

Energy | OPG Executive Compensation

From: "Den Heijer, Kevin (ENERGY)" <kevin.denheijer@ontario.ca>
To: "@OPO-Media Relations and Issues Management" <opo-mediarelationsandissuesmgmt@msgov.gov.on.ca>
Cc: "Berry, James (ENERGY)" <james.berry5@ontario.ca>, "Nekolaichuk, Colin (ENERGY)" <colin.nekolaichuk@ontario.ca>
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Good morning,

Please find below Energy's news and messaging for the day:

1) OPG are posting executive compensations of their top 5 highest-paid staff on Friday afternoon.

Just wanted to clarify because there seems to be some confusion: OPG is posting its Q4 results today after markets close, then posting its executive compensation of the company's 5 highest-paid staff on **Friday** afternoon after markets close. This will be posted on SEDAR due to OPG's role as the Financial Services Manager for the Fair Hydro Plan fund.

We're waiting on more updated executive compensation messaging from officials and OPG (should be coming today), but for now we'll be using what we've said in the past:

OPG KMs

- The CEO's salary is expected to be around \$XM, with a small chance it could be as high as \$XM if he overperforms on performance targets
- Now we should pause here – This is a lot of money. We get that
- But let's keep this in perspective... **This is the individual in charge of our nuclear plants**
- He is responsible for ensuring their safety and smooth operation, generating electricity for millions of people in Ontario
- The CEO is also charged with the refurbishment of our Darlington nuclear plan, a multi-billion dollar project that requires strong leadership
- And a significant chunk of his compensation is paid out only if he meets aggressive performance targets – targets that actually lead to reduced costs for ratepayers
- That's the responsible approach to overseeing nuclear facilities, and that's what this government has done.

As soon as we get more updated messaging, we will send it through.

Have a great day,

Kevin Den Heijer | Legislative Assistant & Issues Manager
Office of the Hon. Glenn Thibeault | Minister of Energy
900 Bay Street | Hearst Block | 4th Floor
T: (416) 314-0704 M: (647) 618-6948