



# BRITISH COLUMBIA HYDRO AND POWER AUTHORITY

*Financial Information Act Return for the Year  
Ended March 31, 2021*

Published in accordance with the *Financial Information Act*,  
Revised Statutes of British Columbia 1996, Chapter 140, as amended.

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**BRITISH COLUMBIA HYDRO AND POWER AUTHORITY**

**STATEMENT OF FINANCIAL INFORMATION APPROVAL**

The undersigned represents the Board of Directors of the British Columbia Hydro and Power Authority and approves the information contained in the Statement and Schedules of Financial Information prepared in accordance with the Financial Information Act.

A handwritten signature in black ink, appearing to read "DE Allen". The signature is written in a cursive, flowing style.

Doug Allen

Chair of the Board

## AUDITED CONSOLIDATED FINANCIAL STATEMENTS FISCAL 2021

### Management Report

The consolidated financial statements of British Columbia Hydro and Power Authority (BC Hydro) are the responsibility of management and have been prepared in accordance with International Financial Reporting Standards. The preparation of financial statements necessarily involves the use of estimates which have been made using careful judgment. In management's opinion, the consolidated financial statements have been properly prepared within the framework of the accounting policies summarized in the consolidated financial statements and incorporate, within reasonable limits of materiality, all information available at June 10, 2021. The consolidated financial statements have also been reviewed by the Audit & Finance Committee and approved by the Board of Directors. Financial information presented elsewhere in this Annual Service Plan Report is consistent with that in the consolidated financial statements.

Management maintains systems of internal controls designed to provide reasonable assurance that assets are safeguarded and that reliable financial information is available on a timely basis. These systems include formal written policies and procedures, careful selection and training of qualified personnel and appropriate delegation of authority and segregation of responsibilities within the organization. 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 & Finance Committee.

The consolidated financial statements have been examined by independent external auditors. The external auditors' responsibility is to express their opinion on whether the consolidated financial statements, in all material respects, fairly present BC Hydro's financial position, financial performance and cash flows in accordance with International Financial Reporting Standards. The Independent Auditors' Report, which follows, outlines the scope of their examination and their opinion.

The Board of Directors, through the Audit & Finance Committee, is responsible for ensuring that management fulfills its responsibility for financial reporting and internal controls. The Audit & Finance Committee, comprised of directors who are not employees, meets regularly with the external auditors, the internal auditors and management to satisfy itself that each group has properly discharged its responsibility to review the financial statements before recommending approval by the Board of Directors. The internal and external auditors have full and open access to the Audit & Finance Committee, with and without the presence of management.



Chris O'Riley  
President and Chief Executive Officer



David Wong  
Executive Vice President, Finance, Technology,  
Supply Chain and Chief Financial Officer

Vancouver, Canada  
June 10, 2021



## **INDEPENDENT AUDITOR'S REPORT**

*To the Board of Directors of the British Columbia Hydro and Power Authority, and  
To the Minister of Energy, Mines and Low Carbon Innovation, Province of British Columbia*

### ***Opinion***

I have audited the accompanying consolidated financial statements of the British Columbia Hydro and Power Authority (“the group”), which comprise the consolidated statement of financial position at March 31, 2021, and the consolidated statements of comprehensive income, changes in equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the group as at March 31, 2021, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS).

### ***Basis for Opinion***

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of my report. I am independent of the group in accordance with the ethical requirements that are relevant to my audit of the consolidated financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### ***Other Accompanying Information***

Management is responsible for the other information. The other information comprises the information included in the Annual Service Plan Report but does not include the consolidated financial statements and my auditor's report thereon. The Annual Service Plan Report is expected to be made available to us after the date of this auditor's report.

My opinion on the consolidated financial statements does not cover the other information accompanying the financial statements and I do not express any form of assurance conclusion thereon.

In connection with my audit of the consolidated financial statements, my responsibility is to read the other information that I have obtained prior to the date of my auditor's report and, in doing

so, consider whether the other information is materially inconsistent with the consolidated financial statements or my knowledge obtained during the audit or otherwise appears to be materially misstated.

When I read the Annual Service Plan Report, if I conclude that there is a material misstatement therein, I am required to report that matter to those charged with governance.

***Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements***

Those charged with governance are responsible for the oversight of the financial reporting process. Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards (IFRS), and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting when the group will continue its operations for the foreseeable future.

***Auditor's Responsibilities for the Audit of Financial Statements***

My objectives are to obtain reasonable assurance about whether the group's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement, when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of these consolidated financial statements.

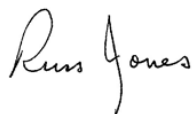
As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. I am responsible for the direction, supervision and performance of the group audit and I remain solely responsible for my audit opinion.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.



Russ Jones, FCPA, FCA, ICD.D  
Deputy Auditor General

Victoria, British Columbia, Canada  
June 10, 2021

**Audited Financial Statements****Consolidated Statements of Comprehensive Income**

<i>for the years ended March 31 (in millions)</i>	<b>2021</b>	<b>2020</b>
<b>Revenues (Note 4)</b>		
Domestic	\$ 5,237	\$ 5,393
Trade	1,177	876
	<b>6,414</b>	<b>6,269</b>
<b>Expenses</b>		
Operating expenses (Note 5)	<b>4,898</b>	4,984
Finance charges (Note 6)	<b>224</b>	1,666
<b>Net Income (Loss) Before Movement in Regulatory Balances</b>	<b>1,292</b>	(381)
Net movement in regulatory balances (Note 15)	<b>(604)</b>	1,086
<b>Net Income</b>	<b>688</b>	<b>705</b>

**OTHER COMPREHENSIVE INCOME****Items That Will Be Reclassified to Net Income (Loss)**

Effective portion of changes in fair value of derivatives designated as cash flow hedges (Note 23)	(74)	64
Reclassification to income (loss) of derivatives designated as cash flow hedges (Note 23)	118	(63)
Foreign currency translation gains (losses)	(51)	23

**Items That Will Not Be Reclassified to Net Income (Loss)**

Actuarial gain	156	317
Other Comprehensive Income before movement in regulatory balances	149	341
Net movements in regulatory balances (Note 15)	(124)	(338)
Other Comprehensive Income	25	3
<b>Total Comprehensive Income</b>	<b>\$ 713</b>	<b>\$ 708</b>

*See accompanying Notes to the Consolidated Financial Statements.*



**Consolidated Statements of Financial Position**

<i>(in millions)</i>	<b>As at March 31, 2021</b>	<b>As at March 31, 2020</b>
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents (Note 8)	\$ 37	\$ 115
Restricted cash (Note 8)	6	15
Accounts receivable and accrued revenue (Note 9)	827	770
Inventories (Note 10)	182	193
Prepaid expenses	152	126
Current portion of derivative financial instrument assets (Note 23)	87	106
	<b>1,291</b>	<b>1,325</b>
<b>Non-Current Assets</b>		
Property, plant and equipment (Note 11)	31,677	29,427
Right-of-use assets (Note 12)	1,317	1,405
Intangible assets (Note 13)	688	678
Derivative financial instrument assets (Note 23)	30	92
Other non-current assets (Note 14)	605	655
	<b>34,317</b>	<b>32,257</b>
<b>Total Assets</b>	<b>35,608</b>	<b>33,582</b>
<b>Regulatory Balances (Note 15)</b>	<b>4,775</b>	<b>5,486</b>
<b>Total Assets and Regulatory Balances</b>	<b>\$ 40,383</b>	<b>\$ 39,068</b>
<b>LIABILITIES AND EQUITY</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued liabilities (Note 16)	\$ 1,589	\$ 1,626
Current portion of long-term debt (Note 17)	3,329	3,843
Current portion of unearned revenues and contributions in aid (Note 20)	93	93
Current portion of derivative financial instrument liabilities (Note 23)	235	358
	<b>5,246</b>	<b>5,920</b>
<b>Non-Current Liabilities</b>		
Long-term debt (Note 17)	21,651	19,843
Lease liabilities (Note 19)	1,352	1,425
Derivative financial instrument liabilities (Note 23)	78	708
Unearned revenues and contributions in aid (Note 20)	2,261	2,095
Post-employment benefits (Note 22)	1,528	1,560
Other non-current liabilities (Note 24)	1,402	1,382
	<b>28,272</b>	<b>27,013</b>
<b>Total Liabilities</b>	<b>33,518</b>	<b>32,933</b>
<b>Regulatory Balances (Note 15)</b>	<b>498</b>	<b>481</b>
<b>Total Liabilities and Regulatory Balances</b>	<b>34,016</b>	<b>33,414</b>
<b>Shareholder's Equity</b>		
Contributed surplus	60	60
Retained earnings	6,326	5,638
Accumulated other comprehensive loss	(19)	(44)
	<b>6,367</b>	<b>5,654</b>
<b>Total Liabilities, Regulatory Balances, and Shareholder's Equity</b>	<b>\$ 40,383</b>	<b>\$ 39,068</b>

Commitments and Contingencies (Notes 11 and 25)

See accompanying Notes to the Consolidated Financial Statements.

Approved on behalf of the Board:

Doug Allen  
Board ChairLen Boggio, FCPA, FCA, ICD.D  
Chair, Audit & Finance Committee

**Consolidated Statements of Changes in Equity**

<i>(in millions)</i>	Cumulative Translation Reserve	Unrealized Income (Loss) on Cash Flow Hedges	Total Accumulated Other Comprehensive Loss	Contributed Surplus	Retained Earnings	Total
<b>Balance as at April 1, 2019</b>	\$ (2)	\$ (45)	\$ (47)	\$ 60	\$ 4,933	\$ 4,946
Comprehensive Income	2	1	3	-	705	708
<b>Balance as at March 31, 2020</b>	-	(44)	(44)	60	5,638	5,654
Comprehensive Income	(19)	44	25	-	688	713
<b>Balance as at March 31, 2021</b>	\$ (19)	\$ -	\$ (19)	\$ 60	\$ 6,326	\$ 6,367

*See accompanying Notes to the Consolidated Financial Statements.*

**Consolidated Statements of Cash Flows**

<i>for the years ended March 31 (in millions)</i>	<b>2021</b>	<b>2020</b>
<b>Operating Activities</b>		
Net income	\$ 688	\$ 705
Regulatory account transfers (Note 15)	604	(1,086)
Adjustments for non-cash items:		
Amortization and depreciation expense (Note 7)	1,009	988
Unrealized losses (gains) on derivative financial instruments	(375)	728
Post-employment benefits expense	128	131
Interest accrual	834	872
Other items	48	123
	<b>2,936</b>	<b>2,461</b>
Changes in working capital and other assets and liabilities (Note 18)	(174)	275
Interest paid	(923)	(945)
<b>Cash provided by operating activities</b>	<b>1,839</b>	<b>1,791</b>
<b>Investing Activities</b>		
Property, plant and equipment and intangible asset expenditures	(2,913)	(2,790)
<b>Cash used in investing activities</b>	<b>(2,913)</b>	<b>(2,790)</b>
<b>Financing Activities</b>		
Long-term debt issued (Note 17)	2,502	1,608
Long-term debt retired (Note 17)	(1,100)	(175)
Receipt of revolving borrowings	8,046	10,484
Repayment of revolving borrowings	(7,979)	(10,680)
Payment to the Province (Note 21)	-	(59)
Payment of principal portion of lease liability	(79)	(77)
Settlement of hedging derivatives	(369)	(51)
Other items	(25)	(20)
<b>Cash provided by financing activities</b>	<b>996</b>	<b>1,030</b>
<b>Increase (decrease) in cash and cash equivalents</b>	<b>(78)</b>	<b>31</b>
<b>Cash and cash equivalents, beginning of year</b>	<b>115</b>	<b>84</b>
<b>Cash and cash equivalents, end of year</b>	<b>\$ 37</b>	<b>\$ 115</b>

See Note 18 for Cash flow supplement - changes in liabilities arising from financing activities

See accompanying Notes to the Consolidated Financial Statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

**Note 1: Reporting Entity**

British Columbia Hydro and Power Authority (BC Hydro) was established in 1962 as a Crown Corporation of the Province of British Columbia (the Province) by enactment of the *Hydro and Power Authority Act*. As directed by the *Hydro and Power Authority Act*, BC Hydro's mandate is to generate, manufacture, conserve and supply power. BC Hydro owns and operates electric generation, transmission and distribution facilities in the province of British Columbia. The head office of the Company is 333 Dunsmuir Street, Vancouver, British Columbia.

