenance Assessor	\$106,855.94	\$497.52
PRATT	BRIAN	Regional Maintainer - Electrical UTS	\$107,923.82	\$1,050.19
PRESCOTT	A. B.	Control Room SNO - TRF & F/ H	\$106,700.81	\$542.34
PRESCOTT	GARY	Shift Maintainer I - Mechanical (Fossil)	\$112,142.90	\$1,091.11
PRESKAR	DAVID	Inspection & Maintenance Technician I	\$104,978.00	\$322.08
PRESS	GARY	Unit Operator	\$129,126.20	\$444.00
PRESTON	MIKE	FLM - Maintenance	\$113,018.86	\$588.00
PRESTON	NICHOLAS	Field Shift Operating Supervisor	\$127,742.55	\$560.00
PRESUTTI	JOHN	ANOIT - Supervising Nuclear Op	\$116,486.58	\$622.86
PRETTY	MARK	FGD Supervisor	\$110,245.17	\$462.90
PRICE	BRIAN	Work Coordinator	\$110,056.52	\$542.34
PRICE	DON	Mgr., HR Business Process & Strategy	\$123,577.59	\$847.44
PRICE	DOUG	Coal Plant MEO Journeyman	\$111,909.72	\$381.84
PRICE	JAMES	First Line Manager, Chemical Laboratory	\$121,553.92	\$564.00
PRIEST	MARK	ANOIT - Nuclear Operator	\$121,952.05	\$581.52
PRIMEAU	DANIEL	FLM, Control/ Mechanical	\$125,303.34	\$564.00
PRINCE	JIM	Section Manager	\$117,692.01	\$831.60
PRINGLE	GLENN	Section Manager, Systems	\$139,517.19	\$512.16
PRITCHARD	DON	Sr. Technical Engineer/ Officer	\$111,634.30	\$498.96
PRITCHARD	LESLIE	Shift Maintainer I - Mechanical (Fossil)	\$100,650.48	\$1,136.25
PROCTOR	S. K.	Authorization Training Supervisor	\$164,491.85	\$660.80
PROULX	JEAN	Coal Plant MEO Journeyman	\$125,955.59	\$381.84
PSHYK	LES	Sr. Technical Engineer/ Officer	\$105,432.58	\$491.04
PUDDISTER	GARY	Shift Unit Supervisor	\$124,022.06	\$542.34
PUI	HING YUEN	Shift Supervisor In Training	\$130,512.82	\$623.04
PULITO	RALPH	Mechanical Maintainer Journeyman	\$104,027.10	\$432.00
PULLIA	L.	Sr. Technical Engineer/ Officer	\$109,097.00	\$446.16
PUOPOLO	JOHN	FLM, Construction	\$162,357.70	\$491.04
PURCELL	R. M.	Project Leader II	\$101,865.67	\$588.00
PURVIS	RONALD	Authorized Nuclear Operator	\$147,008.91	\$679.94
PUZZUOLI	FRANK	Manager	\$104,939.67	\$250.80
PYE	DAVID	FLMa, Radiation Control	\$127,954.09	\$542.34
QUALTROUGH	W. D.	Manager, Nuclear Safety	\$182,731.24	\$966.24
QUAN	DANIEL	Corp Official Records Officer	\$100,300.67	\$570.00
QUINLAN	GORDON	Shift Advisor, Technical Support	\$132,838.29	\$2,168.05
QUINN	DAVID	Mechanical Maintainer Journeyman	\$103,152.45	\$390.72
QUINN	RAY	Unit Operator	\$109,998.43	\$444.00
QUIRT	CHRISTOPHER	Tech. Advisor, Nuclear Analysis	\$104,674.90	\$558.00
RABADI	MINOO	Sr. Control Technician	\$105,749.01	\$512.34
RABISHAW	MARK	FLM, Control/ Mechanical	\$164,234.18	\$612.00
RACZ	JOHN	Prod. Supervisor, Technical Systems	\$114,140.20	\$552.00
RACZYNSKI	CHRIS	Senior Design Engineer	\$119,133.27	\$531.36
RADANOVIC	STEVE	Shift Maintainer I - Mechanical (Fossil)	\$164,796.12	\$444.00
RADCLIFFE	SANDRA	Manager, Financial Forecasts	\$133,347.51	\$871.20
RADFORD	DOUGLAS	Manager, Radiation Protection	\$118,728.85	\$546.48
RADFORD	GORD	Supervising Nuclear Operator	\$117,641.26	\$527.52
RAE	BRUCE	Mech. Maintainer Union Trades Superv.	\$173,208.14	\$529.50
RAE	C. C.	Section Manager, Maintenance	\$133,731.51	\$612.00
RAE	CRAIG	Authorized Nuclear Operator	\$207,119.10	\$669.52
RAFFAELE	GAETANO	Senior Advisor, Strategic Initiatives	\$120,591.22	\$839.52
RAFFEY	BRIAN	Sr. Technical Engineer/ Officer	\$115,219.68	\$446.16
RAGSDALE	PAT	Production Manager, Fossil	\$166,009.45	\$902.88
RAHNAMOUN	TOURAJ	Sr. Technical Engineer/ Officer	\$109,647.36	\$480.40
RAIL	W. C.	Authorization Training Supervisor	\$165,727.53	\$744.00

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RAINA	VIJAY M.	Manager	\$128,149.54	\$739.20
RAISON	DALE	Level 1A Operator	\$112,505.99	\$542.34
RALSTON	BRUCE	Sr. Inspection & MTCE Technician	\$133,146.08	\$470.34
RALSTON	DOUGLAS	Mgr., Production & Maintenance Planning	\$143,203.49	\$847.44
RAMDEEN	K.	Sr. Technical Engineer/ Officer	\$100,310.18	\$427.68
RAMJASS	FRANKLIN	Shift Site Supervisor	\$119,466.83	\$559.34
RAMJIST	STEPHEN	Director, Work Management Support	\$148,879.48	\$954.36
RAMKALAWAN	DAVID	Sr. Technical Engineer/ Officer	\$104,093.57	\$495.36
RAMKELLAWAN	J.	Shift Control Technician	\$103,559.61	\$454.50
RAMLOGAN	KAY	Shift Maintainer I - Mechanical (Fossil)	\$109,672.56	\$892.72
RAMOUTAR	HARRY	Control Maintenance Assessor	\$100,257.44	\$485.52
RAMPERSAD	TERRY	Mechanical Maintainer Journeyperson	\$106,269.34	\$444.00
RAMPHAL	MARLENE	Shift Supervisor In Training	\$106,231.07	\$541.20
RAMSARRAN	NARINE	Shift Control Technician	\$138,538.41	\$454.50
RAMSAY	IAN	Section Manager, Projects	\$108,656.51	\$760.32
RAMSON	REG	Work Coordinator	\$119,194.28	\$568.90
RANADIVE	ANUJA	Sr. Technical Engineer/ Officer	\$115,117.34	\$464.64
RANDALL	K.SCOTT	Authorized Nuclear Operator	\$173,865.84	\$652.86
RANDS	ANDREW	Senior Shift Control Technician	\$156,720.74	\$542.34
RANKIN	BOB	Section Manager	\$122,708.51	\$839.52
RANKINE	DAVE	Training Tech. - Conventional Safety	\$105,523.55	\$515.46
RASHLEIGH	STUART M.	Manager, Compliance	\$163,645.00	\$982.08
RASSOULI	KAZEM	Mgr., Technology & Research Program	\$131,529.96	\$887.04
RATHWELL	STEVE	Shift Maintainer I - Mechanical (Fossil)	\$132,800.77	\$444.00
RATTAI	MURRAY	Civil Maintainer II Journeyperson	\$108,473.29	\$381.00
RATTERY	PAUL	FLM, Civil Maintenance	\$103,591.02	\$435.60
RATTRAY	JOHN	Solicitor	\$133,181.21	\$894.96
RAWN	KEN	Cost & Scheduling Technician	\$121,568.58	\$471.00
RAY	LARRY	Level I Operator	\$111,483.24	\$529.50
REAUME	DENNIS	Unit Operator	\$109,884.64	\$418.02
REBELLO	A. V.	FLM, Civil Maintenance	\$127,296.03	\$483.36
REBELLO	TERENCE	SM, Resident Inspection	\$105,539.37	\$704.88
REED	ALLAN	Field Shift Operating Supervisor	\$129,450.76	\$582.00
REED	JEROME	Manager Work Control	\$326,572.98	\$1,420.12
REEVE	FREDERICK	Field Shift Operating Supervisor	\$128,454.69	\$570.00
REGIER	VIC	Production Supervisor - Shift Engineer	\$121,861.65	\$549.84
REID	ALLAN	Project Manager, Electricity Production	\$127,464.77	\$807.84
REID	ART	Field Shift Operating Supervisor	\$120,035.14	\$552.00
REID	CARL	Mechanical Maintainer Journeyperson	\$103,394.56	\$432.00
REID	DAVID	Electrician Construction	\$120,304.84	\$0.00
REID	J. M.	Electrician Foreman Const.	\$133,470.20	\$0.00
REID	JASON	ANOIT - Nuclear Operator	\$109,585.32	\$588.18
REID	KEN J.	Mech. Maintainer Union Trades Superv.	\$108,206.62	\$444.00
REID	KENNETH	FLM, Field Engineering	\$101,216.23	\$498.24
REID	KEVIN	FLM, Large Facilities	\$114,144.58	\$744.48
REID	M.	Director, Station Engineering	\$147,109.05	\$950.40
REID	RANDY	FLMa, Civil I Cranes	\$100,294.54	\$405.90
REID	SANDY	Senior Market Analyst	\$105,717.13	\$552.00
REINER	DIETMAR E.	Chief Information Officer	\$354,600.60	\$633.60
REINERT	PHIL	Site Controller	\$128,428.99	\$831.60
REIST	DOUG	Shift Production Technician - Chemical	\$103,261.07	\$465.00
REITKNECHT	PETE	SM, Mechanical Equipment	\$109,402.38	\$744.48
REITSMA	RON	Control Room SNO - TRF & F/ H	\$114,843.21	\$529.50
RENAUD	PAUL	Senior Shift Control Technician	\$115,605.24	\$465.96
RENNA	JOSEPH	Section Head	\$108,882.93	\$8,766.72

