

Waterloo North Hydro Inc.

EDR-2006

Schedule 6-4: Employee Compensation

Note: For an applicant with fewer than three employees, reporting of employee compensation under this section is not required. In cases where there are three or fewer, full-time equivalents (FTEs) in any category, the applicant may aggregate this category with the category to which it is most closely related. This higher level of aggregation may be continued, if required, to ensure that no category contains three, or fewer, FTEs.

Compensation – Average Yearly Incentive (\$):

	2002	2003	2004
Executive	<i>0</i>	<i>1,010</i>	<i>3,090</i>
Management	<i>0</i>	<i>0</i>	<i>0</i>
Non-unionized	<i>0</i>	<i>0</i>	<i>0</i>
Unionized	<i>0</i>	<i>0</i>	<i>0</i>

Waterloo North Hydro Inc.

EDR-2006

Schedule 6-5: Employee Incentive Plan Expense

The questions below must be completed where a distributor has included in its application expenses in respect of any employee incentive plan.

1) Description

Waterloo North Hydro offers an Incentive Plan to its Executive Group for achieving Corporate Objectives.

2) Performance Measures

Waterloo North Hydro's Corporate Objectives include performance measures for:

- System Design & Planning
- System Reliability
- Customer Service
- Controllable Costs
- Staff Relations & Productivity

All measures are designed to provide a benefit to ratepayers

3) Annual Cost(s)

Year	Compensation	Shareholder Related	Ratepayer Related
2002	\$ Nil		
2003	\$ 6,000	\$Nil	\$6,000
2004	\$18,540	\$Nil	\$18,540