The consolidated financial statements of BC Hydro include the accounts of BC Hydro and its principal wholly owned operating subsidiaries Powerex Corp. (Powerex), and Powertech Labs Inc. (Powertech), (collectively with BC Hydro, the Company). All intercompany transactions and balances are eliminated on consolidation.

**Note 2: Basis of Presentation**

**(a) Basis of Accounting**

These consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB). The significant accounting policies are set out in Note 3.

Certain amounts in the prior year's comparative figures have been reclassified to conform to the current year's presentation.

These consolidated financial statements were approved by the Board of Directors on June 10, 2021.

**(b) Basis of Measurement**

The consolidated financial statements have been prepared on the historical cost basis except for natural gas inventories in Note 3(j), financial instruments that are accounted for at fair value through profit and loss according to the financial instrument categories as defined in Note 3(k) and the post-employment benefits obligation as described in Note 3(o).

**(c) Functional and Presentation Currency**

The functional currency of BC Hydro and all of its subsidiaries, except for Powerex, is the Canadian dollar. Powerex's functional currency is the United States (U.S.) dollar. These consolidated financial statements are presented in Canadian dollars and financial information has been rounded to the nearest million.

**(d) Key Assumptions and Significant Judgments**

The preparation of financial statements in conformity with IFRS requires management to make judgments, estimates and assumptions in respect of the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from those judgments, estimates, and assumptions.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
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Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognized in the period in which the estimates are revised and in any future periods affected. Information about significant areas of judgment, estimates and assumptions in applying accounting policies that have the most significant effect on the amounts recognized in the financial statements is as follows:

(i) Retirement Benefit Obligation

BC Hydro operates a defined benefit statutory pension plan for its employees, which is accounted for in accordance with IAS 19, *Employee Benefits*. Actuarial valuations are based on key assumptions which include employee turnover, mortality rates, discount rates, earnings increases and expected rate of return on retirement plan assets. Judgment is exercised in determining these assumptions. The assumptions adopted are based on prior experience, market conditions and advice of plan actuaries. Future results are impacted by these assumptions including the accrued benefit obligation and current service cost. See Note 22 for significant benefit plan assumptions.

(ii) Provisions and Contingencies

Management is required to make judgments to assess if the criteria for recognition of provisions and contingencies are met, in accordance with IAS 37, *Provisions, Contingent Liabilities and Contingent Assets*. IAS 37 requires that a provision be recognized where there is a present obligation as a result of a past event, it is probable that transfer of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Key judgments are whether a present obligation exists and the probability of an outflow being required to settle that obligation. Key assumptions in measuring recorded provisions include the timing and amount of future payments and the discount rate applied in valuing the provision.

The Company is currently defending certain lawsuits where management must make judgments, estimates and assumptions about the final outcome, timing of trial activities and future costs as at the period end date. Management has obtained the advice of its external counsel in determining the likely outcome and estimating the expected costs associated with these lawsuits; however, the ultimate outcome or settlement costs may differ from management's estimates.

(iii) Financial Instruments

The Company enters into financial instrument arrangements which require management to make judgments to determine if such arrangements are derivative instruments in their entirety or contain embedded derivatives, including whether those embedded derivatives meet the criteria to be separated from their host contract, in accordance with IFRS 9, *Financial Instruments*. Key judgments are whether certain non-financial items are readily convertible to cash, whether similar contracts are routinely settled net in cash or delivery of the underlying commodity taken and then resold within a short period, whether the value of a contract changes in response to a change in an underlying rate, price, index or other variable, and for embedded derivatives, whether the economic risks and characteristics are not closely related to the host contract and a separate instrument with the same terms would meet the definition of a derivative on a standalone basis.

Valuation techniques are used in measuring the fair value of financial instruments when active market quotes are not available. Valuation of the Company's financial instruments is based in part on forward prices which are volatile and therefore the actual realized value may differ from

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

management's estimates.

(iv) Right-of-Use Leases

The Company enters into long-term energy purchase agreements that may be considered to be, or contain a lease. In making this determination, judgment is required to determine whether the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

In the situation where the implicit interest rate in the lease is not readily determined, the Company uses judgment to estimate the incremental borrowing rate for discounting the lease payment. The Company's incremental borrowing rate generally reflects the interest rate that the Company would have to pay to borrow a similar amount at a similar term and with similar security. The Company estimates the lease term by considering the facts and circumstances that create an economic incentive to exercise an extension or termination option. Certain qualitative and quantitative assumptions are used when evaluating these options.

(v) Useful Life of Property, Plant and Equipment and Intangible Assets

Estimation and judgement are involved in determining useful lives and related depreciation and amortization of property, plant and equipment and intangible assets. Estimated useful lives are determined based upon the anticipated physical life of the asset, past experience with similar assets, industry averages and expectations about future events that could impact the life of the asset. Estimated useful lives are reviewed annually to ensure their reasonableness (Note 3(e) and 3(f)). The Company periodically conducts depreciation studies to assess asset useful lives.

(vi) Rate Regulation

When a regulatory account has been or will be applied for, and, in management's estimate, acceptance of deferral treatment by the British Columbia Utilities Commission (BCUC) and recovery in future rates is considered probable, BC Hydro defers such costs in advance of a final decision of the BCUC. In assessing whether deferral approval and collection in future rates is probable management considers factors such as past precedents, magnitude of the costs, impact on rates, legal enquiries, regulatory framework for cost recovery, and political environment. If the BCUC subsequently denies the application for regulatory treatment, the deferred amount is recognized immediately in comprehensive income.

(vii) Revenues

For contributions in aid of construction revenue, management must make judgments when determining the period over which revenue is recognized when the associated contracts do not specify a finite period over which service is provided.

For revenue contracts where a significant financing component is present, management must make judgments when determining the appropriate discount rate to use.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
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**Note 3: Significant Accounting Policies**

**(a) Rate Regulation**

BC Hydro is regulated by the BCUC and both entities are subject to directives and directions issued by the Province. BC Hydro's rates are set on a cost of service basis. Calculation of its revenue requirements and rates charged to customers are established through applications filed with and approved by the BCUC.

In January 2014, the IASB issued an interim standard, IFRS 14, *Regulatory Deferral Accounts*, which provides guidance on accounting for the effects of rate regulation under IFRS. This guidance allows entities that conduct rate-regulated activities to continue to recognize regulatory deferral accounts. BC Hydro has elected to adopt IFRS 14 in its consolidated financial statements. The interim standard is only intended to provide temporary guidance until the IASB completes its comprehensive project on rate-regulated activities. IFRS 14 remains in force until either repealed or replaced by permanent guidance on rate-regulated accounting from the IASB.

Under rate-regulated accounting, the timing and recognition of certain expenses and revenues may differ from those otherwise expected under other IFRS in order to appropriately reflect the economic impact of regulatory decisions regarding the Company's regulated revenues and expenditures. These amounts arising from timing differences are recorded as regulatory debit and credit balances on the Company's consolidated statements of financial position, and represent existing rights and obligations regarding cash flows expected to be recovered from or refunded to customers, based on decisions and approvals by the BCUC. In the absence of rate-regulation, these amounts would be included in comprehensive income.

BC Hydro capitalizes as a regulatory asset, all or part of an incurred cost that would otherwise be charged to net income or other comprehensive income (OCI) if it is probable that future revenue in an amount at least equal to the capitalized cost will result from inclusion of that cost in allowable costs for rate-making purposes and the future rates and revenue approved by the BCUC will permit recovery of that incurred cost. Regulatory liabilities are recognized for certain gains or other reductions of net allowable costs for adjustment of future rates as determined by the BCUC. In the event that the recovery of these balances are assessed to no longer be probable based on management's judgment, the balances are recorded in the Company's consolidated statements of comprehensive income in the period when the assessment is made.

Regulatory balances that do not meet the definition of an asset or liability under any other IFRS are segregated on the consolidated statement of financial position, and are separately disclosed on the consolidated statement of comprehensive income as net movements in regulatory balances related to net income (loss) or net movements in regulatory balances related to other comprehensive income (loss). The netting of regulatory debit and credit balances is not permitted. The measurement of regulatory balances is subject to certain estimates and assumptions, including assumptions made in the interpretation of the BCUC's regulations and decisions.

**(b) Revenues**

The Company recognizes revenue when it transfers control over a promised good or service, which constitutes a performance obligation under the contract, to a customer and where the Company is

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NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
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entitled to consideration as a result of completion of the performance obligation. Depending on the terms of the contract with the customer, revenue recognition can occur at a point in time or over time. When a performance obligation is satisfied, revenue is measured at the transaction price that is allocated to that performance obligation.

Domestic revenues comprise sales to customers within the province of British Columbia, and sales of energy outside the province that are under long-term contracts. Sales that are surplus to domestic load requirements and other sales outside the province are classified as trade.

A significant portion of the Company's revenue is generated from providing electricity goods and services. Revenue is recognized over time generally using output measure or progress (i.e. kilowatt hours delivered) as the Company's customers simultaneously receive and consume the electricity goods and services as it is provided. Revenue is determined on the basis of billing cycles and includes accruals for electricity deliveries not yet billed.

The Company recognizes a financing component where the timing of payment from the customer differs from the Company's performance under the contract and where that difference is the result of the Company financing the transfer of goods and services.

Energy trading contracts that meet the definition of a financial or non-financial derivative are accounted for at fair value whereby any realized gains and losses and unrealized changes in the fair value are recognized in trade revenues in the period of change. Realized and unrealized changes in the fair value of these contracts are accounted for under IFRS 9, *Financial Instruments* (Note 3(k)).

Energy trading and other contracts which do not meet the definition of a derivative are accounted for on an accrual basis whereby the realized gains and losses are recognized as revenue as the contracts are settled. Such contracts are considered to be settled when control of products and services are transferred to the buyer and performance obligation is satisfied.

**(c) Finance Costs and Recoveries**

Finance costs comprise of interest expense on borrowings, accretion expense on provisions and other long-term liabilities, net interest on net defined benefit obligations, interest on lease liabilities, foreign exchange losses and realized hedging instrument losses that are recognized in the statement of comprehensive income. All borrowing costs are recognized using the effective interest rate method. Finance costs exclude borrowing costs attributable to the construction of qualifying assets, which are assets that take six months or more to prepare for their intended use.

Finance recoveries comprises of income earned on sinking fund investments held for the redemption of long-term debt, foreign exchange gains and realized hedging instrument gains that are recognized in the statement of comprehensive income, excluding energy trading contracts.

**(d) Foreign Currency**

Foreign currency transactions are translated into the respective functional currencies of BC Hydro and its subsidiaries, using the exchange rates prevailing at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are re-translated to the functional currency at the exchange rate in effect at that date. The foreign currency gains or losses on monetary



NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
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items is the difference between the amortized cost in the functional currency at the beginning of the period, adjusted for effective interest and payments during the period, and the amortized cost in the foreign currency translated at the exchange rate at the end of the reporting period. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rate at the date of the transaction.