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REUBER	BARBARA	Director, Ontario Regulatory Affairs	\$145,255.18	\$950.40
REYES	EDUARDO	Sr. Technical Engineer/ Officer	\$127,519.90	\$552.00
REYNOLDS	DEBBIE A.	Program Security Advisor	\$129,899.94	\$847.44
REYNOLDS	DONALD	Regional Maintainer - Electrical UTS	\$107,491.97	\$1,011.70
RHUDE	ROBERT	Mechanical Maintainer Journeyperson	\$133,647.13	\$447.00
RIBBANS	DAVID JOHN	SM, Used Fuel Dry Storage Design	\$108,144.07	\$633.36
RIBEIRO	STEPHEN	Shift Control Technician	\$101,855.13	\$466.50
RICE	R. B.	Shift Control Technician	\$110,003.16	\$448.30
RICHARDS	JIM	Authorization Training Supervisor	\$176,898.79	\$717.06
RICHARDS	ROBERT GORDON	Senior Design Engineer	\$108,280.33	\$552.00
RICHARDS	TERRENCE	Authorized Nuclear Operator	\$165,483.50	\$671.02
RICHARDSON	J. F.	Section Mgr., Ops Plant Status Control	\$127,807.65	\$708.00
RICKARDS	PETER	Electrician Foreman Const.	\$121,298.15	\$0.00
RICKER	KEVIN	Level 1A Operator	\$116,591.89	\$542.34
RIDDELL	GEORGE	Mech. Maintainer Union Trades Superv.	\$114,151.50	\$549.78
RIDING	BOBBY	Mech. Maintainer Union Trades Superv.	\$120,524.73	\$529.50
RIEHL	CHRISTOPHER	System Window Coordinator	\$130,240.31	\$624.00
RINALDO	DAVID	Solicitor	\$115,684.23	\$264.00
RISDON	COLIN	Mechanical Maintainer Journeyperson	\$102,179.55	\$826.08
RIVIERE	COLVIN	Authorized Nuclear Operator	\$175,718.38	\$654.47
RIZVI	SYED	Section Manager	\$131,612.28	\$512.16
ROB	ART	Project Manager, Electricity Production	\$134,443.44	\$799.92
ROBBINS	COREY	Shift Control Technician	\$109,458.65	\$312.18
ROBBINS	TIM	Manager, Systems	\$134,620.86	\$879.12
ROBBINS	WAYNE	Director, Operations & Maintenance	\$230,727.47	\$624.61
ROBERTS	ANTHONY	Senior Design Engineer	\$110,051.63	\$528.00
ROBERTS	EDMUND	Lead Auditor - Code Compliance	\$162,435.58	\$10,068.33
ROBERTS	IAN	Project Manager	\$131,578.32	\$279.84
ROBERTS	JEFF	FLM, Control/ Mechanical	\$123,674.24	\$530.50
ROBERTS	KEN	Planning Officer	\$110,368.98	\$559.50
ROBERTSON	BARBARA	Sr. Advisor, U.S. Regulatory Affairs	\$126,142.98	\$762.30
ROBERTSON	BRUCE L.	Manager, Logistics Operations	\$124,900.07	\$831.60
ROBERTSON	DON	FLM, Control/ Mechanical	\$157,456.53	\$588.00
ROBERTSON	HAMISH	Shift Maintainer I - Mechanical (Fossil)	\$115,346.11	\$540.58
ROBERTSON	JIM	FLM, Control/ Mechanical	\$138,673.64	\$568.56
ROBERTSON	TONY	FLM, Control/ Mechanical	\$124,529.07	\$582.00
ROBILLARD	PATRICK	FLM, Warehouse - Stockkeeping	\$104,059.74	\$432.36
ROBINS	MURRAY	Mechanical Maintainer Journeyperson	\$111,013.02	\$432.00
ROBINSON	BRUCE	Shift Maintainer I - Mechanical (Fossil)	\$107,443.81	\$1,078.71
ROBINSON	CHRIS	Sr. Project Engineer/ Officer	\$118,349.06	\$538.56
ROBINSON	CLARE	System Window Coordinator	\$127,933.10	\$552.00
ROBINSON	JOHN	Supplier Surveillance Technologist	\$127,737.60	\$500.34
ROBINSON	P. M.	Maintenance Assessor (Nuclear)	\$105,300.79	\$454.62
ROBINSON	RONALD	VP, Portfolio Management	\$327,315.24	\$1,457.28
ROBINSON	STEVE	Auxiliary Plant Operator 4Th Class	\$106,642.17	\$391.50
ROBINSON	WILLIAM	Senior Vice President, Pickering A	\$740,214.02	\$2,727.19
ROBITAILLE	LAURENCE	Shift Control Technician	\$117,535.89	\$466.50
ROBLIN	DOUG	Field Shift Operating Supervisor	\$121,179.10	\$588.00
ROBSON	DAVE	ANOIT - Nuclear Operator	\$108,552.56	\$534.60
ROBSON	PETER	FLM, Control/ Mechanical	\$100,962.85	\$570.00
ROCHE	GERRY	Manager, Maintenance Support	\$138,091.21	\$926.64
ROCHELEAU	DENIS	Coal Plant MEO Journeyperson	\$111,491.13	\$381.84
ROCHESTER	N. M.	Dir., HR & Empl Safety, Corp & Comm.	\$143,358.66	\$902.88
RODARO	NELLO	FLM, Control/ Mechanical	\$137,268.46	\$564.00
RODRIGUES	DOUG	Manager, Human Resources	\$133,383.24	\$879.12

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ROGERS	DAVID	Authorized Nuclear Operator	\$155,391.99	\$572.77
ROGERS	DOUG	River Control Supervisor	\$106,169.63	\$542.34
ROGERS	NEIL	Sr. Technical Engineer/ Officer	\$102,219.91	\$558.00
ROGERS	STEPHEN	Manager	\$132,563.67	\$894.96
ROHWER	HEINER	FLMa, Civil I Cranes	\$105,582.54	\$473.52
ROLFE	DAN	FLM, Inspection & Maintenance	\$134,898.91	\$495.36
ROLLAND	K. H.	Operations Specialist I	\$102,361.63	\$564.00
ROLLINS	FARON	Production Manager, Fossil	\$139,058.34	\$1,773.61
ROMAGNINO	JOHN	SM, Elect. & Control Design	\$116,580.40	\$496.32
ROMAIN	DEWER	Control Room Shift Operating Supervisor	\$188,256.82	\$747.36
ROMANCHUK	MIKE	Day at Hand Market Operator	\$126,012.33	\$582.00
ROMANOWICZ	DAVE	Safety Spec., Protect Clothing & Equip	\$128,481.07	\$543.36
ROONEY	TED	Project Tech. II - E & C	\$112,271.08	\$366.30
ROOPCHAN	ROBIN	Manager, Investor Relations	\$127,694.07	\$269.28
ROOPNARINE	SURUJ	Shift Maintainer I - Mechanical (Fossil)	\$115,253.27	\$1,103.46
ROOT	ALEX	Mechanical Maintainer Journeyperson	\$105,108.96	\$432.00
ROOT	D. R.	Supervising Nuclear Operator	\$118,023.02	\$541.50
ROPITZKY	P. J.	Maintenance Assessor (Nuclear)	\$115,715.73	\$470.34
ROSE	ANDREW	Electrician Construction	\$101,476.51	\$0.00
ROSE	GARY	Manager, Accounts Payable	\$116,340.00	\$768.24
ROSE	JACK	FLM, Control/ Mechanical	\$138,982.22	\$570.00
ROSE	RHONDA	Nuclear Operator	\$100,119.00	\$377.52
ROSS	DAN	Planning Specialist	\$120,619.46	\$539.52
ROSS	GARY	ANOIT - Nuclear Operator	\$115,054.71	\$619.50
ROSS	GEORGE	Inspection & Maintenance Technician II	\$129,202.25	\$446.34
ROSS	IVAN	Trades Mgmt Superv., Hydroelectric	\$101,824.28	\$547.02
ROSS	MARTIN	SM, Single Point of Contact (SPOC)	\$138,800.63	\$446.16
ROSSI	CLAUDIO	Sr. Technical Engineer/ Officer	\$112,766.46	\$531.36
ROSZER	F. G.	Authorization Training Supervisor	\$141,426.68	\$723.36
ROTZ	ALAN	FLM, Control/ Mechanical	\$103,002.11	\$564.00
ROUND	GLENN	Sr. Technical Engineer/ Officer	\$131,869.07	\$516.00
ROWAN	M. D.	Authorization Training Supervisor	\$161,191.10	\$723.36
ROWDEN	ELAINE	Manager	\$109,930.49	\$506.88
ROWE	RON	Supervising Nuclear Operator	\$111,803.75	\$527.52
ROWED	NEIL	Sr. Thermal Station Engineer/ Officer	\$101,064.60	\$552.00
ROXBY	NANCY	Director, Pension	\$145,511.58	\$910.80
ROY	GILLES	Shift Control Technician	\$113,900.87	\$466.50
ROY	KEITH	Mechanical Maintainer Journeyperson	\$109,715.38	\$432.00
ROY	SANDIPAN	Sr. Technical Engineer/ Officer	\$109,407.76	\$522.00
ROZA	KEITH	Work Coordinator	\$161,813.85	\$618.00
ROZINOWICZ	JAN	Section Manager	\$104,563.47	\$612.00
RUBIN	JEROME	Sr. Technical Engineer/ Officer	\$122,198.37	\$543.36
RUDLAND	TIM	Shift Control Technician	\$134,559.25	\$454.50
RUDOWICZ	B.	Field Shift Operating Supervisor	\$129,855.00	\$558.00
RUFFOLO	MIKE	Sr. Technical Engineer/ Officer	\$105,071.35	\$513.36
RUNKOWSKI	CHRISTIAN	Authorized Nuclear Operator	\$172,922.13	\$671.82
RUPERT	DARYL	Shift Unit Supervisor	\$121,215.37	\$542.34
RUSSELL	D. P.	Authorized Nuclear Operator	\$154,301.34	\$671.52
RUSSELL	GORDON	Maintenance Specialist	\$148,883.35	\$582.00
RUSSELL	IAN	Engineering Technologist	\$103,896.51	\$471.00
RUSSELL	J. H.	Sr. Technical Engineer/ Officer	\$101,907.05	\$543.36
RUSSELL	KEN	Senior Technical Specialist	\$122,355.18	\$573.36
RUSSELL	RICHARD	Senior Shift Control Technician	\$134,473.91	\$542.34
RUSSELL	RON	Unit Operator	\$112,133.80	\$444.00
RUSSELL	SEAN	Mgr., Nuclear Waste Disp. Tech. Prog	\$128,581.23	\$831.60



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RUSTICUS	RON	Supervising Nuclear Operator	\$107,966.77	\$541.50
RUTHERFORD	JOHN	Shift Production Technician - Planning	\$103,552.01	\$483.00
RYAN	JUDITH R.	Director	\$169,410.19	\$966.24
RYAN	K. J.	Mechanical Maintainer Journeyperson	\$105,836.96	\$444.00
RYCE	ADLAI	Shift Maintainer II - Mechanical (Fossil)	\$107,257.58	\$419.52
RYCROFT	STANLEY	Field Shift Operating Supervisor	\$120,929.92	\$582.00
RYDER	SHANE	Shift Manager	\$198,619.10	\$1,021.68
RYFA	KEN	Mgr., Financial Reporting & Budgets	\$151,262.97	\$617.76
RYMES	CHARLES	Shift Manager	\$184,342.38	\$950.40
RYPSTRA	FRED	Authorized Nuclear Operator	\$180,388.12	\$662.66
SAAGI	LEO	Tech. Advisor, Nuclear Analysis	\$110,925.23	\$573.00
SABA	ALEX	Power Marketer	\$155,073.19	\$3,628.28
SABOTIG	MARIO	Technical Superintendent	\$107,555.75	\$506.88
SADOWSKI	PAUL	Project Manager	\$149,379.94	\$934.56
SAIEDFAR	MOHAMMED	Sr. Engineer/ Scientist - Specialist	\$103,647.21	\$567.36
SAINSBURY	S. K.	Field Shift Operating Supervisor	\$127,106.29	\$588.00
SAKHUJA	SUDESH	Sr. Technical Engineer/ Officer	\$132,367.21	\$516.00
SAKULA	MICHAEL	Trades Supervisor - Maintenance	\$130,104.71	\$589.50
SAKUTA	ALEX	Senior Design Engineer	\$106,781.18	\$522.00
SALDANHA	L. O.	Maintenance Assessor (Nuclear)	\$110,730.27	\$470.34
SALIBA	MARK	FLM, Chemical Laboratory	\$111,954.02	\$534.00
SALOPEK	JEAN	Sr. Technical Engineer/ Officer	\$129,340.14	\$528.00
SALTES	RICK	Manager, Niagara Services	\$129,897.76	\$817.74
SAMUELS	JODY	Inside Sales Coordinator	\$111,531.21	\$522.72
SANASI	JAI	Sr. Technical Engineer/ Officer	\$154,675.79	\$1,169.20
SANDERS	PAUL	Mechanical Maintainer Journeyperson	\$103,775.11	\$444.00
SANDERSON	W. E.	Control Maintenance Assessor	\$119,896.05	\$497.52
SANKER	L. L.	FLM, Control/ Mechanical	\$161,457.66	\$576.00
SANTIN	MAURIZIO	Unit Operator	\$111,631.83	\$444.00
SARVARI	FRANK	FLMa, Civil II	\$101,219.42	\$390.72
SAUGER	JOHN	Director, Outage Management	\$352,676.47	\$1,719.11
SAUL	MAURICE	Shift Maintainer I - Mechanical (Fossil)	\$116,106.22	\$1,737.63
SAVAGE	MIKE	Control Room Shift Supervisor	\$170,380.46	\$696.00
SAVOIE	EMEREL	Coal Plant MEO Journeyperson	\$112,614.04	\$335.94
SAWLER	JOHN	Products & Serv. Design & Delivery Mgr.	\$117,120.04	\$586.08
SAWYER	DAN	Section Manager, Outage	\$183,717.43	\$708.00
SAWYER	MARY LOU	Director, Employee Communications	\$153,189.60	\$942.48
SCALLEN	GREG	Solicitor	\$115,700.48	\$792.00
SCALLY	SEAN	Inspection & Maintenance Technician II	\$119,979.33	\$380.16
SCANNELL	DARREN	Shift Control Technician	\$114,413.02	\$454.50
SCARFO	MIKE	Civil Maintainer I UTS Level 3	\$114,901.54	\$461.52
SCARLETT	SHEILA A.	Section Manager, Site Security	\$127,257.02	\$285.12
SCHACHT	JIM	Production Manager	\$155,747.74	\$934.56
SCHAEFER	JEFFREY	FLM, Radiation Control	\$113,216.33	\$580.78
SCHAEFER	PAUL	FLM - Large Facilities	\$118,726.03	\$768.24
SCHEEPERS	ANDY	System Window Coordinator	\$141,928.26	\$588.00
SCHIEBEL	WERNER	Electrician Construction	\$105,569.55	\$0.00
SCHILLACI	STEVEN	Maintenance Specialist	\$113,604.82	\$586.08
SCHILZ	FRANK	Sr. Technical Engineer/ Officer	\$113,398.69	\$743.05
SCHJOTT	PAUL	Supervising Nuclear Operator	\$109,437.22	\$541.50
SCHLITT	WILLIAM	SM, Design Basis Reconstitution	\$115,230.13	\$768.24
SCHMID	GARY	FLM, Control/ Mechanical	\$100,642.43	\$506.88
SCHOENERKLEE	WOLFGANG	Site Work Protection Coordinator	\$115,999.68	\$501.60
SCHOFFRO	ROBERT	Sr. Protection & Control Technologist	\$113,285.15	\$571.50
SCHOFIELD	B. D.	FLM, Control/ Mechanical	\$144,709.74	\$564.00