For purposes of consolidation, the assets and liabilities of Powerex, whose functional currency is the U.S. dollar, are translated to Canadian dollars using the rate of exchange in effect at the reporting date. Revenue and expenses of Powerex are translated to Canadian dollars at exchange rates at the date of the transactions. Foreign currency differences resulting from translation of the accounts of Powerex are recognized directly in other comprehensive income and are accumulated in the cumulative translation reserve. Foreign exchange gains or losses arising from a monetary item receivable from or payable to Powerex, the settlement of which is neither planned nor likely in the foreseeable future and which in substance is considered to form part of a net investment in Powerex by BC Hydro, are recognized directly in other comprehensive income in the cumulative translation reserve.

**(e) Property, Plant and Equipment**

**(i) Recognition and Measurement**

Property, plant and equipment in service are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditures that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials, direct labour and any other costs directly attributable to bringing the asset into service. The cost of dismantling and removing an item of property, plant and equipment and restoring the site on which it is located is estimated and capitalized only when, and to the extent that, the Company has a legal or constructive obligation to dismantle and remove such asset. Property, plant and equipment in service include the cost of plant and equipment financed by contributions in aid of construction. Borrowing costs that are directly attributable to the acquisition or construction of a qualifying asset are capitalized as part of the cost of the qualifying asset. Upon retirement or disposal, any gain or loss is recognized in the statement of comprehensive income.

The Company recognizes government grants when there is reasonable assurance that any conditions attached to the grant will be met and the grant will be received. Government grants related to assets are deducted from the carrying amount of the related asset and recognized in profit or loss over the life of the related asset.

Unfinished construction consists of the cost of property, plant and equipment that is under construction or not ready for service. Costs are transferred to property, plant and equipment in service when the constructed asset is capable of operation in a manner intended by management.

**(ii) Subsequent Costs**

The cost of replacing a component of an item of property, plant and equipment is recognized in the carrying amount of the item if it is probable that the future economic benefits embodied within the component will flow to the Company, and its cost can be measured reliably. The carrying amount

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of the replaced component is derecognized. The costs of property, plant and equipment maintenance are recognized in the statement of comprehensive income as incurred.

(iii) Depreciation

Property, plant and equipment in service are depreciated over the expected useful lives of the assets, using the straight-line method. When major components of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

The expected useful lives, in years, of the Company's main classes of property, plant and equipment are:

Generation	15 – 100
Transmission	20 – 65
Distribution	20 – 60
Buildings	5 – 60
Equipment & Other	3 – 35

The expected useful lives and residual values of items of property, plant and equipment are reviewed annually.

Depreciation of an item of property, plant and equipment commences when the asset is available for use and ceases at the earlier of the date the asset is classified as held for sale and the date the asset is derecognized.

**(f) Intangible Assets**

Intangible assets are recorded at cost less accumulated amortization and accumulated impairment losses. Land rights associated with statutory rights of way acquired from the Province that have indefinite useful lives and are not subject to amortization. Other intangible assets include California carbon allowances which are not amortized because they are used to settle obligations arising from carbon emissions regulations. Intangible assets with finite useful lives are amortized over their expected useful lives on a straight line basis. These assets are tested for impairment annually or more frequently if events or changes in circumstances indicate that the asset value may not be fully recoverable.

The expected useful life for software is 2 to 10 years. Amortization of intangible assets commences when the asset is available for use and ceases at the earlier of the date that the asset is classified as held for sale and the date that the asset is derecognized.

**(g) Asset Impairment**

(i) Financial Assets

Financial assets, other than those measured at fair value (note 3(k)), are assessed at each reporting date to determine whether there is impairment. The Company accounts for impairment of financial assets based on a forward-looking expected credit loss model under IFRS 9, *Financial Instruments*. The expected-loss impairment model requires an entity to recognize the expected credit losses

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(ECL) when financial instruments are initially recognized and to update the amount of ECL recognized at each reporting date to reflect changes in the credit risk of the financial instruments. ECL's are measured as the difference in the present value of the contractual cash flows due to the Company under the contract and the cash flows that Company expects to receive.

For accounts receivable without a significant financing component, the Company applies the simplified approach for determining expected credit losses, which requires the Company to determine the lifetime expected losses for all accounts receivable and accrued revenue. For a non-current receivable with a significant financing component, the Company measures the expected credit loss at an amount equal to the 12-month expected credit loss at initial recognition. If the credit risk has increased significantly since initial recognition, the Company measures the expected credit loss at an amount equal to the lifetime expected credit loss. The expected lifetime credit loss provision and 12-month expected credit loss is based on historical counterparty default rates, third party default probabilities and credit ratings, and is adjusted for relevant forward looking information specific to the counterparty, when required. Impairment of cash and cash equivalent and restricted cash is evaluated by reference to the credit quality of the underlying financial institution.

**(ii) Non-Financial Assets**

The carrying amounts of the Company's non-financial assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. For intangible assets that have indefinite useful lives or that are not yet available for use, the recoverable amount is estimated annually.

For the purpose of impairment testing, assets that cannot be tested individually are grouped together into the smallest group of identifiable assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (the cash-generating unit, or CGU). The recoverable amount of an asset or CGU is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. All of BC Hydro's assets form one CGU for the purposes of testing for impairment.

An impairment loss is recognized if the carrying amount of an asset or CGU exceeds its estimated recoverable amount. Impairment losses are recognized in net income. Impairment losses recognized in respect of a CGU are allocated to reduce the carrying amounts of the assets in the CGU on a pro-rata basis.

Impairment losses recognized in prior periods are assessed at the reporting date for any indications that the loss has decreased or no longer exists. Impairment reversals are recognized immediately in net income when the recoverable amount of an asset increases above the impaired net book value, not to exceed the carrying amount that would have been determined (net of depreciation) had no impairment loss been recognized for the asset in prior years.

**(h) Cash and Cash Equivalents**

Cash and cash equivalents include unrestricted cash and units of a money market fund (short-term

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investments) that are redeemable on demand and are carried at amortized cost and fair value, respectively.

**(i) Restricted Cash**

Restricted cash includes cash balances which the Company does not have immediate access to as they have been pledged to counterparties as security for investments or trade obligations. These balances are available to the Company only upon settlement of the underlying trade obligations.

**(j) Inventories**

Inventories are comprised primarily of natural gas, materials and supplies and environmental products. Natural gas inventory is valued at fair value less costs to sell and is included in Level 2 of the fair value hierarchy (refer to Note 10). Materials and supplies and environmental product inventories are valued at the lower of cost determined on a weighted average basis and net realizable value. The cost of materials and supplies comprises all costs of purchase, costs of conversion and other directly attributable costs incurred in bringing the inventories to their present location and condition. Net realizable value is the estimated selling price in the ordinary course of business, less the estimated selling expenses.

**(k) Financial Instruments**

**(i) Financial Instruments – Recognition and Measurement**

All financial instruments are measured at fair value on initial recognition of the instrument, except for certain related party transactions. Measurement in subsequent periods depends on which of the following categories the financial instrument has been classified as: fair value through profit or loss (FVTPL), and those measured at amortized cost. The Company may designate financial instruments as held at FVTPL when such financial instruments have a reliably determinable fair value and where doing so eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise from measuring assets and liabilities or recognizing gains and losses on them on a different basis. All derivative instruments are categorized as FVTPL unless they are designated as accounting hedges.

Transaction costs are expensed as incurred for financial instruments classified or designated as fair value through profit or loss. For other financial instruments, transaction costs are included in the carrying amount. All regular-way purchases or sales of financial assets are accounted for on a settlement date basis.

Financial assets and financial liabilities classified as FVTPL are subsequently measured at fair value with changes in those fair values recognized in net income in the period of change. Financial assets and liabilities are measured at amortized cost if the business model is to hold the instrument for collection or payment of contractual cash flows and those cash flows are solely principal and interest. If the business model is not to hold the instruments, it is classified as FVTPL. After initial recognition they are measured at amortized cost using the effective interest method less any impairment losses in the impairment of financial assets.

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(ii) Classification and Measurement of Financial Instruments

Short-term investments	FVTPL
Derivatives not in a hedging relationship	FVTPL
Cash	Amortized cost
Restricted cash	Amortized cost
Accounts receivable and other receivable	Amortized cost
US dollar sinking funds	Amortized cost
Accounts payable and accrued liabilities	Amortized cost
Revolving borrowings	Amortized cost
Long-term debt	Amortized cost
Lease liabilities	Amortized cost
First Nation liabilities and Other liabilities presented in Other long-term liabilities	Amortized cost

(iii) Fair Value

The fair value of financial instruments reflects changes in the level of commodity market prices, interest rates, foreign exchange rates and credit risk. Fair value is the amount of consideration that would be agreed upon in an arm's length transaction between knowledgeable willing parties who are under no compulsion to act.

Fair value amounts reflect management's best estimates considering various factors including closing exchange or over-the-counter quotations, estimates of future prices and foreign exchange rates, time value of money, counterparty and own credit risk, and volatility. The assumptions used in establishing fair value amounts could differ from actual prices and the impact of such variations could be material. In certain circumstances, valuation inputs are used that are not based on observable market data but based on internally developed valuation models which are based on models and techniques generally recognized as standard within the energy industry.

(iv) Inception Gains and Losses

In some instances, a difference may arise between the fair value of a financial instrument at initial recognition, as defined by its transaction price, and the fair value calculated by a valuation technique or model (inception gain or loss). In addition, the Company's inception gain or loss on a contract may arise as a result of embedded derivatives which are recorded at fair value, with the remainder of the contract recorded on an accrual basis. In these circumstances, the unrealized inception gain or loss is deferred and amortized into income over the full term of the underlying financial instrument. Additional information on deferred inception gains and losses is disclosed in Note 23.

(v) Derivative Financial Instruments

The Company may use derivative financial instruments to manage interest rate and foreign exchange risks related to debt and to manage risks related to electricity and natural gas commodity transactions.

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Interest rate and foreign exchange related derivative instruments that are not designated as hedges, are classified as FVTPL whereby instruments are recorded at fair value as either an asset or liability with changes in fair value recognized in net income in the period of change. For debt management activities, the related gains or losses are included in finance charges. The Company's policy is to not utilize interest rate and foreign exchange related derivative financial instruments for speculative purposes.

Commodity derivative financial instruments are used to manage economic exposure to market risks relating to commodity prices. Commodity derivatives that are not designated as hedges are classified as FVTPL whereby instruments are recorded at fair value as either an asset or liability with changes in fair value recognized in net income. Gains or losses are included in trade revenues.

**(vi) Hedges**

In a fair value hedging relationship, the carrying value of the hedged item is adjusted for unrealized gains or losses attributable to the hedged risk and recognized in net income. Changes in the fair value of the hedged item attributed to the hedged risk, to the extent that the hedging relationship is effective, are offset by changes in the fair value of the hedging derivative, which is also recorded in net income. When hedge accounting is discontinued, the carrying value of the hedged item is no longer adjusted and the cumulative fair value adjustments to the carrying value of the hedged item are amortized to net income over the remaining term of the original hedging relationship, using the effective interest method of amortization.

In a cash flow hedging relationship, the effective portion of the change in the fair value of the hedging derivative is recognized in other comprehensive income. The ineffective portion is recognized in net income. The amounts recognized in accumulated other comprehensive income are reclassified to net income in the periods in which net income is affected by the variability in the cash flows of the hedged item. When hedge accounting is discontinued the cumulative gain or loss previously recognized in accumulated other comprehensive income remains there until the forecasted transaction occurs. When the hedged item is a non-financial asset or liability, the amount recognized in accumulated other comprehensive income is transferred to the carrying amount of the asset or liability when it is recognized. In other cases, the amount recognized in accumulated other comprehensive income is transferred to net income in the same period that the hedged item affects net income.

Hedge accounting is discontinued prospectively when the derivative no longer qualifies as an effective hedge, the hedging relationship is discontinued, or the derivative is terminated or sold, or upon the sale or early termination of the hedged item.

**(i) Investments Held in Sinking Funds**

Investments held in sinking funds are held as individual portfolios and are classified as amortized cost. Securities included in an individual portfolio are recorded at cost, adjusted by amortization of any discounts or premiums arising on purchase, on a yield basis over the estimated term to settlement of the security. Realized gains and losses are included in finance charges.

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**(m) Unearned Revenues**

Unearned revenues consist principally of amounts received under the agreement relating to the Skagit River, Ross Lake and the Seven Mile Reservoir on the Pend d'Oreille River (collectively the Skagit River Agreement) and other amounts received from customers for performance obligations which have not been performed.

Under the Skagit River Agreement, the Company has committed to deliver a predetermined amount of electricity each year to the City of Seattle for an 80 year period ending in fiscal 2066 in return for annual payments of approximately US\$22 million for a 35 year period ending in 2021 and US\$100,000 (adjusted for inflation) for the remaining 45 year period ending in 2066. The amounts received under the agreement are deferred and included in income on an annuity basis over the electricity delivery period ending in fiscal 2066. As a result of the upfront consideration received under the Skagit River Agreement, in determining the transaction price, the promised amount of consideration is adjusted for the effects of the time value of money (i.e., significant financing component). The application of the significant financing component requirement results in the recognition of interest expense over the financing period and a higher amount of revenue.

**(n) Contributions in Aid of Construction**

Contributions in aid of construction are amounts paid by certain customers toward the cost of property, plant and equipment required for the extension of services to supply electricity. These amounts are recognized into revenue over the term of the agreement with the customer, or over the expected useful life of the related assets when the associated contracts do not have a finite period over which service is provided.

**(o) Post-Employment Benefits**

The cost of pensions and other post-employment benefits earned by employees is actuarially determined using the projected accrued benefit method prorated on service and management's best estimate of mortality, salary escalation, retirement ages of employees and expected health care costs. The net interest for the period is determined by applying the same market discount rate used to measure the defined benefit obligation at the beginning of the annual period to the net defined benefit asset or liability at the beginning of the annual period, taking into account any changes in the net defined benefit asset or liability during the period as a result of current service costs, contributions and benefit payments. The market discount rate is determined based on the market interest rate at the end of the year on high-quality corporate debt instruments that match the timing and amount of expected benefit payments.

Past service costs arising from plan amendments and curtailments are recognized in net income immediately. A plan curtailment will result if the Company has demonstrably committed to a significant reduction in the expected future service of active employees or a significant element of future service by active employees no longer qualifies for benefits. A curtailment is recognized when the event giving rise to the curtailment occurs.

The net interest costs on the net defined benefit plan liabilities arising from the passage of time are included in finance charges. The Company recognizes actuarial gains and losses immediately in other comprehensive income.

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**(p) Provisions**

A provision is recognized if the Company has a present legal or constructive obligation as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate of the obligation can be determined. For obligations of a long-term nature, provisions are measured at their present value by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability except in cases where future cash flows have been adjusted for risk.

***Decommissioning Obligations***

Decommissioning obligations are legal and constructive obligations associated with the retirement of long-lived assets. A liability is recorded at the present value of the estimated future costs based on management's best estimate. When a liability is initially recorded, the Company capitalizes the costs by increasing the carrying value of the asset. The increase in net present value of the provision for the expected cost is included in finance costs as accretion (interest) expense. Adjustments to the provision made for changes in timing, amount of cash flow and discount rates are capitalized and amortized over the useful life of the associated asset. Actual costs incurred upon settlement of a decommissioning obligation are charged against the related liability. Any difference between the actual costs incurred upon settlement of the decommissioning obligation and the recorded liability is recognized in net income at that time.

***Environmental Expenditures and Liabilities***

Environmental expenditures are expensed as part of operating activities, unless they constitute an asset improvement or act to mitigate or prevent possible future contamination, in which case the expenditures are capitalized and amortized to income. Environmental liabilities arising from a past event are accrued when it is probable that a present legal or constructive obligation will require the Company to incur environmental expenditures.

***Legal***

The Company recognizes legal claims as a provision when it is probable that there will be a future outflow of resources required to settle the claim against the Company and the amount of the settlement can be reasonably measured. Management obtains the advice of its external counsel in determining the likely outcome and estimating the expected costs associated with legal claims. Further information regarding lawsuits in progress is disclosed in Note 25.

**(q) Leases**

At inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Company assesses whether the contract involves the use of an identified asset, whether the Company has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use, and has the right to direct the use of the asset. At inception or on reassessment of a contract that contains a lease component, consideration is allocated to each lease component within the contract on the basis of its relative stand-alone prices.

As a lessee, the Company recognizes a right-of-use asset and a lease liability at the lease

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commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any decommissioning and restoration costs, less any lease incentives received.

The right-of-use asset is subsequently depreciated from the commencement date to the earlier of the end of the lease term, or the end of the useful life of the asset. In addition, the right-of-use asset may be reduced due to impairment losses, if any, and adjusted for re-measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are comprised of:

- i) Fixed payments, including in-substance fixed payments, less any lease incentives receivable;
- ii) Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- iii) Amounts expected to be payable under a residual value guarantee;
- iv) Exercise prices of purchase options if reasonably certain the option will be exercised; and
- v) Payments of penalties for terminating the lease, if the lease term reflects the lessee exercising an option to terminate the lease.

The lease liability is measured at amortized cost using the effective interest method. It is re-measured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Company's estimate or assessment of the amount expected to be payable under a residual value guarantee, purchase, extension or termination option.

When the lease liability is re-measured, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Variable lease payments not included in the initial measurement of the lease liability are charged directly to the consolidated statement of comprehensive income as an expense.

The Company elected to use the following practical expedients under IFRS 16:

- (i) The Company has elected not to separate non-lease components and account for the lease and non-lease components as a single lease component for leases pertaining to generating assets (including long-term energy purchase agreements).
- (ii) The Company has elected not to recognize right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less and leases of low-value assets.

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**(r) Taxes**

The Company is a Crown corporation and therefore no Canadian provincial or federal income tax is payable. However, the Company pays provincial and local government taxes and grants in lieu of property taxes to municipalities, regional districts, and rural area jurisdictions. In addition, Powerex, a subsidiary of BC Hydro, pays taxes relating to trading activity in the United States.

**(s) New Standards and Amendments Not Yet Adopted**

A number of amendments to standards and interpretations, are not yet effective for the year ended March 31, 2021, and have not been applied in preparing these consolidated financial statements. The following new and amended standards become effective for the Company's annual periods beginning on or after the dates noted below:

- Amendments to IAS 1, *Presentation of Financial Statements* (effective April 1, 2023)
- Amendments to IAS 8, *Accounting Policies, Changes in Accounting Estimates and Errors* (effective April 1, 2023)
- Amendments to IAS 16, *Property, Plant and Equipment* (effective April 1, 2022)
- Amendments to IAS 37, *Provisions, Contingent Liabilities and Contingent Assets* (effective April 1, 2022)
- Amendments to IAS 39, *Financial Instruments: Recognition and Measurement* (effective April 1, 2021)
- Amendments to IFRS 3, *Business Combinations* (effective April 1, 2022)
- Amendments to IFRS 4, *Insurance Contracts* (effective April 1, 2021)
- Amendments to IFRS 7, *Financial Instruments: Disclosures* (effective April 1, 2021)
- Amendments to IFRS 9, *Financial Instruments* (effective April 1, 2021 and April 1, 2022)
- Amendments to IFRS 16, *Leases* (effective April 1, 2021)
- IFRS 17, *Insurance Contracts* (effective April 1, 2023)

The Company does not expect the adoption of the new or amended standards to have a material impact on the consolidated financial statements.

**Note 4: Revenues**

***Disaggregated Revenue***

The Company disaggregates revenue by revenue types and customer class, which are considered to be the most relevant revenue information for management to consider in allocating resources and evaluating performance.

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<i>(in millions)</i>	2021	2020
<b>Domestic</b>		
Residential	\$ 2,210	\$ 2,169
Light industrial and commercial	1,830	1,942
Large industrial	762	850
Other sales	435	432
<b>Total Domestic</b>	<b>5,237</b>	<b>5,393</b>
<b>Total Trade<sup>1</sup></b>	<b>1,177</b>	<b>876</b>
<b>Total Revenue</b>	<b>\$ 6,414</b>	<b>\$ 6,269</b>

<sup>1</sup> Includes revenue recognized under IFRS 9, *Financial Instruments* (2021 - \$490M ; 2020 - \$340M).

### ***Contract Balances***

The Company does not have any contract assets which constitute consideration receivable from a customer that is conditional on the Company's future performance. The current and non-current receivable balances from customers as at March 31, 2021 was \$781 million (2020 - \$704 million).

Contract liabilities represent payments received for performance obligations which have not been fulfilled.

The following table reconciles the items included in the contract liabilities balance:

<i>(in millions)</i>	March 31, 2021	March 31, 2020
Unearned revenues (Note 20)	\$ 322	\$ 296
Contributions in aid (Note 20)	2,032	1,892
Customer deposits	9	9
	<b>\$ 2,363</b>	<b>\$ 2,197</b>

The following table reconciles the changes in the contract liabilities balances during the years ended March 31, 2021 and 2020:

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<i>(in millions)</i>	<b>Contract Liabilities</b>
<b>Balance at April 1, 2019</b>	<b>\$ 2,005</b>
Revenue recognized that was included in the contract liability balance at the beginning of the period	(117)
Increases due to cash received, excluding amounts recognized as revenue during the period	280
Other <sup>1</sup>	29
<b>Balance at March 31, 2020</b>	<b>2,197</b>
Revenue recognized that was included in the contract liability balance at the beginning of the period	(118)
Increases due to cash received, excluding amounts recognized as revenue during the period	278
Other <sup>1</sup>	6
<b>Balance at March 31, 2021</b>	<b>\$ 2,363</b>

<sup>1</sup> Other includes finance charges and foreign exchange adjustments

***Remaining Performance Obligations***

The following table includes revenue expected to be recognized in the future related to the performance obligations that are unsatisfied (or partially unsatisfied) as at March 31, 2021.

<i>(in millions)</i>	<b>Less than 1 year</b>	<b>Between 1 and 5 years</b>	<b>More than 5 years</b>	<b>Total</b>
Energy sales	\$ 39	\$ 70	\$ 11	\$ 120
Contributions in aid	58	229	1,745	2,032
Skagit River Agreement	30	119	1,187	1,336
Other	47	67	42	156
	<b>\$ 174</b>	<b>\$ 485</b>	<b>\$ 2,985</b>	<b>\$ 3,644</b>

The Company elected to use the performance obligation practical expedients whereby the performance obligation is not disclosed for the following:

- (i) Where the Company has a right to consideration from a customer in an amount that corresponds directly with the value to the customer of the Company's performance to date, revenue is recognized in the amount to which the Company has a right to invoice, or
- (ii) Where the remaining performance obligations have an original expected duration of one year or less.