<u>Surname / Nom de famille</u>	<u>Given Name / Prénom</u>	<u>Position / Poste</u>	<u>Salary Paid /Traitement</u>	<u>Taxable Benefits /Avantages imposables</u>
SCHOFIELD	KURT RICHARD	Millwright Foreman - Construction	\$122,916.60	\$0.00
SCHOFIELD	LONNIE	Shift Outage Manager	\$107,594.25	\$474.00
SCHOFIELD	PHIL	SM, Construction Support	\$127,202.82	\$855.36
SCHOIJETT	ALEX	VP, Infrastructure & Architecture	\$258,706.86	\$506.88
SCHOLES	BRIAN	Inspection & Maintenance Technician II	\$118,904.15	\$446.34
SCHREIBER	PAUL	Authorized Nuclear Operator	\$175,820.20	\$651.75
SCHRYER	ROGER	Authorized Nuclear Operator	\$180,482.57	\$680.56
SCHULTZ	STEVE	Mechanical Maintainer Journeyperson	\$101,672.22	\$444.00
SCHUMACHER	PAUL	Planning Specialist	\$102,035.07	\$539.52
SCHWABE	ULRICH	Director, Maintenance Support	\$197,250.58	\$1,219.68
SCOTT	EDWIN	Shift Maintainer I - Mechanical (Fossil)	\$102,544.92	\$717.65
SCOTT	IAN	Shift Site Supervisor	\$137,129.43	\$556.86
SCOTT	MICHAEL	Sr. Inspection & MTCE Technician	\$111,187.48	\$530.34
SCOTT	MIKE	Civil Maintainer II Journeyperson	\$111,009.41	\$376.68
SCOTT	R. N.	Control Room Shift Operating Supervisor	\$183,478.18	\$771.36
SCOTT	RUSSELL	Section Manager, Facility Services	\$103,239.90	\$504.72
SCOTT-DIXON	CHRIS	Shift Supervisor In Training	\$121,068.34	\$592.50
SCRUTON	CHRIS	Mechanical Maintainer Journeyperson	\$114,483.65	\$390.72
SCULLY	JOHN	Mechanical Maintainer Journeyperson	\$111,352.23	\$432.00
SCURR	JOHN	Sr. Technical Engineer/ Officer	\$119,544.69	\$537.36
SEBELE	BOB	Shift Serviceworker UTS	\$135,238.40	\$450.36
SECKINGTON	BLAIR R.	Senior Advisor, Fossil Technology	\$144,388.66	\$554.40
SEDOR	SUE	Manager, Transaction Management	\$128,163.84	\$863.28
SEEDHOUSE	S. A.	Director, Radiation Protection	\$207,510.69	\$572.24
SEEDMAN	DON	Manager, Facility Services, Crop.	\$127,738.70	\$827.64
SEGU	JASVINDER	Supervising Nuclear Operator	\$117,500.59	\$527.52
SEGUIN	PAUL	Shift Advisor, Technical Support	\$105,527.13	\$438.24
SEIGEL	TERRY	Sr. Advisor, Corp Leadership Dev.	\$151,375.27	\$1,526.34
SEIVERIGHT	GRANT	Director, Fuels	\$163,031.97	\$958.32
SELBY	DON	Authorized Nuclear Operator	\$155,780.11	\$679.94
SELKIRK	BRETT	ANOIT - Nuclear Operator	\$116,901.44	\$511.50
SELKIRK	S. J.	Authorized Nuclear Operator	\$180,005.79	\$654.47
SELLARS	JIM	Mechanical Maintainer Journeyperson	\$141,225.15	\$449.00
SELLERS	CRAIG C.	Director, Restart Engineering, Pick A	\$170,315.19	\$749.76
SELLORS	JOSEPH	FLM, Chemical Laboratory	\$115,025.29	\$534.00
SEMPLE	DOUG	Manager, Nuclear Fuel Supply	\$128,537.10	\$831.60
SENIOR	DONALD	Control Room Shift Supervisor	\$191,805.76	\$777.36
SENKPIEL	HAROLD	Nuclear Operator	\$101,588.66	\$476.00
SEPPALA	DAVID	Sr. Technical Engineer/ Officer	\$128,136.91	\$552.00
SERVOS	LAWRENCE	Health Physicist	\$114,940.76	\$522.00
SETHI	SIDHARTH	Senior Design Engineer	\$121,042.85	\$546.00
SEVERIN	M. H.	FLM, Control/ Mechanical	\$116,473.62	\$600.00
SEVERIN	STEPHEN	FLM, Control/ Mechanical	\$108,435.12	\$558.00
SHADY	FRED	Senior Technical Specialist	\$103,742.67	\$588.00
SHAFFAF	YOUSSEF	SM, Mechanical Equipment	\$111,702.23	\$557.30
SHAFTO	BROOK	Performance & Testing Technologist	\$138,931.22	\$499.90
SHAH	A.	Control Maintenance Assessor	\$110,645.05	\$497.52
SHAH	RAJ	Project Leader II	\$144,391.47	\$532.50
SHAH	SAEED	Sr. Engineer, Civil/ Mechanical/ Elec.	\$102,578.87	\$576.36
SHAH	SUSHIL	Manager, Commercial Forecasting	\$151,088.58	\$303.60
SHAIKH	SHAIKAT	Training Officer	\$106,518.29	\$513.36
SHAM	ALBERT	Control Maintenance Assessor	\$120,783.38	\$497.52
SHAM	GEE	Project Leader II	\$151,708.43	\$546.00
SHANAHAN	MIKE	SM, Major Components/ Life Cycle	\$119,492.48	\$543.84
SHANNIK	DOUG	FLM, Control/ Mechanical	\$109,557.90	\$606.00

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SHANNON	JOHN	Supervisor - Warehousing	\$106,754.86	\$453.36
SHANTZ	LORNE	Authorized Nuclear Operator	\$173,408.03	\$675.46
SHAPIRO	KALMAN	Project Technician II - Mechanical	\$132,027.07	\$363.66
SHARAWY	PETER	Section Manager	\$106,001.07	\$621.36
SHARMA	GIAN	Mechanical Maintainer Journeyperson	\$106,641.90	\$444.00
SHARMA	VISHAN	Sr. Thermal Station Engineer/ Officer	\$115,152.05	\$552.00
SHAUGHNESSY	MIKE	Material Analyst I	\$118,179.19	\$414.36
SHAVER	BILL	Senior Credit Analyst	\$100,319.47	\$579.48
SHAVER	ED	Coal Plant MEO Journeyperson	\$109,830.64	\$381.84
SHAVER	KATHRYN	Director, Strategic Issues	\$153,849.65	\$298.32
SHAVER	TOM	Authorized Nuclear Operator	\$172,912.06	\$654.43
SHAW	BERNIE	Project Technician I - E & C	\$100,810.55	\$484.02
SHAW	JOHN J.	Site Training Director	\$195,272.72	\$485.32
SHAW	RICHARD	Section Manager, Warehousing	\$111,256.97	\$213.84
SHEA	MARK	Asset & Technical Services Manager	\$125,343.36	\$554.40
SHEFFER	EUGENE	Shift Control Technician	\$113,261.35	\$452.02
SHEINFELD	JOEL	Sr. Manager, Contract Administration	\$146,408.41	\$617.76
SHEMILT	JEFF	Manager	\$122,658.68	\$580.80
SHEMRANIFAR	AMIR	Project Manager	\$100,674.44	\$588.00
SHEPHARD	BRUCE	Shift Unit Supervisor	\$127,081.42	\$477.18
SHEPPARD	DOUG	Authorization Training Supervisor	\$186,030.34	\$738.00
SHEPPARD	NEIL	Supervising Nuclear Operator	\$101,770.07	\$527.52
SHERIFF	JOHN	Trades Supervisor - Maintenance	\$103,278.55	\$817.75
SHERWOOD	HARRY	Section Manager	\$100,056.47	\$588.00
SHEVCHENKO	OLEG	Lead Auditor, General	\$105,767.96	\$540.00
SHIEL	BRENDAN	Senior Shift Control Technician	\$134,897.80	\$542.34
SHIELDS	PAUL	Senior Shift Control Technician	\$116,118.48	\$542.34
SHIMKOFF	JOHN	Shift Production Technician - Chemical	\$105,770.97	\$465.00
SHIPOSH	CELINA	Team Leader - Information Mgmt	\$101,147.07	\$594.00
SHIPP	GEORGE	ANOIT - Nuclear Operator	\$107,562.52	\$607.50
SHIU	BENJAMIN	Sr. Thermal Station Engineer/ Officer	\$126,516.31	\$528.00
SHOEMAKER	ROY	Senior Shift Control Technician	\$122,301.18	\$466.50
SHONIKER	STEVE	Assistant Technical Engineer/ Officer	\$126,193.10	\$486.00
SHOON	EDDISON	Sr. Engineer/ Scientist/ Tech. Officer	\$108,826.39	\$543.36
SHORE	KYLE	Project Leader II	\$117,465.52	\$567.36
SHOUKAS	LOUIE	Controller - Darlington	\$122,498.59	\$543.84
SHOUKRI	SUSAN	Business Manager	\$123,706.12	\$768.24
SHUM	LIN	Project Planning Engineer/ Officer	\$100,793.07	\$514.80
SICILIANO	S.	Supervising Nuclear Operator	\$138,571.23	\$541.50
SICOLI	JOE	Unit Operator	\$135,268.72	\$444.00
SIDDALL	ANGELA	First Line Manager, Inventory	\$107,516.10	\$456.00
SIDDALL	G. A.	FLM, Facility Services (P/ D)	\$134,752.38	\$523.50
SIDDIQI	FARRUKH	Sr. Technical Eng./ Officer	\$142,428.19	\$1,641.75
SIDDIQUI	ZAKIR	Sr. Technical Eng./ Officer	\$101,608.05	\$432.96
SIDEY	DUNCAN	Manager, Engineering	\$130,269.67	\$784.08
SIDHU	H. S.	Mechanical Maintainer Journeyperson	\$129,065.95	\$444.00
SIDOCK	BARRY	Day at Hand Advisor (Shift)	\$144,095.15	\$588.72
SIEBER	STEVE	Site Project Engineer/ Officer	\$115,098.86	\$543.36
SIEGELE	MARTIN	Section Manager, Systems	\$115,183.58	\$467.28
SIKORA	BRIAN	FLM, Civil Maintenance	\$102,972.53	\$501.36
SILEIKIS	ANDREW	Shift Control Technician	\$102,858.73	\$466.50
SILLMAN	CHARLENE	Manager, Cost Reporting & Systems	\$118,322.04	\$3,222.45
SILLS	FRED	FLMa, Civil I Cranes	\$101,185.93	\$461.52
SILVER	MIKE	Unit Operator	\$114,737.48	\$444.00
SIMKO	DAN	Shift T & WE Mechanic - UTS Level 2	\$109,097.82	\$517.50