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**Note 5: Operating Expenses**

<i>(in millions)</i>	2021	2020
Electricity and gas purchases	\$ 1,774	\$ 1,880
Water rentals	295	293
Transmission charges	200	197
Personnel expenses	711	685
Materials and external services	590	613
Amortization and depreciation (Note 7)	1,009	988
Grants and taxes	254	254
Other costs, net of recoveries	137	146
Capitalized costs	(72)	(72)
	\$ 4,898	\$ 4,984

**Note 6: Finance Charges**

<i>(in millions)</i>	2021	2020
Interest on long-term debt	\$ 834	\$ 872
Interest on lease liabilities	48	51
Interest on defined benefit plan obligations (Note 22)	64	63
Mark-to-market losses (gains) on derivative financial instruments (Note 23)	(519)	774
Other	23	82
Capitalized interest	(226)	(176)
	\$ 224	\$ 1,666

The effective capitalization rate used to determine the amount of borrowing costs eligible for capitalization was 3.4 per cent (2020 - 3.8 per cent).

**Note 7: Amortization and Depreciation**

<i>(in millions)</i>	2021	2020
Depreciation of property, plant and equipment (Note 11)	\$ 831	\$ 814
Depreciation of right-of-use assets (Note 12)	95	94
Amortization of intangible assets (Note 13)	83	80
	\$ 1,009	\$ 988

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**Note 8: Cash and Cash Equivalents, and Restricted Cash**

<i>(in millions)</i>	<b>March 31, 2021</b>	March 31, 2020
Cash	\$ 3	\$ 37
Short-term investments	34	78
	<b>\$ 37</b>	<b>\$ 115</b>

Restricted cash represents cash balances which the Company does not have immediate access to as they have been pledged to counterparties as security for investments or trade obligations. These balances are only available to the Company upon liquidation of the investments or settlements of the trade obligations for which they have been pledged as security.

**Note 9: Accounts Receivable and Accrued Revenue**

<i>(in millions)</i>	<b>March 31, 2021</b>	March 31, 2020
Accounts receivable	\$ 469	\$ 412
Accrued revenue	258	245
Other	100	113
	<b>\$ 827</b>	<b>\$ 770</b>

Accrued revenue represents revenue for electricity delivered and not yet billed.

**Note 10: Inventories**

<i>(in millions)</i>	<b>March 31, 2021</b>	March 31, 2020
Materials and supplies	\$ 178	\$ 171
Natural gas trading inventories	4	22
	<b>\$ 182</b>	<b>\$ 193</b>

There were no materials and supplies inventory impairments during the years ended March 31, 2021 and 2020. Natural gas inventory held in storage is measured at fair value less costs to sell and therefore, not subject to impairment testing.

Inventories recognized as an expense during the year amounted to \$74 million (2020 - \$46 million).

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**Note 11: Property, Plant, and Equipment**

<i>(in millions)</i>		Generation	Transmission	Distribution	Land & Buildings	Equipment & Other	Unfinished Construction	Total
<b>Cost</b>								
Balance at April 1, 2019	\$	9,291	\$ 7,465	\$ 6,010	\$ 740	\$ 854	\$ 4,498	\$ 28,858
Net additions		390	188	461	45	86	1,786	2,956
Disposals and retirements		(10)	(11)	(32)	(1)	(23)	(15)	(92)
<b>Balance at March 31, 2020</b>		9,671	7,642	6,439	784	917	6,269	31,722
Net additions		118	481	535	67	88	1,838	3,127
Disposals and retirements		(5)	(15)	(33)	(1)	(26)	(9)	(89)
<b>Balance at March 31, 2021</b>	\$	9,784	\$ 8,108	\$ 6,941	\$ 850	\$ 979	\$ 8,098	\$ 34,760
<b>Accumulated Depreciation</b>								
Balance at April 1, 2019	\$	(428)	\$ (453)	\$ (391)	\$ (58)	\$ (180)	\$ -	\$ (1,510)
Depreciation expense		(263)	(229)	(207)	(27)	(88)	-	(814)
Disposals and retirements		3	4	5	1	16	-	29
<b>Balance at March 31, 2020</b>		(688)	(678)	(593)	(84)	(252)	-	(2,295)
Depreciation expense		(269)	(231)	(217)	(28)	(86)	-	(831)
Disposals and retirements		2	7	7	1	26	-	43
<b>Balance at March 31, 2021</b>	\$	(955)	\$ (902)	\$ (803)	\$ (111)	\$ (312)	\$ -	\$ (3,083)
<b>Net carrying amounts</b>								
At March 31, 2020	\$	8,983	\$ 6,964	\$ 5,846	\$ 700	\$ 665	\$ 6,269	\$ 29,427
At March 31, 2021	\$	8,829	\$ 7,206	\$ 6,138	\$ 739	\$ 667	\$ 8,098	\$ 31,677

- (i) Included within Distribution assets are the Company's portion of utility poles with a net book value of \$1.19 billion (2020 - \$1.16 billion) that are jointly owned with a third party. Depreciation expense on jointly owned utility poles for the year ended March 31, 2021 was \$30 million (2020 - \$30 million).
- (ii) The Company received government grants arising from the Columbia River Treaty related to three dams built by the Company in the mid-1960s to regulate the flow of the Columbia River. The grants were made to assist in financing the construction of the dams. The grants were deducted from the carrying amount of the related dams. In addition, the Company received, in the current year and prior years, government grants for the construction of transmission lines and has deducted the grants received from the cost of the asset. BC Hydro received government grants of \$25 million during the year ended March 31, 2021 (2020 - \$23 million).
- (iii) The Company has contractual commitments to spend \$2.20 billion on major property, plant and equipment projects (on individual projects greater than \$50 million) as at March 31, 2021.
- (iv) During the year ended March 31, 2021, the Company recorded losses of \$51 million (2020 - \$62 million) from asset retirement and asset/project write-offs before regulatory transfers.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

**Note 12: Right-of-Use Assets**

<i>(in millions)</i>	Long-term energy purchase agreements	Property	Equipment/ Other	Total
<b>Cost</b>				
Balance at April 1, 2019	\$ 1,952	\$ 54	\$ 3	\$ 2,009
Net additions	26	9	-	35
Disposals and retirements	-	(2)	-	(2)
<b>Balance at March 31, 2020</b>	1,978	61	3	2,042
Net additions	6	-	4	10
Disposals and retirements	-	(3)	-	(3)
<b>Balance at March 31, 2021</b>	\$ 1,984	\$ 58	\$ 7	\$ 2,049
<b>Accumulated Depreciation</b>				
Balance at April 1, 2019	\$ (524)	\$ (18)	\$ (1)	\$ (543)
Depreciation expense	(89)	(4)	(1)	(94)
Disposals and retirements	-	-	-	-
<b>Balance at March 31, 2020</b>	(613)	(22)	(2)	(637)
Depreciation expense	(90)	(4)	(2)	(96)
Disposals and retirements	-	1	-	1
<b>Balance at March 31, 2021</b>	\$ (703)	\$ (25)	\$ (4)	\$ (732)
<b>Net carrying amounts</b>				
At March 31, 2020	\$ 1,365	\$ 39	\$ 1	\$ 1,405
At March 31, 2021	\$ 1,281	\$ 33	\$ 3	\$ 1,317

Refer to Note 19 for additional information on right-of-use assets and lease liabilities.



NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

**Note 13: Intangible Assets**

<i>(in millions)</i>	<b>Land Rights</b>	<b>Internally Developed Software</b>	<b>Purchased Software</b>	<b>Other</b>	<b>Work in Progress</b>	<b>Total</b>
<b>Cost</b>						
Balance at April 1, 2019	\$ 276	\$ 115	\$ 298	\$ 30	\$ 63	\$ 782
Net additions	13	6	67	19	53	158
Disposals and retirements	-	-	(3)	-	-	(3)
<b>Balance at March 31, 2020</b>	<b>289</b>	<b>121</b>	<b>362</b>	<b>49</b>	<b>116</b>	<b>937</b>
Net additions	31	27	114	2	(79)	95
Disposals and retirements	-	(3)	(1)	-	-	(4)
<b>Balance at March 31, 2021</b>	<b>\$ 320</b>	<b>\$ 145</b>	<b>\$ 475</b>	<b>\$ 51</b>	<b>\$ 37</b>	<b>\$ 1,028</b>
<b>Accumulated Amortization</b>						
Balance at April 1, 2019	\$ -	\$ (52)	\$ (128)	\$ -	\$ -	\$ (180)
Amortization expense	(1)	(17)	(62)	-	-	(80)
Disposals and retirements	-	-	1	-	-	1
<b>Balance at March 31, 2020</b>	<b>(1)</b>	<b>(69)</b>	<b>(189)</b>	<b>-</b>	<b>-</b>	<b>(259)</b>
Amortization expense	(2)	(16)	(65)	-	-	(83)
Disposals and retirements	-	1	1	-	-	2
<b>Balance at March 31, 2021</b>	<b>\$ (3)</b>	<b>\$ (84)</b>	<b>\$ (253)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (340)</b>
<b>Net carrying amounts</b>						
At March 31, 2020	\$ 288	\$ 52	\$ 173	\$ 49	\$ 116	\$ 678
At March 31, 2021	\$ 317	\$ 61	\$ 222	\$ 51	\$ 37	\$ 688

Land rights consist primarily of statutory rights of way acquired from the Province in perpetuity. These land rights have indefinite useful lives and are not subject to amortization. These land rights are tested for impairment annually or more frequently if events or changes in circumstances indicate that the asset value may not be recoverable.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
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**Note 14: Other Non-Current Assets**

<i>(in millions)</i>	<b>March 31, 2021</b>	<b>March 31, 2020</b>
Non-current receivables	\$ 138	\$ 147
Sinking funds	203	217
Non-current Site C prepaid expenses	253	282
Other	11	9
	<b>\$ 605</b>	<b>\$ 655</b>

***Non-Current Receivables***

Included in the non-current receivables balance are \$122 million of receivables (2020 - \$129 million) attributable to other contributions receivable from a vendor to aid in the construction of a transmission system. The contributions are to be received in 16 annual payments of approximately \$11 million, adjusted for inflation. The fair value of the receivable was initially measured using an estimated inflation rate and a 4.6 per cent discount rate.

***Sinking Funds***

Investments held in sinking funds are held by the Trustee (the Minister of Finance for the Province) for the redemption of long-term debt. The sinking fund balances include the following investments:

<i>(in millions)</i>	March 31, 2021		March 31, 2020	
	Carrying Value	Weighted Average Effective Rate <sup>1</sup>	Carrying Value	Weighted Average Effective Rate <sup>1</sup>
Province of BC bonds	\$ 127	1.7 %	\$ 137	1.3 %
Other provincial government and crown corporation bonds	75	1.1 %	80	1 %
Money market funds	1	-	-	-
	\$ 203		\$ 217	

<sup>1</sup>Rate calculated on market yield to maturity.

Effective December 2005, all sinking fund payment requirements on all new and outstanding debt were removed. The existing sinking funds relate to debt that mature in fiscal 2026 and fiscal 2037.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
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## Note 15: Rate Regulation

### Regulatory Accounts

The Company has established various regulatory accounts through rate regulation and with the approval of the BCUC. In the absence of rate regulation, these amounts would be reflected in total comprehensive income. The net movement in regulatory balances related to total comprehensive income is as follows:

<i>(in millions)</i>		2021	2020
Net increase (decrease) in regulatory balances related to net income	\$	(604)	\$ 1,086
Net decrease in regulatory balances related to OCI		(124)	(338)
	\$	(728)	\$ 748

For each regulatory account, the amount reflected in the Net Change column in the following regulatory tables represents the impact on comprehensive income for the applicable year. Under rate regulated accounting, a net decrease in a regulatory asset or a net increase in a regulatory liability results in a decrease to comprehensive income.

<i>(in millions)</i>	As at April 1 2020	Opening Balance Transfer <sup>H</sup>	Addition / (Reduction)	Interest <sup>A</sup>	Amortization	Net Change <sup>B</sup>	As at March 31 2021	Remaining recovery/ reversal period (years)
<b>Regulatory Assets</b>								
Heritage Deferral	\$ -	\$ -	\$ (3)	\$ -	\$ 68	\$ 65	\$ 65	Note C
Non-Heritage Deferral	205	-	(159)	4	(50)	(205)	-	Note C
Load Variance	-	354	(33)	7	(218)	110	110	Note C
Demand-Side Management	907	-	81	-	(107)	(26)	881	1-15
Debt Management	953	-	(516)	-	12	(504)	449	7-33
First Nations Provisions & Costs	495	-	21	2	(32)	(9)	486	3-9 Note F
Total Finance Charges	11	-	(9)	-	(2)	(11)	-	Note E
Non-Current Pension Costs	210	-	(50)	-	(46)	(96)	114	6-13
Site C	508	-	(2)	17	-	15	523	Note D
CIA Amortization	78	-	(5)	-	-	(5)	73	19
Environmental Provisions & Costs	260	-	54	(1)	(19)	34	294	Note E, F
Smart Metering & Infrastructure	195	-	-	6	(28)	(22)	173	8
IFRS Pension	459	-	-	-	(38)	(38)	421	11
IFRS Property, Plant & Equipment	1,079	-	22	-	(31)	(9)	1,070	31-40
Storm Restoration Costs	21	-	(8)	-	(13)	(21)	-	Note E
Real Property Sales	56	-	(11)	1	-	(10)	46	Note G
Other Regulatory Accounts	49	-	37	2	(18)	21	70	1-8
<b>Total Regulatory Assets</b>	<b>5,486</b>	<b>354</b>	<b>(581)</b>	<b>38</b>	<b>(522)</b>	<b>(711)</b>	<b>4,775</b>	
<b>Regulatory Liabilities</b>								
Heritage Deferral	300	-	(149)	3	(154)	(300)	-	Note C
Non-Heritage Deferral	-	353	(45)	13	(168)	153	153	Note C
Trade Income Deferral	174	-	155	3	(105)	53	227	Note C
Total Finance Charges	-	-	53	-	8	61	61	Note E
Storm Restoration Costs	-	-	6	-	17	23	23	Note E
Other Regulatory Accounts	7	1	5	-	21	27	34	1-3
<b>Total Regulatory Liabilities</b>	<b>481</b>	<b>354</b>	<b>25</b>	<b>19</b>	<b>(381)</b>	<b>17</b>	<b>498</b>	
<b>Net Regulatory Asset</b>	<b>\$ 5,005</b>	<b>\$ -</b>	<b>\$ (606)</b>	<b>\$ 19</b>	<b>\$ (141)</b>	<b>\$ (728)</b>	<b>\$ 4,277</b>	

# British Columbia Hydro and Power Authority

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

<i>(in millions)</i>	<i>As at April 1 2019</i>	<i>Addition / (Reduction)</i>	<i>Interest<sup>A</sup></i>	<i>Amortization</i>	<i>Net Change<sup>B</sup></i>	<i>As at March 31 2020</i>	<i>Remaining recovery/ reversal period (years)</i>
<b>Regulatory Assets</b>							
Non-Heritage Deferral	\$ 141	\$ 99	\$ 6	\$ (41)	\$ 64	\$ 205	Note C
Demand-Side Management	915	95	-	(103)	(8)	907	1-15
Debt Management	163	778	-	12	790	953	8-34
First Nations Provisions & Costs	505	21	3	(34)	(10)	495	4-9 Note F
Non-Current Pension Costs	486	(219)	-	(57)	(276)	210	7-14
Site C	491	(2)	19	-	17	508	Note D
CIA Amortization	83	(5)	-	-	(5)	78	20
Environmental Provisions & Costs	227	56	(2)	(21)	33	260	Note E, F
Smart Metering & Infrastructure	217	-	8	(30)	(22)	195	9
IFRS Pension	497	-	-	(38)	(38)	459	12
IFRS Property, Plant & Equipment	1,064	45	-	(30)	15	1,079	32-41
Storm Restoration Costs	58	(8)	1	(30)	(37)	21	Note E
Total Finance Charges	20	1	-	(10)	(9)	11	Note E
Real Property Sales	49	5	2	-	7	56	Note G
Other Regulatory Accounts	91	(3)	2	(41)	(42)	49	1-9
<b>Total Regulatory Assets</b>	<b>5,007</b>	<b>863</b>	<b>39</b>	<b>(423)</b>	<b>479</b>	<b>5,486</b>	
<b>Regulatory Liabilities</b>							
Heritage Deferral	485	82	13	(280)	(185)	300	Note C
Trade Income Deferral	261	69	9	(165)	(87)	174	Note C
Other Regulatory Accounts	4	4	-	(1)	3	7	3-4
<b>Total Regulatory Liabilities</b>	<b>750</b>	<b>155</b>	<b>22</b>	<b>(446)</b>	<b>(269)</b>	<b>481</b>	
<b>Net Regulatory Asset</b>	<b>\$ 4,257</b>	<b>\$ 708</b>	<b>\$ 17</b>	<b>\$ 23</b>	<b>\$ 748</b>	<b>\$ 5,005</b>	

<sup>A</sup> As permitted, interest charges were accrued to certain regulatory balances at a rate of 3.4 per cent for the year ended March 31, 2021 (2020 – 3.8 per cent).

<sup>B</sup> Net Change includes a net decrease to net income of \$604 million (2020 – a net increase to net income of \$1.09 billion) and net decrease to other comprehensive income of \$124 million (2020 – a net decrease to other comprehensive income of \$338 million).

<sup>C</sup> The balances in these regulatory accounts are recovered in rates through the Deferral Account Rate Rider (DARR), which was an additional charge on customer bills. In the Fiscal 2020 to Fiscal 2021 Revenue Requirements Application, the BCUC approved a reduction to the DARR from 5 per cent to 0 per cent effective April 1, 2019 and to refund the forecast net credit balance in these accounts over the fiscal 2020 to fiscal 2021 test period.

<sup>D</sup> The recovery period for this account will be determined by the BCUC as part of a future regulatory proceeding once the Site C Project is placed into service.

<sup>E</sup> The balances forecasted to be in these accounts at the end of a test period are recovered over the next test period. A test period refers to the period covered by a revenue requirements application filing.

<sup>F</sup> The First Nations Provisions & Costs and Environmental Provisions & Costs regulatory accounts include both expenditures and provisions (costs to be incurred in future years). Actual expenditures are recovered over the term identified. The provision balance becomes recoverable at such time as actual expenditures are incurred and transferred to the respective regulatory cost account.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
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<sup>G</sup> The balance in this account is expected to self-clear based on forecast net gains from real property sales experienced over fiscal 2020 to fiscal 2024, resulting in a forecast zero balance by the end of fiscal 2024, subject to potential interest charges.

<sup>H</sup> The amounts in the Opening Balance Transfer column are transfers from the Non-Heritage Deferral account to a new Load Variance account and a new Biomass Energy Program Variance account as directed by the BCUC.

***COVID-19 Customer Relief Programs***

In April 2020, BC Hydro announced COVID-19 relief programs for residential and commercial customers, with billing relief amounts and incremental costs related to those programs to be deferred to two existing regulatory accounts in accordance with Order in Council No. 159/2020 issued by the province on April 2, 2020. COVID-19 relief provided to residential customers is deferred to the Customer Crisis Fund Regulatory Account and COVID-19 relief provided to commercial customers is deferred to the Mining Customer Payment Plan Regulatory Account. For the year ended March 31, 2021, total transfers into these regulatory accounts were \$45 million and are included in the Other Regulatory Accounts (assets). In addition, BC Hydro announced three new tariff supplements as part of its COVID-19 relief programs, enabling certain industrial customers to temporarily defer payment of a portion of their electricity bills, to be repaid in the future with interest. In accordance with Order in Council No. 159/2020, any impaired amounts owed by customers participating in the industrial COVID-19 relief programs are deferred to the Mining Customer Payment Plan Regulatory Account, which is included in the Other Regulatory Accounts (assets) in the table above.

***Rate Regulation***

The BCUC issued its decision on BC Hydro's Fiscal 2020 to Fiscal 2021 Revenue Requirements Application on October 2, 2020. In its decision, the BCUC approved the Fiscal 2020 net bill increase of 1.76 per cent, the continuation of the Company's existing regulatory accounts and the amortization periods associated with them. The BCUC directed seven adjustments which resulted in a Fiscal 2021 net bill decrease of 1.62 per cent rather than the 1.01 per cent decrease requested in the amended application. The financial impact of the decision has been incorporated in these financial statements. In addition, the BCUC approved the closure of four regulatory accounts and directed the establishment of two new regulatory accounts – the Load Variance and Biomass Energy Program Variance accounts. The two new regulatory accounts separate components from existing regulatory accounts.

The BCUC decision also resulted in an additional two new regulatory accounts - the Project Write-off Costs and Electric Vehicle Costs accounts. The Project Write-off Costs account was approved by the BCUC on December 17, 2020 and BC Hydro is seeking approval for the Electric Vehicle Costs account in the Fiscal 2022 Revenue Requirements Application. As a result, the number of regulatory accounts in use or with balances has increased by four, though the BCUC decision also results in the closure of four regulatory accounts. The financial impact of the new regulatory account request has been incorporated in these financial statements in accordance with the Company's rate regulation accounting policy, whereby BC Hydro defers amounts in advance of a final decision on the application by the BCUC based on management's estimate on the probability of acceptance and recovery in future rates.

The Project Write-off Costs and Electric Vehicle Costs accounts were included within Other Regulatory Accounts (assets), and the Biomass Energy Program Variance account was included within Other Regulatory Accounts (liabilities) in the table above.

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***Heritage Deferral Account***

This account is intended to mitigate the impact of certain cost and revenue variances between the forecast costs and revenues in a revenue requirements application and actual costs and revenues associated with the Company's hydroelectric and thermal generating facilities. Prior to fiscal 2020, these deferred variances were recovered in rates through the DARR, which was an additional charge on customer bills. The BCUC approved a reduction to the DARR from 5 per cent to 0 per cent effective April 1, 2019 and a refund of the net credit balance in the Fiscal 2020 to Fiscal 2021 Revenue Requirements Application in this account over the fiscal 2020 to fiscal 2021 test period. BC Hydro requested a return to the DARR table mechanism in the Fiscal 2022 Revenue Requirements Application for periods after fiscal 2021. The DARR table mechanism is a sliding scale that determines the level of the DARR based on the forecast net balance of the cost of energy variance accounts (i.e. the Heritage Deferral account, the Non-Heritage Deferral account, the Trade Income Deferral account, the Load Variance account and the Biomass Energy Program Variance account).

***Non-Heritage Deferral Account***

This account is intended to mitigate the impact of certain cost and revenue variances between the forecast costs and revenues in a revenue requirements application and actual costs and revenues related to items including all non-heritage energy costs (e.g., costs related to power acquisitions from Independent Power Producers). Prior to fiscal 2020, these deferred variances were recovered in rates through the DARR, which was an additional charge on customer bills. The BCUC approved a reduction to the DARR from 5 per cent to 0 per cent effective April 1, 2019 and a refund of the net credit balance in the Fiscal 2020 to Fiscal 2021 Revenue Requirements Application in this account over the fiscal 2020 to fiscal 2021 test period. BC Hydro requested a return to the DARR table mechanism in the Fiscal 2022 Revenue Requirements Application for periods after fiscal 2021.