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SIMM	GRAHAM	Trades Supervisor - Maintenance	\$132,316.24	\$568.86
SIMMONS	GRAHAM	Sr. Technical Engineer/ Officer	\$100,988.99	\$516.00
SIMMONS	ROGER	Electrician Construction	\$140,565.00	\$0.00
SIMMONS	WILLIAM J.	Director, Engineering Services	\$139,131.56	\$492.80
SIMOE	A. F.	Control Room Shift Operating Supervisor	\$235,211.30	\$671.52
SIMOE	CHRISTOPHER	Electrician Construction	\$105,746.67	\$0.00
SIMON	DAVID	Shift Control Technician	\$100,924.78	\$466.50
SIMONAVICIUS	ALGIMANTAS	SM, Supply Chain Governance	\$104,752.47	\$606.00
SIMONI	UGO	Project Technician I - E & C	\$123,644.21	\$509.52
SIMPKINS	BOB	Unit Operator	\$104,109.90	\$444.00
SIMPSON	CATHERINE	Logistics Coordinator	\$115,246.96	\$528.00
SIMPSON	HUGH	FGD Supervisor	\$120,432.38	\$513.00
SIMPSON	KEITH	Section Manager, MNTCE Programs	\$120,501.73	\$618.00
SIMPSON	RICK	Production Supervisor - Shift	\$109,255.68	\$318.00
SINCLAIR	ALAN	Team/ Project Leader, Pay	\$120,741.89	\$799.92
SINCLAIR	BRAD	FLM, Control/ Mechanical	\$119,643.99	\$498.08
SINCLAIR	JEFF	Nuclear Operator	\$100,353.48	\$429.00
SINCLAIR	M. L.	Manager, Safety Strategy	\$132,341.08	\$831.60
SINCLAIR	STEPHEN	Nuclear Operator	\$118,318.13	\$457.00
SINGH	ANOOP	Sr. Technical Engineer/ Officer	\$103,235.98	\$513.36
SINGH	JAI	Shift Maintainer I - Mechanical (Fossil)	\$107,990.65	\$862.42
SINGH	JITENDRA	Mechanical Maintainer Journeyperson	\$101,497.25	\$432.00
SINGH	KARAM	Mechanical Maintainer Journeyperson	\$105,000.52	\$444.00
SIRACUSA	JOE	Manager, Tech. Support & Svcs	\$161,534.90	\$855.36
SIROTA	YARO	Shift Manager	\$208,435.95	\$1,013.76
SISSON	JEFF	Sr. Site IT Champion	\$102,545.50	\$588.00
SITTER	DON	Control Technologist	\$104,541.49	\$512.34
SITTER	M. G.	Section Mgr., Component Engineering	\$107,423.53	\$744.48
SITZES	GARY	Shift Stockkeeper (Fossil)	\$115,693.99	\$363.36
SIU	KEITH	Senior Design Engineer	\$112,524.41	\$516.00
SKELTON	PAM	FLMa, Chemistry Laboratory	\$118,208.88	\$529.50
SKELTON	PETE	Section Manager	\$102,159.07	\$528.00
SKOTAR	VOLODYMYR	Shift Maintainer II - Control (Fossil)	\$101,293.33	\$884.02
SKOWRONSKI	MAREK	FLM, Control/ Mechanical	\$144,219.71	\$527.80
SKREPNEK	EDWARD	Authorization Training Supervisor	\$168,128.44	\$759.36
SKUCE	MARK	Senior Advisor, Nuclear Governance	\$117,120.41	\$760.32
SLADE	JACK	Shift Control Technician	\$107,130.90	\$512.38
SLEEMAN	ALLAN	Level 1A Operator	\$104,534.85	\$542.34
SLOAN	SUSAN	Material Analyst I	\$107,495.28	\$390.36
SLOOS	KELVIN	ANOIT - Nuclear Operator	\$117,086.98	\$603.50
SMALE	JANE	Senior Human Resources Officer	\$142,666.01	\$293.04
SMALLMAN	CRAIG	Site Controller	\$123,768.30	\$384.77
SMART	P. F.	Authorization Training Supervisor	\$146,516.26	\$774.84
SMART	THOMAS	Section Manager	\$120,052.61	\$799.92
SMIT	BILL	FLMa, Civil I Cranes	\$129,866.64	\$473.52
SMITH	B. A.	Manager, Business Services, Crop.	\$136,312.28	\$839.52
SMITH	BLAIR	Shift Control Technician	\$102,190.53	\$0.00
SMITH	BRETT	Shift Maintainer I - Control (Fossil)	\$102,402.48	\$870.74
SMITH	BRIAN	Manager, Risk & Assurance Services	\$131,537.58	\$815.76
SMITH	BRIAN	Unit Operator	\$100,940.74	\$444.00
SMITH	BRIAN	Mechanical Maintainer Journeyperson	\$116,973.91	\$432.00
SMITH	CAMERON	Team/ Project Leader, Pay	\$119,486.34	\$776.16
SMITH	CYNDIE	Sr. Advisor, Customer/ Mrkt Intelligence	\$104,164.07	\$612.00
SMITH	DAN	System Window Coordinator	\$128,586.85	\$516.00
SMITH	ERIC	Power Marketer	\$114,790.16	\$6,979.48

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SMITH	FIDEL	Mechanical Maintainer Journey person	\$112,447.34	\$432.00
SMITH	GREGORY	Senior Vice President	\$812,328.61	\$3,400.82
SMITH	HAROLD	Coal Plant MEO Journey person	\$106,898.73	\$381.84
SMITH	J. C.	Senior Shift Control Technician	\$115,107.74	\$542.34
SMITH	J. J.	Authorized Nuclear Operator	\$158,385.09	\$654.47
SMITH	JIM	Manager	\$122,416.76	\$554.40
SMITH	NIENKE	Mgr., Perf. Assur., Eng. Strat. & Supp	\$107,487.05	\$250.80
SMITH	PHILIP	Shift Manager	\$200,521.26	\$1,017.72
SMITH	RAYMOND	Authorized Nuclear Operator	\$168,917.15	\$575.63
SMITH	ROB	FGD Supervisor	\$107,313.28	\$513.00
SMITH	ROBERT	Coal Plant Mobile Equip. Oper. UTS	\$105,575.03	\$447.00
SMITH	ROD	Coal Plant MEO Journey person	\$105,584.71	\$335.94
SMITH	ROGER	Trades Mgmt Superv., Coal Yard Mobile Eq	\$101,244.33	\$460.50
SMITH	STEPHANIE	Shift Supervisor In Training	\$141,669.19	\$690.00
SMITH	THOMAS	Shift Control Technician	\$126,251.58	\$466.50
SMUCK	DAVE	Site Project Engineer/ Officer	\$145,140.52	\$552.00
SNIP	ERNIE	Trades Supervisor - Maintenance	\$109,153.29	\$565.50
SNOW	J. G.	FLM, Construction	\$138,978.12	\$636.00
SNOW	MARK	Shift Control Technician	\$151,250.58	\$399.96
SNOWDEN	D. W.	Section Manager, TRF/ HW Tech.	\$119,609.69	\$815.76
SNOWDON	BRIAN	I.T. Program/ Service Manager	\$124,887.70	\$831.60
SNOWDON	L. E.	Shift Control Technician	\$111,947.84	\$454.50
SO	ALAN	Sr. Technical Engineer/ Officer	\$108,134.99	\$467.28
SOARES	JOHN	Authorized Nuclear Operator	\$186,384.38	\$653.97
SOBCHAK	GARY	Trades Mgmt Superv., Hydroelectric	\$117,061.84	\$519.84
SODHI	LAKHBIR SINGH	Project Leader II	\$110,324.56	\$573.36
SOHI	ROBBY	Plant Programming Coordinator	\$137,834.56	\$785.79
SOLAIMANI	MORAD	Project Leader II	\$108,449.79	\$972.15
SOLANKI	RAMESH	Sr. Technical Eng./ Officer	\$112,599.88	\$414.48
SOLES	BRADFORD	Shift Emergency Response Manager	\$119,660.24	\$519.00
SOMARU	DEODATT	Functional Area Coordinator	\$108,379.67	\$522.00
SOMERVILLE	DARRYL	FLM, Control/ Mechanical	\$113,982.91	\$564.00
SOMOGYI	PAULINE	Cost & Schedule Analyst	\$103,349.25	\$545.50
SOOD	SAV	SM, Tritium & Heavy Water Mgmt	\$154,862.81	\$657.36
SOOKNANAN	J. L.	Control Maintenance Assessor	\$114,450.08	\$480.56
SORIN	ELENA	Sr. Technical Eng./ Officer	\$109,654.34	\$513.36
SOUTAR	D. F.	SM, Operations & Maintenance	\$103,823.05	\$475.20
SOWAGI	JOHN	SM, General Training	\$114,985.71	\$776.16
SPATZ	THOMAS	Ironworker Foreman Construction	\$122,749.73	\$0.00
SPEARIN	M. R.	Control Room Shift Operating Superv.	\$171,897.80	\$654.47
SPECK	CHRISTOPHER	Unit Operator	\$103,295.82	\$444.00
SPEED	JON	Real-Time Trader (Shift)	\$139,090.46	\$669.36
SPEER	BRIAN	SM, Mechanical Equipment	\$117,205.69	\$538.56
SPEKKENS	PAUL	Vice President, Special Projects	\$214,216.28	\$1,251.36
SPELT	MARTIN	Shift Supervisor In Training	\$116,416.15	\$672.00
SPENCE	CAMERON	Sr. Technical Engineer/ Officer	\$135,336.34	\$454.08
SPENCER	B. A.	Supplier Surveillance Technologist	\$103,048.14	\$500.34
SPENCER	GRANT	Sr. Technical Engineer/ Officer	\$101,277.16	\$546.00
SPIES	ROBERT	Section Manager, Systems	\$164,023.08	\$621.36
SPINOZZI	JOHN (GIOVANNI)	Sr. Thermal Station Engineer/ Officer	\$103,612.64	\$477.84
SPITZIG	LLOYD	Sr. Technical Advisor - Load Analysis	\$101,283.49	\$491.04
SPOONER	P.	Senior Technical Specialist	\$177,742.05	\$567.36
SPRACKLIN	GORD	Field Shift Operating Supervisor	\$112,080.96	\$508.00
SPRACKLIN	ROSS	Field Shift Operating Supervisor	\$128,634.63	\$558.00
SPRINGETT	BRUCE	Sr. Plant Eng./ Officer - Hydroelectric	\$104,597.07	\$8,359.31

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SPRUKULIS	PETER	Vice President, Marketing & Sales	\$256,119.97	\$1,146.00
SQUIRE	TERRY	Senior Manager, Communications	\$148,237.87	\$902.88
ST MARTIN	AL	Authorized Nuclear Operator	\$145,431.29	\$579.53
ST MARTIN	B. R.	Control Room SNO - TRF & F/ H	\$105,579.89	\$529.50
ST.ONGE	ERIC	Shift Control Technician	\$110,797.54	\$399.96
STACEY	DAVID	ANOIT - Nuclear Operator	\$119,115.42	\$588.18
STACEY	KENNETH	Shift Supervisor In Training	\$138,777.09	\$533.28
STAFFORD	D. W.	Maintenance Specialist - Strategy	\$135,602.25	\$549.12
STAINES	THOMAS	Controller, Corporate Support Services	\$146,707.77	\$918.72
STAJKOWSKI	BRENT	Power Marketer	\$114,790.16	\$1,563.34
STANTON	PAUL	Mechanical Maintainer Journeyman	\$101,189.48	\$432.00
STAPLETON	DOUG	FLM, Civil Maintenance	\$125,987.80	\$513.36
STAPLETON	JAN	VP, Tax	\$225,126.88	\$435.60
STAPLETON	LARRY	Shift Outage Manager	\$110,654.18	\$464.64
STARASTS	I. A.	Manager, Labour Relations	\$135,661.32	\$855.36
STARECKY	LARRY	Contract Engineer/ Administrator	\$106,096.43	\$2,515.86
STARK	WILLIAM	FLM, Construction	\$104,353.22	\$485.76
STARNES	LARRY	Unit Operator	\$108,144.24	\$418.02
STATHAM	GORD	FLM - Large Facilities	\$108,630.86	\$667.80
STAYROPOULOS	JOHN	Supervising Nuclear Operator	\$112,045.63	\$560.46
STEELE	ANDREW	ANOIT - Nuclear Operator	\$112,170.93	\$581.52
STEELE	C.	Field Shift Operating Supervisor	\$108,243.60	\$552.00
STEEVES	TONY	Mechanical Maintainer Journeyman	\$110,126.08	\$380.16
STEFANICS	MIKLOS	Nuclear Operator	\$100,244.83	\$441.00
STENCELL	GERALD	Inspection & Maintenance Technician II	\$112,837.46	\$432.36
STEPHAN	NORMAN	Section Manager, Outage	\$156,875.94	\$714.00
STEPHENS	K. L.	Supervising Nuclear Operator	\$119,631.72	\$541.50
STEPHENS	TODD	FLM, Control/ Mechanical	\$129,234.40	\$542.34
STEPHENSON	PAUL	FLM, Civil Maintenance	\$112,893.77	\$471.36
STERLING	JAMES DOUGLAS	Electrician Construction	\$124,022.25	\$0.00
STEVENS	D. N.	System Window Coordinator	\$158,634.25	\$618.00
STEVENS	FREDERICK	FLMa, Radiation Control	\$106,556.04	\$529.50
STEVENS	JAMES	Trades Supervisor - T & WE	\$115,827.72	\$534.00
STEVENS	PHIL	Project Manager, Electricity Production	\$128,009.57	\$3,887.22
STEVENS	ROSS	Shift Outage Manager	\$119,203.47	\$480.48
STEVENS	TOM	Senior Technical Expert	\$102,307.53	\$512.16
STEVENSON	G. C.	FLM, Control/ Mechanical	\$115,670.04	\$558.00
STEVENSON	JEFF	Inspection & Maintenance Technician II	\$113,546.56	\$380.16
STEWART	ALLAN	Section Manager, Maintenance	\$111,961.49	\$784.08
STEWART	BRIAN	Trades Supervisor - Maintenance	\$111,215.69	\$553.50
STEWART	G. D.	Civil Maintainer I UTS Level 3	\$112,712.74	\$461.52
STEWART	G. R.	Supervising Nuclear Operator	\$101,083.83	\$527.52
STEWART	GREGORY	Control Maintenance Assessor	\$111,413.92	\$497.52
STEWART	KEN	FLM, Facility Services (P/ D)	\$104,393.53	\$434.86
STEWART	MIKE	Authorized Nuclear Operator	\$175,193.37	\$572.77
STEWART	ROBIN	Manager, Taxation	\$116,565.85	\$248.16
STIERS	DAVE	Section Manager, Scheduling	\$117,547.61	\$823.68
STOCK	SANDY	Manager	\$130,832.38	\$863.28
STOCKTON	R. J.	I.T. Program/ Service Manager	\$116,379.23	\$760.32
STOJAKOVIC	MIODRAG	Section Manager, Piping Design	\$104,989.99	\$736.56
STOLL	ERNIE	Teamster Foreman - Construction	\$102,546.81	\$0.00
STONE	DARRELL	Shift Maintainer I - Control (Fossil)	\$108,672.63	\$1,257.44
STOPAR	JOHN	SM, Deployment & Equip MNTCE	\$109,791.00	\$256.08
STOREY	WAYDE	Mechanical Maintainer Journeyman	\$102,899.31	\$425.80
STOUTE	M. L.	Authorized Nuclear Operator	\$155,715.69	\$654.47