***Trade Income Deferral Account***

This account is intended to mitigate the uncertainty associated with forecasting the net income of the Company's trade activities. The impact is to defer the difference between the Trade Income forecast in a revenue requirements application and actual Trade Income. Prior to fiscal 2020, these deferred variances were recovered in rates through the DARR, which was an additional charge on customer bills. The BCUC approved a reduction to the DARR from 5 per cent to 0 per cent effective April 1, 2019 and a refund of the net credit balance in the Fiscal 2020 to Fiscal 2021 Revenue Requirements Application in this account over the fiscal 2020 to fiscal 2021 test period. BC Hydro requested a return to the DARR table mechanism in the Fiscal 2022 Revenue Requirements Application for periods after fiscal 2021.

***Load Variance***

The BCUC directed BC Hydro to establish a Load Variance Regulatory Account and to move all balances related to load variances from the Non-Heritage Deferral Account (NHDA) to the new account. This account is intended to capture the variance between planned and actual domestic customer load (i.e., customer demand), be categorized as one of BC Hydro's cost of energy variance accounts and have the same mechanisms for interest charges and recovery applied to it that are applicable to the NHDA. BC Hydro requested a return to the DARR table mechanism in the Fiscal 2022 Revenue Requirements Application for periods after fiscal 2021.

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***Demand-Side Management***

Demand-Side Management expenditures are deferred and amortized on a straight-line basis over the anticipated 15 year period of benefit of the expenditures. Demand-Side Management expenditures include materials, direct labour and applicable portions of support costs, equipment costs, and incentives, which are not eligible for capitalization. Costs relating to identifiable tangible assets that meet the capitalization criteria are recorded as property, plant and equipment. In March 2017, the Province issued Orders in Council No. 100 and No. 101, which enable BC Hydro to pursue cost-effective electrification and allows for costs related to undertakings pursuant to Order in Council No. 101 to be deferred to the Demand-Side Management Regulatory Account.

***First Nations Provisions & Costs***

The First Nations Provisions Regulatory Account includes the present value of future payments and the First Nations Costs Regulatory Account includes the payments related to agreements reached with various First Nations groups. These agreements address settlements related to the construction and operation of the Company's existing facilities and provide compensation for associated impacts. Actual lump sum and annual settlement costs paid pursuant to these settlements are transferred from the First Nations Provisions Regulatory Account to the First Nations Costs Regulatory Account. In addition, annual negotiation costs are deferred to the First Nations Costs Regulatory Account.

Forecast lump sum settlement payments are amortized over 10 years starting in the year of payment, forecast annual settlement payments are amortized in the year of payment, and actual annual negotiation costs are recovered from the First Nations Costs Regulatory Account in the year incurred. Variances between forecast and actual lump sum and annual settlement payments in the current test period are recovered over the following test period.

***Non-Current Pension Costs***

The Non-Current Pension Costs Regulatory Account captures variances between forecast and actual non-current service costs, such as net interest income or expense related to pension and other post-employment benefit plans. In addition, all re-measurements of the net defined benefit liability are deferred to this account. Amounts deferred during the current test period are amortized at the start of the following test period over the expected average remaining service life of the employee group (currently 13 years).

***Site C***

Site C Project expenditures incurred in fiscal 2007 through the third quarter of fiscal 2015 were deferred. In December 2014, the Province approved a final investment decision for the Site C Project, resulting in expenditures being capitalized in property, plant and equipment starting in the fourth quarter of fiscal 2015. BC Hydro plans to seek BCUC approval to begin amortizing the balance of the Site C Regulatory Account once the assets are in service.

***Contributions in Aid (CIA) of Construction Amortization***

This account captures the difference in revenue requirement impacts of the 45 year amortization period the Company uses as per a depreciation study and the 25 year amortization period determined by the BCUC.

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***Environmental Provisions & Costs***

A liability provision and offsetting regulatory asset has been established for environmental compliance and remediation arising from the costs that will likely be incurred to comply with the Federal Polychlorinated Biphenyl (PCB) Regulations enacted under the *Canadian Environmental Protection Act*, the Asbestos requirements of the Occupational Health and Safety Regulations under the jurisdiction of WorkSafe BC and the remediation of environmental contamination at a property occupied by a predecessor company. Actual expenditures related to environmental regulatory provisions are transferred to the environmental cost regulatory accounts. Forecast environmental and remediation costs are amortized from the accounts each year. Variances between forecast and actual environmental and remediation expenditures in the current test period are recovered over the following test period.

***Smart Metering & Infrastructure***

Net operating costs incurred with respect to the Smart Metering & Infrastructure program were deferred through the end of fiscal 2016 when the project was completed. Costs relating to identifiable tangible and intangible assets that meet the capitalization criteria were recorded as property, plant and equipment or intangible assets respectively. The balance in the regulatory account at the end of fiscal 2016 is being amortized over a period of 13 years, reflecting the remaining period of the overall amortization period of 15 years, which is based on the average life of Smart Metering & Infrastructure assets.

***IFRS Pension***

Unamortized experience gains and losses on the pension and other post-employment benefit plans recognized at the time of transition to IFRS as part of the Prescribed Standards (the previous accounting standards applicable to BC Hydro that were effective April 1, 2012 to March 31, 2019) were deferred to this regulatory account to allow for recovery in future rates. The account balance is amortized/recovered over 20 years on a straight-line basis beginning in fiscal 2013.

***IFRS Property, Plant & Equipment***

This account includes the fiscal 2012 incremental costs impacts due to the application of the accounting principles of IFRS to Property, Plant & Equipment to the comparative fiscal year for the adoption of IFRS as part of the Prescribed Standards (the previous accounting standards applicable to BC Hydro that were effective April 1, 2012 to March 31, 2019). In addition, the account includes an annual deferral of overhead costs, ineligible for capitalization under the accounting principles of IFRS that was being phased in over 10 years and the phase in was completed in Fiscal 2021. The annual deferred amounts are amortized over 40 years beginning the year following the deferral of the expenditures.

***Storm Restoration Costs***

This account captures the difference between certain forecast storm restoration costs included in a revenue requirements application and actual storm restoration costs. Variances deferred during the current test period are recovered over the following test period.

***Debt Management***

This account captures mark-to-market gains and losses on financial contracts that economically hedge future long-term debt. The realized gains or losses are amortized over the remaining term of the associated long-term debt issuances, commencing in the test period following the test period in which the long-term



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debt associated with a particular hedge is issued.

***Total Finance Charges***

This account is intended to mitigate the impact of certain variances that arise between the forecast finance costs in a revenue requirements application and actual finance charges incurred. Variances deferred during the current test period are recovered over the following test period.

***Real Property Sales***

This account captures variances between forecast and actual real property gains or losses from real estate sales. The balance in this account is expected to self-clear based on forecast net gains from real property sales experienced over fiscal 2020 to fiscal 2024, resulting in a forecast zero balance by the end of fiscal 2024, subject to potential interest charges.

***Other Regulatory Accounts***

Other regulatory asset and liability accounts with individual balances less than \$50 million include the following: Capital Project Investigation Costs, Project Write-off Costs, Electric Vehicle Costs, Biomass Energy Program Variance, Dismantling Cost, Mining Customer Payment Plan, Foreign Exchange Gains and Losses, Post-Employment Benefit Current Pension Costs, Customer Crisis Fund and Amortization of Capital Additions.

**Note 16: Accounts Payable and Accrued Liabilities**

<i>(in millions)</i>	<b>March 31, 2021</b>	<b>March 31, 2020</b>
Accounts payable	\$ 247	\$ 323
Accrued liabilities	1,041	1,074
Current portion of lease liabilities (Note 19)	80	79
Current portion of other long-term liabilities (Note 24)	146	109
Other	75	41
	<b>\$ 1,589</b>	<b>\$ 1,626</b>

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**Note 17: Long-Term Debt and Debt Management**

The Company's long-term debt comprises bonds and revolving borrowings obtained under an agreement with the Province.

The Company has a commercial paper borrowing program with the Province which is limited to \$4.50 billion and is included in revolving borrowings. At March 31, 2021, the outstanding amount under the borrowing program was \$2.80 billion (2020 - \$2.74 billion).

For the year ended March 31, 2021, the Company issued bonds for net proceeds of \$2.50 billion (2020 - \$1.61 billion) and a par value of \$2.20 billion (2020 - \$1.50 billion), a weighted average effective interest rate of 1.6 per cent (2020 - 2.3 per cent) and a weighted average term to maturity of 18.1 years (2020 - 20.5 years).

For the year ended March 31, 2021, the Company redeemed bonds with par value of \$1.10 billion (2020 - \$175 million).

Long-term debt, expressed in Canadian dollars, is summarized in the following table by year of maturity:

# British Columbia Hydro and Power Authority

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

(in millions)	March 31, 2021					March 31, 2020				
	Canadian	US	Euro	Total	Weighted Average Interest Rate <sup>1</sup>	Canadian	US	Euro	Total	Weighted Average Interest Rate <sup>1</sup>
Maturing in fiscal:										
2021	\$ -	\$ -	\$ -	\$ -	-	\$ 1,100	\$ -	\$ -	\$ 1,100	7.5
2022	526	-	-	526	7.8	526	-	-	526	7.8
2023	500	-	-	500	6.8	500	-	-	500	6.8
2024	200	-	-	200	5.9	200	-	-	200	5.9
2025	10	-	-	10	5.5	10	-	-	10	5.5
2026	900	628	389	1,917	3.6	-	-	-	-	-
1-5 years	2,136	628	389	3,153	4.9	2,336	-	-	2,336	7.3
6-10 years	5,575	-	-	5,575	2.5	4,750	703	409	5,862	3.2
11-15 years	1,110	-	204	1,314	4.3	1,535	-	215	1,750	3.8
16-20 years	1,250	377	-	1,627	5.4	-	422	-	422	7.4
21-25 years	4,588	-	-	4,588	3.9	5,838	-	-	5,838	4.1
26-30 years	5,545	-	-	5,545	2.9	3,695	-	-	3,695	3.2
Over 30 years	110	-	-	110	3.4	1,060	-	-	1,060	2.7
Bonds	\$ 20,314	\$ 1,005	\$ 593	\$ 21,912	3.6	\$ 19,214	\$ 1,125	\$ 624	\$ 20,963	4.0
Revolving borrowings	906	1,897	-	2,803	0.1	1,686	1,057	-	2,743	1.5
	\$ 21,220	\$ 2,902	\$ 593	\$ 24,715		\$ 20,900	\$ 2,182	\$ 624	\$ 23,706	
Adjustments to carrying value resulting from discontinued hedging activities	9	19	-	28		10	22	-	32	
Unamortized premium, discount, and issue costs	248	(8)	(3)	237		(39)	(10)	(3)	(52)	
	\$ 21,477	\$ 2,913	\$ 590	\$ 24,980		\$ 20,871	\$ 2,194	\$ 621	\$ 23,686	
Less: Current portion	(1,432)	(1,897)	-	(3,329)		(2,786)	(1,057)	-	(3,843)	
Non-current long- term debt	\$ 20,045	\$ 1,016	\$ 590	\$ 21,651		\$ 18,085	\$ 1,137	\$ 621	\$ 19,843	

<sup>1</sup>The weighted average interest rate represents the effective rate of interest on fixed-rate bonds.