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STOWELL	NICHOLAS	SM, Mech. & Civil Design	\$141,890.91	\$831.60
STOYANOVICH	STOYAN	Project Leader II	\$117,849.28	\$532.50
TRACEY	IAN	Shift Advisor, Technical Support	\$132,097.71	\$1,130.40
STRAUBEL	RALPH	Protection & Control Technologist	\$108,654.59	\$1,191.25
STROEDER	JERRY	Shift Control Technician	\$101,569.59	\$454.50
STRZELCZYK	ANDRZEJ	Senior Design Engineer	\$101,429.58	\$485.76
STUART	EARL	Assistant General Counsel	\$203,471.03	\$657.36
STUBE	RALPH	Sr. Technical Engineer/ Officer	\$108,207.27	\$454.08
STULBERG	PAUL	Director, Marketing & Strategy	\$140,419.98	\$712.80
STYLES	DARRYLL	Shift Emergency Response Manager	\$156,461.30	\$521.84
STYLES	DAVID JAMES	Tech. Advisor, Nuclear Analysis	\$101,754.07	\$597.00
SU	FRANCIS YILUNG	Senior Design Engineer	\$109,675.30	\$528.00
SUD	YOGESH C.	Technical Engineer/ Officer	\$121,040.82	\$414.48
SUGIYAMA	SHIG	Supervising Nuclear Operator	\$129,317.63	\$527.52
SUKHU	PARMANAND	Shift Maintainer II - Mechanical (Fossil)	\$105,296.23	\$419.52
SULLIVAN	AILEEN	Sr. Off., Human Perf. & Cap. Assurance	\$141,229.46	\$295.68
SUMMERHAYES	BRYAN	ANOIT - Nuclear Operator	\$113,579.64	\$530.64
SUNDARARAJAN	RAGHAVACHARI	Senior Design Engineer	\$141,418.11	\$487.08
SUTHERLAND	HOWIE	Cost & Scheduling Technician	\$104,558.49	\$461.56
SUTTON	DONALD	Plant Programming Coordinator	\$106,183.93	\$1,448.86
SUTTON	KEN	Sec. Mgr., Single Pt of Contact (SPOC)	\$136,964.54	\$768.00
SUTTON	PAUL	Maintenance Specialist - Strategy	\$101,073.55	\$570.00
SUTTON	PETER	Assistant, Maintenance	\$142,520.69	\$564.20
SVAROVSKY	GENE	Sr. Technical Engineer/ Officer	\$115,514.04	\$451.44
SWAMI	LAURIE	Director	\$137,341.60	\$910.80
SWAREK	TIM	Nuclear Operator	\$102,538.42	\$441.00
SWERDLYK	ROGER	FLM - Maintenance	\$129,531.95	\$768.24
SWITHENBANK	ANDY	Shift Maintainer I - Mechanical (Fossil)	\$102,629.38	\$444.00
SWORD	FRASER	Work Coordinator	\$120,231.43	\$612.00
SWORIK	CHRIS	Mech. Maintainer Union Trades Superv.	\$101,258.85	\$529.50
SYER	CLAIRE	Buyer I	\$106,719.65	\$414.36
SYKES	R. B.	Mech. Maintainer Union Trades Superv.	\$123,112.55	\$542.34
SYMONDS	RICK	Shift Control Technician	\$106,766.29	\$466.50
SZAKALL	SANDY	Supervising Nuclear Operator	\$102,247.46	\$463.98
SZCZEPANEK	JAN	Sr. Thermal Station Engineer/ Officer	\$110,634.11	\$564.00
SZWEC	IVAN	Supervising Nuclear Operator	\$113,536.66	\$463.98
TACKABERRY	RANDY	Unit Operator	\$121,322.45	\$444.00
TAFFERNER	DAVE	Shift Maintainer I - Mechanical (Fossil)	\$103,840.90	\$444.00
TAKOV	GORAN	Nuclear Operator	\$101,237.78	\$353.10
TALAROWSKI	JOE	Shift Maintainer I - Mechanical (Fossil)	\$119,516.37	\$985.99
TALNARIU	ERNIE	Control Room Shift Supervisor	\$202,629.60	\$768.00
TAM	DAVID	Nuclear Operator	\$102,228.48	\$441.00
TAM	SUSANNE Y. F.	Senior Business Administrator	\$107,142.38	\$543.36
TAM	WING C.	Sr. Technical Engineer/ Officer	\$132,433.75	\$477.84
TAMIRIOSGUEE	AHMAD	Project Tech. II - E & C	\$117,520.58	\$363.66
TAMM	ALLAN	Sr. Technical Engineer/ Officer	\$131,849.35	\$531.36
TAMMADGE	J.	Plant Manager, Hydroelectric	\$166,336.09	\$1,045.44
TAN	ANTHONY	Contract Engineer	\$104,356.02	\$579.36
TAN	RAYMOND	Shift Maintainer II - Control (Fossil)	\$101,823.03	\$821.43
TANAKA	BRUCE	Sr. Engineer/ Scientist - Specialist	\$101,153.85	\$597.78
TANNER	ROBERT	Senior Shift Control Technician	\$104,313.19	\$529.50
TAO	TAO	Senior Applications Engineer	\$122,868.93	\$588.00
TAPSCOTT	BRENT	System Window Coordinator	\$129,431.34	\$558.00
TARAS	JOHN	Section Mgr., Process Scheduling	\$114,934.83	\$545.28
TARIQ	MUHAMMAD	FLM, Communications	\$130,468.49	\$432.00

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TATE	KEITH	Mechanical Maintainer Journeyperson	\$106,687.30	\$444.00
TATE	L. R.	Supplier Surveillance Technologist	\$100,032.50	\$500.34
TATUM	D. K.	FLM, Chemical Laboratory	\$115,770.71	\$1,846.24
TAWFIK	JANE	Section Manager, Implementation	\$104,729.82	\$469.92
TAYABALI	HASNAIN	Day Ahead Advisor	\$128,129.96	\$645.36
TAYLER	J. S	Authorization Training Supervisor	\$146,190.31	\$705.36
TAYLOR	DON	Maintenance Specialist - Strategy	\$120,690.64	\$522.00
TAYLOR	DOUGLAS W.	Vice President	\$235,586.84	\$2,447.26
TAYLOR	EVAN GARFIELD	FLM - Large Facilities	\$100,008.65	\$564.30
TAYLOR	GLEN	Shift Control Technician	\$105,053.54	\$4,304.50
TAYLOR	H.	Authorized Nuclear Operator	\$123,859.61	\$671.52
TAYLOR	JOHN	Shift Control Technician	\$126,042.57	\$466.50
TAYLOR	KENT	FLM, Field Engineering	\$119,774.65	\$507.12
TAYLOR	KIM	Manager, Programming	\$119,993.07	\$807.84
TAYLOR	LARRY	SM, Fuel Handling MNTCE	\$114,266.22	\$784.08
TAYLOR	MARTIN	Sr. Engineer/ Scientist/ Tech. Officer	\$126,675.75	\$546.00
TAYLOR	MICHAEL	Section Manager, Maintenance	\$132,638.69	\$2,531.91
TAYLOR	MIKE	Boilermaker Foreman Const.	\$117,232.52	\$0.00
TAYLOR	S. M.	Civil Maintainer I Journeyperson	\$110,382.55	\$393.84
TAYLOR	TODD	Section Manager, Maintenance	\$112,142.55	\$792.00
TAYLOR	WILLIAM	Section Manager, Outage	\$129,949.52	\$621.36
TAYS	ROB	Mgr., Fuel Supply Plng Fuels Division	\$126,485.36	\$528.00
TCHEGUS	AL	Shift Unit Supervisor	\$154,612.18	\$482.52
TCHEGUS	BORDAN	Unit Operator	\$123,891.03	\$418.02
TEICHMAN	ANDREW	Executive Director, Investments	\$168,519.89	\$1,092.96
TEICHMAN	TERESA SABINA	I.T. Program/ Service Manager	\$110,736.18	\$736.56
TELFORD	W. M.	Control Room SNO - TRF & F/ H	\$108,785.79	\$542.34
TEMPEST	JOAN	Sr. Technical Engineer/ Officer	\$104,687.21	\$464.64
TEMPLE	GLENN	Vice President, Real Estate	\$231,115.15	\$1,306.80
TEMPLETON	PAUL	Auxiliary Plant Operator 4Th Class	\$102,028.92	\$391.50
TEN GROTENHUIS	RAYMOND	Sr. Engineer/ Scientist/ Tech. Officer	\$100,113.27	\$465.36
TEPER	B.	Senior Design Engineer	\$102,741.56	\$564.00
TERPLAK	LEN	Sr. Engineer/ Scientist - Specialist	\$109,917.07	\$627.36
TERRELONGE	NICOLE	Nuclear Operator	\$105,093.24	\$354.26
TERRY	DONALD	Communications Specialist - Site	\$106,486.43	\$528.00
TERRY	KEVIN	FLMa, Civil II	\$100,569.90	\$432.36
TETI	D.	FLM, Control/ Mechanical	\$126,367.25	\$530.50
TETI	R.	Planning Specialist	\$117,195.27	\$471.00
TEZAZU	BANTYEHUN	Project Planning Engineer/ Officer	\$101,392.07	\$594.00
THACKERAY	P. C.	Sr. Construction Tech. - Welding	\$116,315.94	\$509.52
THAM	STEPHANIE	Section Manager, Projects	\$114,597.13	\$261.36
THEEDE	BRENT	Nuclear Operator	\$112,985.52	\$436.50
THELWELL	BILL	Sr. Technical Eng./ Officer	\$125,440.70	\$487.56
THEODORU	BONNIE	Section Manager, Facility Services	\$111,433.02	\$517.44
THEODORU	WILLIAM	Manager, Human Resources	\$135,817.99	\$831.60
TERRIEN	DAN	Shift Control Technician	\$100,766.44	\$378.18
TERRIEN	PIERRE	ANOIT - Supervising Nuclear Op.	\$118,905.85	\$640.10
THIBEAULT	MICHEL	Maintenance Specialist	\$101,329.75	\$564.00
THOMAS	PAUL	Training Tech. - Conventional Safety	\$103,802.89	\$515.46
THOMPSON	ANN MARIE	ANOIT - Nuclear Operator	\$107,000.29	\$603.50
THOMPSON	BARRY	Mech. Maintainer Union Trades Superv.	\$130,720.75	\$404.80
THOMPSON	BLAINE	Trades Supervisor - Maintenance	\$108,275.39	\$583.50
THOMPSON	BRUCE	Shift Maintainer I - Mechanical (Fossil)	\$108,100.06	\$444.00
THOMPSON	D. B.	FLM, Control/ Mechanical	\$142,827.91	\$576.00
THOMPSON	GEOFF	Field Shift Operating Supervisor	\$119,733.36	\$588.00



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THOMPSON	JIM	Shift Serviceworker / Tube & Clamp	\$120,760.26	\$721.98
THOMPSON	ROBERT	Control Room SNO - TRF & F/ H	\$110,659.41	\$542.34
THOMPSON	RUSSELL	Control Room Shift Operating Supervisor	\$162,411.34	\$708.00
THOMSON	BRUCE	Real-Time Trader (Shift)	\$146,567.94	\$669.36
THOMSON	JIM	Sr. Technical Engineer/ Officer	\$106,816.44	\$451.44
THOMSON	NICK	FLM, Field Engineering	\$107,975.36	\$460.24
THORNTON	CHARLES	Power Marketer	\$105,473.07	\$1,419.22
THORNTON	MARK	Mechanical Maintainer Journeyperson	\$112,494.92	\$432.00
THOTTUMKAL	VINODU	Control Maintenance Assessor	\$112,236.20	\$485.52
THREADER	RON	Environmental Advisor	\$104,230.72	\$567.36
THUOT	DENNIS	Authorized Nuclear Operator	\$209,832.68	\$654.47
THURIER	BOB	Section Manager, Quality of Operations	\$110,020.48	\$612.00
TIITTO	ART	Shift Site Supervisor	\$130,621.92	\$556.86
TIJANIC	NICK	Shift Maintainer I - Mechanical (Fossil)	\$110,172.12	\$923.80
TILLEY	KEITH	Supervising Nuclear Operator	\$153,392.34	\$541.50
TIMBERG	MARGARET	Solicitor	\$156,295.56	\$707.52
TIMKO	RON	Supervisor - Supply Services	\$144,054.81	\$466.86
TINDALL	MIKE	Section Manager, Training	\$117,192.13	\$768.24
TINKLER	MARK J.	Sr. Advisor, Strategic Planning	\$128,159.56	\$554.40
TIRABORRELLI	FRANK	Work Coordinator	\$128,741.61	\$558.00
TITLEY	COLIN	Site Project Engineer/ Officer	\$124,581.04	\$507.36
TO	CHAU	Inspection & Maintenance Technician II	\$105,780.82	\$273.46
TODD	BILL	System Window Coordinator	\$111,576.36	\$541.44
TODD	JANE	Program Manager, Northwest Fossil	\$153,653.92	\$847.44
TOEWS	KEN	Mechanical Maintainer Journeyperson	\$110,563.76	\$380.16
TOLTON	PAUL	Manager, Risk & Assurance Services	\$137,488.84	\$891.00
TOMAN	J. B.	Field Shift Operating Supervisor	\$137,465.55	\$576.00
TOMAN	M.	Mech. Maintainer Union Trades Superv.	\$123,827.10	\$542.34
TOMASONE	MARINA	Products & Serv. Design & Delivery Mgr.	\$122,827.01	\$588.00
TOMAYER	JEFFERY	Shift Control Technician	\$119,701.89	\$454.50
TOMLINSON	DAVID	Section Manager, Maintenance	\$116,607.70	\$624.00
TONELLO	MARK	Authorized Nuclear Operator	\$153,510.14	\$663.41
TONKIN	CHRISTOPHER	First Line Manager, Operating	\$126,822.95	\$792.00
TOOKE	BRAD	Shift Maintainer I - Control (Fossil)	\$100,380.56	\$686.47
TOPOLNISKY	DAVID	Section Manager, Maintenance	\$122,491.04	\$570.24
TOPOLNISKY	MICHAEL	Work Week Leader	\$121,789.38	\$576.00
TOPPER	ROLAND	Radiation Protection Technician II	\$100,354.05	\$408.36
TOTH	PAUL	Sr. Engineer/ Scientist - Specialist	\$103,598.47	\$567.36
TOUESNARD	ROBERT	Trades Supervisor - Maintenance	\$144,346.60	\$559.50
TOURIGNY	ROLLAND	Mechanical Maintainer Journeyperson	\$104,449.16	\$444.00
TOWN	BRIAN	Shift Maintainer I - Mechanical (Fossil)	\$111,091.42	\$1,090.79
TOWNSEND	DEAN	SM, Secondary Systems	\$115,807.26	\$538.56
TOWRIE	MALCOLM	Senior Technical Specialist	\$102,310.92	\$585.36
TOWSTEGO	GREGORY	Sr. Advisor, US Regulatory Affairs	\$127,898.29	\$847.44
TOWSTEGO	RUBY	Senior Credit Analyst	\$103,206.84	\$600.00
TOZIOS	DAVID	Industrial Hygienist	\$105,422.31	\$531.36
TRACEY	WAYNE	Shift Unit Supervisor	\$124,891.11	\$542.34
TRAFFORD	NORMAN	Supervising Nuclear Operator	\$133,554.63	\$541.50
TRAIN	DAVID	Shift Supervisor In Training	\$120,748.18	\$575.52
TREBILCOCK	TIM	Project Technician II - Mechanical	\$116,134.47	\$363.66
TREEN	NORM	Nuclear Security Officer	\$103,071.27	\$394.30
TREIGE	KEN	Shift Maintainer I - Control (Fossil)	\$107,408.36	\$906.44
TRELINSKI	MIKE	Senior Technical Expert	\$154,393.39	\$552.00
TREMBLAY	PIERRE F.	VP, Perf. Improvement & Oversight	\$242,886.01	\$968.00
TREMBLAY	RICHARD	Mechanical Maintainer Journeyperson	\$102,639.76	\$0.00

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TRIANTAFILLOS	F. F.	Coordinator - Projects & Contracts	\$138,987.52	\$489.36
TRIBOU	JOHN	Manager, Nuclear Safety	\$115,405.00	\$689.04
TRINCA	G.	Authorized Nuclear Operator	\$182,933.51	\$654.47
TRYLINSKI	DR	Training Tech. - Emergency Response	\$101,518.60	\$515.46
TRYPUC	RAY	System Window Coordinator	\$145,679.65	\$600.00
TRZEBIATOWSKI	FRANK	Sr. Thermal Station Engineer/ Officer	\$109,080.87	\$537.36
TRZECIAKOWSKI	J.	Manager, NDE Systems	\$161,624.04	\$0.00
TSANG	KAM WING	Sr. Technical Eng./ Officer	\$135,885.01	\$647.54
TSE	SIMON	Sr. Technical Eng./ Officer	\$107,500.14	\$507.36
TSE	WILLIAM	Sr. Technical Eng./ Officer	\$103,744.31	\$472.56
TSIN	ROBERT	Section Manager, Financial Accounting	\$110,115.10	\$515.68
TSUI	ATHENA	System Window Coordinator	\$109,808.66	\$448.36
TUCK	DARYL	FLM - Operating Units	\$116,729.80	\$507.56
TUCKER	SHELLEY	Manager	\$133,904.27	\$871.20
TULETT	MARTIN V.	Manager, Operations Production	\$206,321.82	\$1,180.08
TULK	ROBERT G.	Manager, Nuclear Safety	\$145,507.27	\$887.04
TURCOTTE	ANDY	FLM, Control/ Mechanical	\$153,804.06	\$618.00
TURCOTTE	KERRY	FLM, Control/ Mechanical	\$124,741.49	\$605.56
TURCOTTE	NELSON	FLM - Large Facilities	\$116,363.26	\$768.24
TURGEON	NORMAND	Regional Maintainer - Electrical UTS	\$120,861.25	\$1,028.56
TURNER	DOUGLAS	Nuclear Operator	\$104,913.08	\$429.00
TURVEY	ROB	Shift Maintainer I - Mechanical (Fossil)	\$103,463.78	\$775.12
TUSKAN	IVAN	Auxiliary Plant Operator 4Th Class	\$104,351.62	\$391.50
TUTKOLUK	DANIEL	Mechanical Maintainer Journeyperson	\$104,291.66	\$444.00
TWEEDIE	GERARD	Shift Maintainer I - Mechanical (Fossil)	\$107,798.88	\$444.00
TWOMEY	JAMES	Senior VP, Electricity Production	\$689,259.08	\$4,876.20
TYMEC	M. A.	Supervising Nuclear Operator	\$103,959.54	\$527.52
TZAMBAZIS	VINCENT	Technical Engineer/ Officer	\$103,642.49	\$396.00
UPADHYAYA	AJAY	Sec. Mgr., Single Pt of Contact (SPOC)	\$114,564.98	\$593.88
UPSON	LARRY	Manager Work Control	\$256,012.02	\$924.57
URASAMI	ROB	Sr. Technical Eng./ Officer	\$128,115.70	\$477.84
UTRACKI	CHRIS	Sr. Thermal Station Engineer/ Officer	\$108,470.30	\$475.20
UTTLEY	BRYAN	Cost & Scheduling Technician	\$109,848.71	\$471.00
VACHON	MIKE	Shift Control Technician	\$105,911.92	\$454.50
VALCIC	MARK	Senior Design Engineer	\$112,093.89	\$537.36
VALCOFF	VICTOR	Authorized Nuclear Operator	\$195,263.39	\$671.41
VALLEAU	JIM	Authorization Training Supervisor	\$189,832.59	\$738.00
VALLIERE	NALINI	Section Manager	\$104,096.48	\$760.32
VAN BEEK	MARK	Senior Shift Control Technician	\$139,133.31	\$529.50
VAN BOVEN	TABATHA	Electrician Foreman Const.	\$113,147.35	\$0.00
VAN CLIEAF	ROY	Project Site Manager	\$107,244.98	\$545.34
VAN DE WOUW	JIM	Level 1A Operator	\$112,666.39	\$542.34
VAN DEN BREKEL	NICK	Technical Advisor - Fuel Channel	\$143,367.08	\$612.00
VAN DEN HENGEL	JOHN P.	Prog. Planning Mgr., Nuc. Waste Liab.	\$132,084.09	\$847.44
VAN GEMERT	HENRY	Sr. Inspection & MTCE Technician	\$125,868.97	\$500.34
VAN GOG	BILL	Shift Control Technician	\$105,584.49	\$449.54
VAN HEMMEN	MICHAEL	System Window Coordinator	\$141,320.41	\$606.00
VAN HORNE	THOMAS	Section Manager, Maintenance	\$130,216.16	\$576.00
VAN LANGEN	JOSEPH	Sr. Engineer/ Scientist/ Tech. Officer	\$107,740.28	\$543.36
VAN MARLE	THOMAS	FLM - Large Facilities	\$103,924.35	\$782.90
VAN NESS	CHESTER	Unit Operator	\$105,029.26	\$444.00
VAN NIEDEK	JOHN	Mech. Maintainer Union Trades Superv.	\$123,345.02	\$465.96
VAN VUGT	JOHN	FLM, Control/ Mechanical	\$138,346.96	\$570.00
VAN WYNSBERGHE	RICK	Shift Maintainer I - Mechanical (Fossil)	\$142,851.35	\$1,079.43
VANBERKEL	JOHN	Shift TMS - Maintenance	\$161,199.77	\$491.50

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VANDERHEYDEN	JOHN	FLM, Control/ Mechanical	\$110,483.62	\$552.00
VANDERLEE	THEO	Shift Serviceworker (Thermal)	\$102,738.26	\$715.48
VANDERWEL	LAMBERT	Supervising Nuclear Operator	\$109,573.01	\$527.52
VANDERZWET	H. C.	FLM, Control/ Mechanical	\$157,947.11	\$576.00
VANDEVENNE	JOHN	Operator - Commissioning	\$131,904.08	\$444.00
VANHERZELE	GARY	Trades Supervisor - Shift Handypersons	\$101,498.06	\$464.52
VANIN	RONALD	FLM, Control/ Mechanical	\$118,712.90	\$485.76
VANLUVEN	BRENT	Shift Control Technician	\$133,690.68	\$410.52
VANROOY	MARK	Authorization Training Supervisor	\$148,243.78	\$717.36
VANZETTEN	RENARD	Plumber/ Pipefitter - Const.	\$126,951.89	\$0.00
VARDY	BRUCE	SM, Project Engineering	\$108,440.77	\$475.20
VASEY	ROY	Shift Site Supervisor	\$115,742.36	\$556.86
VASILIANU	GABRIELA	Assoc. Eng./ Scientist/ Tech. Officer	\$103,448.73	\$388.08
VAUGHAN	GEORGE	FLM, Control/ Mechanical	\$139,316.68	\$543.28
VEENEMAN	JOHN	Plant Technical Support Manager	\$133,782.55	\$829.62
VEGTER	WILL	Mechanical Maintainer Journeyperson	\$104,759.95	\$432.00
VEILLETTE	PIERRE	Unit Operator	\$101,476.63	\$418.02
VEILLEUX	MIKE	Section Manager	\$109,838.23	\$776.16
VEINOT	D. S.	Director	\$143,790.00	\$0.00
VELA	IVAN	Sr. Engineer/ Scientist/ Tech. Officer	\$127,025.49	\$531.36
VELDHUIS	ROBERT	Sr. Technical Eng./ Officer	\$134,759.21	\$440.88
VELSHI	RUMINA	Director	\$186,806.55	\$1,188.00
VENDITTI	DEL	System Window Coordinator	\$106,139.44	\$612.00
VERBRUGGEN	ROB	Coal Plant Operator	\$101,223.62	\$345.00
VERCILLO	TONY	FLMa, Nuclear Waste	\$103,741.76	\$513.84
VERVILLE	LOUIS	Engineer/ Tech. Office - Water Mgmt	\$111,067.57	\$554.34
VERWEY	CRAIG	Sr. Technical Eng./ Officer	\$100,289.70	\$477.36
VIAU	RONALD	Shift Maintainer I - Mechanical (Fossil)	\$109,970.55	\$595.35
VICQ	SHELDON	Shift Site Supervisor	\$112,381.25	\$559.34
VIEGAS	KENNETH	Authorized Nuclear Operator	\$180,329.02	\$668.74
VIEN	ROBERT	Protection & Control Technologist	\$108,203.67	\$518.34
VIJAY	DEVENDRA KUMAR	SM, Piping Systems, Design & Analysis	\$111,425.19	\$627.36
VIKNANEK	DAVID	Supervising Nuclear Operator	\$128,115.91	\$541.50
VILLAGRAN	JORGE	Sec. Mgr., Used Fuel Long Term Mgmt	\$154,409.07	\$618.00
VILLEMAIRE	M. J.	Section Manager, ALARA	\$106,866.29	\$612.00
VINCENT	PETER J.	Manager, Analysis	\$160,376.03	\$997.92
VIOLA	MICHAEL	Section Manager	\$115,630.70	\$792.00
VIRIO	LINDA	Sr. Off., Human Perf. & Cap. Assurance	\$102,388.88	\$245.52
VIS	D. A.	Shift Control Technician	\$128,700.94	\$466.50
VIS	PETER	FLM, Control/ Mechanical	\$129,059.03	\$606.00
VISAN	ALEX	Shift Advisor, Technical Support	\$109,917.67	\$475.20
VISCOMI	JOSEPH	Section Manager, Systems	\$123,942.07	\$594.00
VISRAM	ALNOOR	Sr. Technical Engineer/ Officer	\$116,974.53	\$543.36
VISSER	GREGORY	Control Technologist	\$104,077.23	\$424.38
VITTI	MARIO	Director, IT Operations	\$144,904.98	\$910.80
VITTORINI	TITO	Supervising Nuclear Operator	\$106,407.59	\$527.52
VLAJKOV	MIKE	Project Technician I - E & C	\$103,123.77	\$509.52
VOJIN	MARK	Supervising Nuclear Operator	\$139,060.03	\$541.50
VON SVOBODA	SONYA	Sr. Technical Engineer/ Officer	\$103,232.79	\$480.48
VONHATTEN	PAUL P.	Manager, Operations Support	\$183,725.58	\$3,390.62
VOS	BART	First Line Manager, Security	\$122,900.91	\$465.36
VOVES	J.	Maintenance Assessor (Nuclear)	\$114,923.42	\$470.34
VU	THAO DUC	Sr. Technical Engineer/ Officer	\$127,977.98	\$451.44
VULANOVIC	BORIS	Shift Supervisor In Training	\$106,491.12	\$436.92
VYNCKIER	JIM	Shift Unit Supervisor	\$150,389.21	\$482.52

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WAGHORNE	MARK	Project Manager	\$137,366.09	\$679.80
WAINMAN	MARK	Sr. Inspection & MTCE Technician	\$102,799.64	\$453.18
WAITE	WILLIAM	Level 1A Operator	\$119,374.64	\$542.34
WAITHE	B.	Supervising Nuclear Operator	\$125,960.61	\$541.50
WAKE	HARLAND	Manager, Facility Projects	\$131,895.52	\$865.26
WAKEMAN	JUDY	Senior Human Resources Officer	\$111,306.48	\$744.48
WALACH	TIM	Prod. Superv., Common Facilities Op.	\$102,975.09	\$727.56
WALCHUK	BARRY	Manager, Systems Integration	\$125,045.92	\$831.60
WALDIE	JOHN	Senior Technical Specialist	\$118,804.19	\$588.00
WALIGORA	JAN	Sr. Technical Engineer/ Officer	\$126,568.03	\$513.36
WALKER	CATHY	Manager, Information Systems	\$133,901.33	\$570.24
WALKER	CHRIS	Auxiliary Plant Operator 4Th Class	\$102,613.49	\$391.50
WALKER	COLLEEN M.	Site Training Director	\$151,565.81	\$982.08
WALKER	GORD	Manager, Field Operations	\$122,908.85	\$823.68
WALKER	GREG	Trades Superv., Coal Yard Operations	\$109,657.93	\$492.00
WALKER	PHILIP	SH, Ontario Markets Settlements	\$109,135.67	\$627.36
WALKER	SYD	Mechanical Maintainer Journeyperson	\$102,337.09	\$432.00
WALKER	TED	Supervising Nuclear Operator	\$104,160.93	\$527.52
WALKER	W. R.	Training Officer	\$103,191.10	\$513.36
WALL	IAN	Project Manager, Field Campaigns	\$103,642.33	\$535.80
WALLACE	ARCHIE	Electrician Construction	\$104,302.95	\$0.00
WALLACE	BOB	Manager, IT Security	\$141,592.09	\$879.12
WALLACE	M. J.	Authorization Training Supervisor	\$138,564.50	\$717.36
WALLEN	BILL	Mechanical Maintainer Journeyperson	\$103,032.78	\$31.02
WALLER	RON	Shift Emergency Response Manager	\$122,713.23	\$531.00
WALLMAN	DAVID	Shift Control Technician	\$105,803.21	\$454.50
WALLWORK	J.	Auxiliary Plant Operator 4Th Class	\$100,299.17	\$391.50
WALSH	GERARD	Project Manager, Field Campaigns	\$122,541.19	\$491.04
WALTERS	JAMIE	Control Technologist	\$140,864.76	\$512.34
WALTERS	KEN	Electrician Construction	\$104,648.46	\$0.00
WAN	CHIU	Sr. Technical Eng./ Officer	\$118,898.10	\$498.96
WAN	YIN LOK	Sr. Technical Eng./ Officer	\$104,296.82	\$552.00
WANG	GUIPING	Technical Engineer/ Officer	\$115,902.01	\$414.48
WANG	MEIGAO	Technical Engineer/ Officer	\$135,539.41	\$396.00
WANG	SHIRLEY	Sec. Head, Crop. Accounting & Reporting	\$105,876.07	\$621.36
WANNAMAKER	TERRY	Commodity Specialist	\$100,564.07	\$588.00
WARD	R. L.	FLM, Control/ Mechanical	\$148,463.52	\$529.50
WARD	T. J.	Work Coordinator	\$127,251.83	\$600.00
WARDROP	CRAIG	Production Manager, Fossil	\$129,753.24	\$9,259.59
WARK	STACEY	Performance & Testing Technologist	\$106,775.04	\$488.34
WARNER	PETER	Mechanical Maintainer Journeyperson	\$101,842.28	\$444.00
WARNER	RON	Supervising Nuclear Operator	\$132,312.65	\$541.50
WARRINER	GLEN	Trades Mgmt Superv., Hydroelectric	\$102,805.76	\$561.84
WARTMAN	BRENDA	Business Administrator	\$132,238.18	\$264.00
WASSON	RALPH	Unit Operator	\$110,730.84	\$418.02
WATERS	M. R.	Shift Control Technician	\$121,164.09	\$466.50
WATSON	CHRISTOPHER	Section Manager, Operations Programs	\$130,604.80	\$669.36
WATSON	GREGORY	Sr. Technical Engineer/ Officer	\$101,237.01	\$558.00
WATSON	MARK	Supervising Nuclear Operator	\$106,522.51	\$529.50
WATSON	PAUL	Supervising Nuclear Operator	\$110,962.98	\$527.52
WATSON	R. F.	Project Technician I - Mech.	\$113,548.63	\$509.52
WATT	JOHN	VP, Strategic Initiatives	\$242,268.40	\$6,216.39
WATT	JOHN	Work Week Leader	\$106,789.87	\$558.00
WATT	R.	SM, Fuel Handling Technical	\$109,064.61	\$807.84
WATTERS	GREG	Shift Control Technician	\$124,090.18	\$454.50

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WATTIE	PHIL	Production Supervisor - Shift Engineer	\$120,506.12	\$618.00
WAY	PHILIP	Unit Operator	\$123,696.45	\$444.00
WAYTOWICH	RICHARD	Shift Supervisor In Training	\$141,855.89	\$520.08
WEATHERSTON	JAMES	Unit Operator	\$112,919.32	\$444.00
WEAVER	NEIL A.	Director	\$161,803.68	\$1,061.28
WEBB	NORMAN	Senior Technical Specialist	\$105,123.85	\$693.18
WEBBER	SCOTT	Performance & Testing Technologist	\$102,396.78	\$4,274.60
WEBER	RICK	Shift Outage Manager	\$111,590.84	\$474.00
WEBSTER	ALLAN P.	Manager, Regulatory Interface	\$143,405.78	\$910.80
WEED	J.	Manager, Technical Services	\$121,416.05	\$847.44
WEIGAND	JONATHAN	Field Shift Operating Supervisor	\$104,660.81	\$576.00
WEIR	DAN	Security Operations Manager	\$101,684.47	\$448.80
WEIR	LARRY	Control Maintenance Assessor	\$105,831.30	\$485.52
WEISGERBER	TONY	Project Manager, Field Campaigns	\$139,882.05	\$570.00
WELLER	BRADLEY	Control Maintenance Assessor	\$105,152.10	\$427.02
WELLER	WAYNE	Sr. Engineer/ Scientist - Specialist	\$100,764.20	\$6,892.31
WELLS	DAVID	Supervising Nuclear Operator	\$109,168.10	\$529.50
WELLS	WAYNE	Sr. Technical Engineer/ Officer	\$100,488.49	\$446.16
WELSH	BRIAN	Section Manager, Inventory Mgmt	\$121,117.03	\$5,007.21
WELSH	ROBERT	Authorized Nuclear Operator	\$135,152.64	\$663.41
WEMEKAMP	GARRITT	Section Mgr., Training & Development	\$122,869.48	\$768.24
WESSBECHER	DOROTHY	Nuclear Security Officer	\$104,752.14	\$394.30
WEST	ANDREW	Shift Control Technician	\$120,692.45	\$454.50
WEST	BILL	Shift Control Technician	\$106,963.44	\$454.50
WEST	CHRIS	Shift Maintainer I - Control (Fossil)	\$111,665.87	\$694.00
WEST	DAN	Trades Supervisor - Maintenance	\$102,866.14	\$547.86
WESTCOTT	DIANE A.	Director, Wellness & Benefits	\$162,662.70	\$696.96
WESTFALL	LEN	FLM, Cost & Scheduling	\$138,400.81	\$495.36
WESTON	E. H.	Shift Outage Manager	\$162,239.02	\$636.00
WHALEN	BRENT	Project Manager, Field Campaigns	\$129,670.09	\$552.00
WHALLEY	DAVID	Shift Manager	\$178,178.64	\$934.56
WHATELY	RITCHIE	Supervising Nuclear Operator	\$124,161.12	\$458.50
WHEELBAND	IAN	Control Room Shift Supervisor	\$176,759.42	\$762.00
WHEELER	JEFFREY	Shift Production Technician - Planning	\$105,790.90	\$483.00
WHELAN	JAMES	System Window Coordinator	\$178,608.90	\$729.92
WHELEN	SHAWN	Unit Operator	\$117,460.78	\$444.00
WHILLANS	DAVID	Senior Scientist, Science & Technology	\$107,587.47	\$621.36
WHITAKER	BLAKE	Chemical Technician	\$101,302.83	\$453.00
WHITAKER	STEVEN	Mech. Maintainer Union Trades Superv.	\$134,348.11	\$470.46
WHITE	CHAD	Shift Control Technician	\$100,466.89	\$466.50
WHITE	CHRISTOPHER	Control Maintenance Assessor	\$102,520.41	\$485.52
WHITE	DAVE	Work Week Leader	\$119,928.81	\$1,043.52
WHITE	JAMES	Coal Plant MEO Journey person	\$109,155.96	\$381.84
WHITE	JERRY	Electrician Foreman Const.	\$106,578.22	\$0.00
WHITE	PETE	Thermal NDE Technician II	\$110,215.97	\$482.56
WHITEHOUSE	ROBERT	Field Shift Operating Supervisor	\$115,265.26	\$556.80
WHITELOCK	TIM	Shift Maintainer I - Control (Fossil)	\$115,638.20	\$875.37
WHITMAN	DAVE	Shift Unit Supervisor	\$118,630.46	\$477.18
WHITMAN	W. L.	Product Manager, enVision Program	\$105,132.47	\$600.00
WHITNEY	GARY R.	Plant Manager, Hydroelectric	\$198,043.85	\$1,140.48
WHITTAKER	IAN	Civil Maintainer I Journey person	\$100,801.90	\$393.84
WHYTE	BILL J.	Manager, Environmental, Health & Safety	\$129,097.50	\$855.36
WHYTE	JAMES	Dir., Perf. Improv. & Nuc. Oversight	\$128,837.49	\$871.20
WIDGER	PAUL	Auxiliary Plant Operator 4Th Class	\$119,386.04	\$391.50
WIEBE	PETER	Section Manager, Special Safety Sys.	\$118,751.27	\$831.60

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WIGHTMAN	MURRAY	Sr. Technical Engineer/ Officer	\$104,033.22	\$531.36
WILHELM	RONALD	FLM, Warehouse - Stockkeeping	\$164,737.19	\$507.36
WILKINS	KEN	Authorized Nuclear Operator	\$146,001.13	\$658.07
WILLIAMS	BRYAN	FLM, Control/ Mechanical	\$120,153.07	\$543.84
WILLIAMS	DON	Manager	\$128,482.09	\$859.32
WILLIAMS	GOSSETT	Sect Manager, TRF/ HW Ops & MNTCE	\$114,068.31	\$760.32
WILLIAMS	JOEL	Authorized Nuclear Operator	\$152,676.71	\$655.72
WILLIAMS	MIKE C.	Manager	\$149,299.21	\$950.40
WILLIAMS	RICHARD	Major Panel Operator	\$101,460.57	\$465.84
WILLIAMS	TERRY	Sr. Advisor, LL Waste Minimization	\$101,539.76	\$588.00
WILLIAMSON	JAMES	Senior Shift Control Technician	\$106,919.87	\$543.58
WILLIAMSON	PERRY	Field Shift Operating Supervisor	\$137,004.33	\$576.00
WILLITS	D. S.	Control Room SNO - TRF & F/ H	\$118,263.02	\$542.34
WILLS	D. J.	Nuclear Waste Operator	\$103,862.48	\$444.00
WILLSON	IAN	Authorized Nuclear Operator	\$163,796.87	\$680.56
WILSON	DAVE	Shift Unit Supervisor	\$117,585.23	\$542.34
WILSON	DON	Manager, Components & Equipment	\$131,871.71	\$295.68
WILSON	JOSEPH	Shift Unit Supervisor	\$138,391.28	\$542.34
WILSON	RON	Manager, Performance & Testing	\$143,019.16	\$8,151.28
WILTSHIRE	D. W.	Shift Control Technician	\$109,795.47	\$454.50
WINECK	JOHN	FLM, Construction	\$147,015.69	\$485.76
WINNITOY	BRETT	ANOIT - Nuclear Operator	\$118,552.46	\$588.18
WINTER	JEFF	Control Technologist	\$125,272.56	\$482.34
WINTER	MIKE	Authorized Nuclear Operator	\$149,047.04	\$644.52
WINTERS	GAYE	Section Manager, Maintenance	\$121,300.77	\$847.44
WISE	PAUL	Sr. Inspection & MTCE Technician	\$154,048.69	\$500.34
WISMER	DONALD ALLAN	SM, Env. Reviews/ Biodiversity	\$100,235.07	\$588.00
WITHERSPOON	JOHN	Manager, Application Services	\$148,931.91	\$934.56
WITKOWSKI	COREY	Millwright Foreman - Construction	\$112,347.97	\$0.00
WIZNIAK	LYNN	Senior Advisor, Strategic Initiatives	\$114,641.80	\$554.40
WODZAK	JEFF	Field Shift Operating Supervisor	\$142,231.63	\$576.00
WODZAK	K. P.	Control Room Shift Operating Superv.	\$225,191.10	\$777.36
WOELKE	ALF	Production Manager	\$143,371.61	\$580.80
WOLFENDEN	ROBERT	Work Coordinator	\$110,835.89	\$540.00
WOLFER	CRAIG	Authorized Nuclear Operator	\$166,729.14	\$662.66
WOLFF	ROGER	FLMa, Nuclear Waste	\$119,764.97	\$501.84
WOLOSZYN	STEVE	Site Project Engineer/ Officer	\$132,125.66	\$445.08
WOLSKE	H.	Shift Emergency Response Manager	\$103,517.30	\$519.00
WONG	ANGELA	Sr. Reg. Analyst, CDN/US Reg. Affairs	\$105,131.07	\$543.84
WONG	CHUN BIU	Nuclear Operator	\$111,108.01	\$441.00
WONG	E. H.	SM, Field Engineering	\$110,804.99	\$240.24
WONG	EDMOND	Project Leader II	\$129,323.63	\$558.00
WONG	JOHN	Sr. Technical Engineer/ Officer	\$136,709.23	\$552.00
WONG	RICHARD	Director, Fin. Strategies & Perf. Mgmt	\$196,501.90	\$807.84
WONG	THOMAS	System Window Coordinator	\$122,197.53	\$594.00
WONG	TOM	Section Manager, ALARA	\$137,409.74	\$618.00
WOOD	FLOYD	Transport & Work Equip. Mech. Jrynp	\$118,619.97	\$413.82
WOOD	JIM	Unit Operator	\$103,235.01	\$444.00
WOOD	JUDITH A.	Manager, Human Resources	\$134,594.36	\$855.36
WOOD	PHILLIP	Shift Control Technician	\$128,653.76	\$466.50
WOODCOCK	JOHN	Dir., HR & Employee Safety	\$145,952.99	\$950.40
WOODCROFT	JAMES	System Window Coordinator	\$143,741.84	\$564.00
WOODFULL	KEN	FLM, Control/ Mechanical	\$131,380.27	\$558.00
WOODHOUSE	RICK	Shift Production Technician - Chemical	\$105,151.13	\$465.00
WOODS	PETER	Authorized Nuclear Operator	\$170,970.57	\$590.78

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WOODS	STEVE	Manager, Performance Engineering	\$178,314.63	\$1,005.84
WOODWARD	NANCY	Manager	\$124,191.89	\$645.36
WOOLLEY	KEVIN	Supervising Nuclear Operator	\$119,728.11	\$527.52
WOPEREIS	JIM	Mechanical Maintainer Journeyman	\$104,513.28	\$432.00
WORONCHAK	AL	Trades Supervisor - Maintenance	\$133,020.11	\$567.84
WORSLEY	ALLEN	Teamster - Construction	\$111,848.30	\$0.00
WRIGHT	BILL	Shift Site Supervisor	\$125,782.00	\$556.86
WRIGHT	BRUCE	Mechanical Maintainer Journeyman	\$101,043.25	\$425.80
WRIGHT	CLARK	Nuclear Operator	\$103,420.95	\$429.00
WRIGHT	GARY	Supervising Nuclear Operator	\$111,204.43	\$458.78
WRIGHT	KEN	Shift Site Supervisor	\$118,863.69	\$489.72
WRIGHT	MITCH	Mechanical Maintainer Journeyman	\$113,995.89	\$444.00
WRIGHT	PETER	Unit Operator	\$110,602.70	\$392.00
WROBEL	MARTIN	FLM, Radiation Control	\$121,765.36	\$528.00
WROOT	GAVIN	Maintenance Assessor (Nuclear)	\$104,178.56	\$458.34
WUPORI	ARCHIE	Mechanical Maintainer Journeyman	\$146,256.85	\$444.00
WYATT	BRENT	ANOIT - Supervising Nuclear Op.	\$116,448.70	\$603.50
WYBREW	GEOFF	Trades Supervisor - Maintenance	\$132,631.87	\$541.86
WYLD	JOHN	Maintenance Specialist - Strategy	\$103,360.97	\$600.00
WYLIE	S.	Sr. Technical Engineer/ Officer	\$108,558.58	\$513.36
WYLLIE	TERRY	Mgr., Nuclear Business Svc (Multi-site)	\$128,736.26	\$863.28
WYMAN	DAVID	Section Manager, Outage	\$176,672.07	\$687.36
YAKE	CALVIN	Sec. Mgr., Financial Reporting & Ctrl	\$120,826.25	\$831.60
YAKIMISHYN	CRAIG	Sr. Technical Engineer/ Officer	\$126,312.27	\$516.00
YAM	SIMON	Nuclear Operator	\$109,998.59	\$429.00
YAN	HUBERT JIN LONG	System Window Coordinator	\$152,562.46	\$624.00
YANKANAH	RON	Control Maintenance Assessor	\$115,075.12	\$497.52
YAP	ROBERT W.	Director, Water Resources	\$154,321.22	\$894.96
YAWNEY	WAYNE	Regional Maintainer - Electrical UTS	\$134,593.65	\$755.73
YE	YONG-WOON	Inspection & Maintenance Technician II	\$110,933.43	\$408.90
YEE	WAH	Sr. Eng/Tech Off, Sr. Gen Res. Mgmt Spec	\$105,725.64	\$579.36
YEUNG	BRENDAN	Director, HR Re-Engineering	\$213,000.80	\$1,224.96
YEUNG	TOM	Sr. Engineer/ Scientist/ Tech. Officer	\$119,695.82	\$495.36
YEUNG	WAI-MAN	Shift Control Technician	\$103,157.70	\$81.84
YORKE	LOWELL	ANOIT - Nuclear Operator	\$117,616.10	\$622.48
YOSHIDA	M. L.	Senior Shift Control Technician	\$107,533.41	\$529.50
YOUDELIS	BLAIR	Shift Control Technician	\$103,597.63	\$454.50
YOUNG	ALLAN	Shift Control Technician	\$103,230.20	\$399.96
YOUNG	CHRIS M.	Plant Manager, Nanticoke GS	\$211,041.00	\$990.00
YOUNG	CLINTON	Shift Control Technician	\$100,486.26	\$399.96
YOUNG	DILLON	Unit Operator	\$110,789.68	\$444.00
YOUNG	EDWARD	FLM, Civil Maintenance	\$102,582.62	\$540.00
YOUNG	MARK	Sr. Technical Engineer/ Officer	\$106,799.47	\$507.36
YOUNG	PAUL E.	Director	\$151,590.86	\$997.92
YOUNG	REG	Trades Supervisor - Maintenance	\$101,076.56	\$550.86
YOUNG	ROBERT	River Control Supervisor	\$117,068.18	\$542.34
YOUNG	RONALD	Sr. Engineer/ Scientist/ Tech. Officer	\$103,880.55	\$552.00
YOUNG	TED	Section Manager, Projects	\$122,812.38	\$1,065.53
YU	MARGARET	Manager, Environment	\$146,830.03	\$879.12
YU	TONY	Senior Design Engineer	\$108,209.34	\$543.36
YUEN	ALEXANDER	Project Leader II	\$107,612.93	\$529.50
ZABANA	SAMER	Technical Engineer/ Officer	\$126,374.00	\$447.36
ZABEK	RICHARD	Shift Control Technician	\$108,412.01	\$410.52
ZABIK	JOHN	Shift Advisor, Technical Support	\$135,620.44	\$624.00
ZADEH	HOOSHANG	Director, IMO Markets	\$225,149.91	\$1,306.80

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ZAIDI	RAZA	Section Manager	\$140,019.52	\$507.36
ZAIDI	SYED	Technical Engineer/ Officer	\$138,029.72	\$450.00
ZAKAIB	GARY	Section Manager, Primary Sys. D & A	\$125,259.71	\$823.68
ZAKHEM	GEORGE	Section Manager, Systems	\$121,714.72	\$558.00
ZAMISKA	PAUL	Field Shift Operating Supervisor	\$110,659.67	\$517.44
ZARIFIAN	VAROJAN	Sr. Technical Engineer/ Officer	\$106,338.61	\$537.36
ZAWADA	STEVE	Control Room Shift Supervisor	\$193,296.87	\$777.36
ZAWISLAK	RALPH	Mechanical Maintainer Journeyperson	\$103,863.75	\$444.00
ZDUNICH	PAT	Shift Maintainer I - Mechanical (Fossil)	\$136,791.99	\$584.12
ZELNEY	J. M.	Control Room SNO - TRF & F/ H	\$111,698.13	\$542.34
ZEMDEGS	RAIDIS	EQ Project Manager	\$138,848.21	\$871.20
ZEREK	ANDRZEJ	Manager, Market Analysis	\$145,453.75	\$575.52
ZERKEE	DWIGHT	Tech. Advisor, Nuclear Analysis	\$105,823.72	\$600.00
ZHANG	YIQUN	FLM, Field Engineering	\$115,803.27	\$415.36
ZHENG	JIANPING	Sr. Engineer/ Officer - Systems	\$101,576.88	\$561.36
ZHOU	YIJI	Senior Shift Control Technician	\$119,608.60	\$478.50
ZIELINSKI	PRZEMYSŁAW	Sr. Engineer/ Scientist - Specialist	\$102,340.96	\$579.36
ZIMMERMAN	ERIC	Field Shift Operating Supervisor	\$129,044.29	\$588.00
ZIPPEL	KIM	Certified Unit "O" Control Room Operator	\$135,769.50	\$579.52
ZOBIN	DAVID	Section Manager	\$117,292.84	\$776.16
ZOLIS	ZITA	Sr. Site IT Champion	\$101,110.07	\$593.00
ZUSKAN	KIM	Prod. Superv., Fuels, Ash & Site Svcs	\$120,955.62	\$815.76
ZWAIGENBAUM	GORD	Sr. Advisor, Project Services	\$105,935.07	\$618.00