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The following foreign currency contracts were in place at March 31, 2021 in a net liability position of \$20 million (2020 – net assets of \$143 million). Such contracts are primarily used to hedge foreign currency long-term debt principal and U.S. commercial paper borrowings.

<i>(in millions)</i>	<b>March 31, 2021</b>	March 31, 2020
<b>Cross-Currency Swaps</b>		
Euro dollar (€) to Canadian dollar - notional amount <sup>1</sup>	€ 402	€ 402
Euro dollar to Canadian dollar - weighted average contract rate	1.47	1.47
Weighted remaining term	7 years	8 years
<b>Foreign Currency Forwards</b>		
United States dollar (US\$) to Canadian dollar - notional amount <sup>1</sup>	US\$ 2,111	US\$ 1,329
United States dollar to Canadian dollar - weighted average contract rate	1.27	1.30
Weighted remaining term	3 years	4 years

<sup>1</sup>Notional amount for a derivative instrument is defined as the contractual amount on which payments are calculated.

The following bond locks and forward swap contracts were in place at March 31, 2021 with a net liability position of \$125 million (2020 – net liability of \$1.01 billion). Such contracts are used to lock in interest rates on future Canadian denominated debt issues. The contracts outstanding relate to \$3.23 billion (2020 – \$5.03 billion) of planned 10 and 30 year debt (2020 – 10 and 30 year debt) to be issued on dates ranging from June 2021 to June 2024 (2020 – June 2020 to June 2024).

<i>(in millions)</i>	<b>March 31, 2021</b>	March 31, 2020
<b>Bond Locks</b>		
Canadian dollar - notional amount <sup>1</sup>	\$ -	\$ 325
Weighted forecast borrowing yields	-	3.54%
Weighted remaining term	-	< 1 year
<b>Forward Swaps</b>		
Canadian dollar - notional amount <sup>1</sup>	\$ 3,225	\$ 4,700
Weighted forecast borrowing yields	3.28%	3.17%
Weighted remaining term	1 years	2 years

<sup>1</sup>Notional amount for a derivative instrument is defined as the contractual amount on which payments are calculated.

For more information about the Company's exposure to interest rate, foreign currency and liquidity risk, see Note 23.

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**Note 18: Supplemental Disclosure of Cash Flow Information**

Change in Working Capital and Other Assets and Liabilities:

<i>(in millions)</i>	2021	2020
Restricted Cash	\$ 9	\$ 94
Accounts receivable and accrued revenue	(57)	163
Inventories	6	(24)
Prepaid expenses	(31)	8
Other non-current assets	22	(35)
Accounts payable and accrued liabilities	(310)	(140)
Unearned revenues and contributions in aid	168	194
Post-employment benefits	(4)	(5)
Other non-current liabilities	23	20
	<b>\$ (174)</b>	<b>\$ 275</b>

Non-Cash Investing Transactions:

<i>(in millions)</i>	2021	2020
Contributions in kind received for property, plant and equipment	\$ 56	\$ 49

Reconciliation for liabilities arising from financing activities:

<i>(in millions)</i>	Balance, March 31, 2020	Issued	Redemptions	Foreign exchange movement	Other <sup>1</sup>	Payment	Balance March 31, 2021
Long-term debt and revolving borrowings:							
Long-term debt	\$ 20,943	\$ 2,502	\$ (1,100)	\$ (152)	\$ (16)	\$ -	\$ 22,177
Revolving borrowings	2,743	8,046	(7,979)	-	(7)	-	2,803
Total long-term debt and revolving borrowings	23,686	10,548	(9,079)	(152)	(23)	-	24,980
Lease liability (Note 19)	1,504	-	-	-	56	(128)	1,432
Vendor financing liability	348	-	-	-	29	(44)	333
Debt-related derivative liability	923	-	-	-	(429)	(369)	125
	<b>\$ 26,461</b>	<b>\$ 10,548</b>	<b>\$ (9,079)</b>	<b>\$ (152)</b>	<b>\$ (367)</b>	<b>\$ (541)</b>	<b>\$ 26,870</b>

<sup>1</sup> Other includes new lease liability, fair value adjustments to the debt-related derivative liability, interest, and other non-cash items.

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<i>(in millions)</i>	Balance, April 1, 2019	Issued	Redemptions	Foreign exchange movement	Other <sup>1</sup>	Proceeds (Payments)	Balance March 31, 2020
Long-term debt and revolving borrowings:							
Long-term debt	\$ 19,437	\$ 1,608	\$ (175)	\$ 79	\$ (6)	\$ -	\$ 20,943
Revolving borrowings	2,945	10,484	(10,680)	-	(6)	-	2,743
Total long-term debt and revolving borrowings	22,382	12,092	(10,855)	79	(12)	-	23,686
Lease liability (Note 19)	1,550	-	-	-	82	(128)	1,504
Vendor financing liability	338	-	-	-	51	(41)	348
Debt-related derivative liability	263	-	-	-	712	(52)	923
	\$ 24,533	\$ 12,092	\$ (10,855)	\$ 79	\$ 833	\$ (221)	\$ 26,461

<sup>1</sup> Other includes new lease liability, fair value adjustments to the debt-related derivative liability, interest, and other non-cash items.

## Note 19: Lease Liabilities

### *Amounts recognized in profit or loss*

<i>(in millions)</i>	2021	2020
Interest on lease liabilities	\$ 48	\$ 51
Variable lease payments not included in the measurement of lease liabilities	14	14
Expenses relating to short-term leases and leases of low-value assets	11	13
	\$ 73	\$ 78

### *Amounts recognized in the statement of cash flows*

<i>(in millions)</i>	2021	2020
Total cash outflow for leases	\$ 153	\$ 155

### *Maturity analysis*

<i>(in millions)</i>	March 31, 2021	March 31, 2020
<b>Maturity analysis - contractual undiscounted cash flows</b>		
Less than 1 year	\$ 125	\$ 128
1 to 5 years	375	403
More than 5 years	1,526	1,636
<b>Total Undiscounted Lease Liabilities</b>	<b>\$ 2,026</b>	<b>\$ 2,167</b>

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<i>(in millions)</i>	<b>March 31, 2021</b>	March 31, 2020
Current	<b>80</b>	79
Non-current	<b>1,352</b>	1,425
<b>Total Lease Liabilities</b>	<b>\$ 1,432</b>	<b>\$ 1,504</b>

***Long-term energy purchase agreements***

The Company has entered into some long-term energy purchase agreements that are considered to be a lease. The long-term energy purchase agreements have terms ranging from 13 years to 30 years with no option to renew. The lease payments are adjusted annually for changes in the consumer price index, and these amounts are included in the measurement of the lease liability. The variable lease payments for these long-term energy purchase agreement leases for the year ended March 31, 2021 was \$11 million (2020 - \$12 million). See note 26 for long-term energy purchase agreements with related parties.

***Property leases***

The Company leases land and building for its office space and operation use. The property leases typically run for a period of 2 years to 99 years. Some leases include an option to renew the leases for an additional period ranging from 1 year to 10 years.

Some leases require the Company to make payments that relate to the property taxes, insurance payments and operating costs; these amounts are generally determined annually. These variable lease payments for the year ended March 31, 2021 was \$2 million (2020 - \$2 million).

***Other leases***

The Company leases generating equipment. The generating equipment leases have a term of 2 or 3 years and an option to renew for an additional period of 2 years.

The Company also leases vehicles, office equipment and other equipment. These vehicle leases are short-term, and office and other equipment leases are short-term and/or leases of low value items. The Company has elected not to recognize right-of-use assets and lease liabilities as a result of the practical expedients used as noted in note 3(q).

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**Note 20: Unearned Revenues and Contributions in Aid**

<i>(in millions)</i>	March 31, 2021	March 31, 2020
Unearned revenues	322	\$ 296
Contributions in aid	2,032	1,892
	2,354	2,188
Less: Current portion, unearned revenues	(35)	(40)
Less: Current portion, contributions in aid	(58)	(53)
	\$ 2,261	\$ 2,095

**Note 21: Capital Management**

Orders in Council from the Province establish the basis for determining the Company's equity for regulatory purposes, as well as the annual payment to the Province (see below). Capital requirements are consequently managed through the retention of equity subsequent to the Payment to the Province. For this purpose, the applicable Order in Council defines debt as revolving borrowings and interest-bearing borrowings less investments held in sinking funds and cash and cash equivalents. Equity comprises retained earnings, accumulated other comprehensive loss, and contributed surplus. The Company monitors its capital structure on the basis of its debt to equity ratio.

During the year, there were no changes in the approach to capital management.

The debt to equity ratio at March 31, 2021, and March 31, 2020 was as follows:

<i>(in millions)</i>	March 31, 2021	March 31, 2020
Total debt, net of sinking funds	\$ 24,777	\$ 23,469
Less: Cash and cash equivalents	(37)	(115)
<b>Net Debt</b>	<b>\$ 24,740</b>	<b>\$ 23,354</b>
Retained earnings	\$ 6,326	\$ 5,638
Contributed surplus	60	60
Accumulated other comprehensive loss	(19)	(44)
<b>Total Equity</b>	<b>\$ 6,367</b>	<b>\$ 5,654</b>
<b>Net Debt to Equity Ratio</b>	<b>80 : 20</b>	<b>81 : 19</b>

***Dividend Payment to the Province***

In accordance with Order in Council No. 095/2014 from the Province, for the year ended March 31, 2018 and subsequent years, the payment to the Province was reduced by \$100 million per year based on the payment in the immediate preceding fiscal year until it reached zero and will remain at zero until BC Hydro achieves a 60:40 debt to equity ratio.

As a result of the Order in Council, there was no dividend payment to the Province for the years ended March 31, 2021 and 2020.



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**Note 22: Post-Employment Benefits**

The Company provides a defined benefit statutory (registered under the British Columbia Pension Benefits Standards Act) pension plan to substantially all employees, as well as supplemental arrangements which provide pension benefits in excess of statutory limits. Pension benefits are based on years of membership service and highest five-year average pensionable earnings. The plan also provides pensioners a conditional indexing fund. Employees make equal basic and indexing contributions to the plan funds based on a percentage of current pensionable earnings as prescribed by the independent actuary. The Company may contribute additional amounts as prescribed by the independent actuary. The Company is responsible for ensuring that the statutory pension plan has sufficient assets to pay the pension benefits. The supplemental arrangements are not funded. The defined benefit pension plans are administered under a defined governance structure. The pension arrangements including investment, plan benefits and funding decisions are administered by the Company's Pension Management Committee with the oversight resting with the Board of Directors. Significant changes to the plans, investment policies, and funding policies require the approval of the Board of Directors. The most recent actuarial funding valuation for the statutory pension plan was performed at December 31, 2018. The next valuation for funding purposes will be prepared as at December 31, 2021, and the results will be available in September 2022.

The Company also provides post-employment benefits other than pensions including limited medical, extended health, dental and life insurance coverage for retirees who have at least 10 years of service and qualify to receive pension benefits. Certain benefits, including the short-term continuation of health care and life insurance, are provided to terminated employees or to survivors on the death of an employee. These post-employment benefits other than pensions are not funded. Post-employment benefits include the pay out of benefits that vest or accumulate, such as banked vacation.

By their design, defined benefit pension and other post-employment benefit plans expose the Company to various risks such as investment performance, reductions in discount rates used to value the obligations, increased longevity of plan members, future inflation levels impacting future salary increases as well as future increases in healthcare costs.

Information about the pension benefit plans and post-employment benefits other than pensions is as follows:

- (a) The expense for the Company's benefit plans for the years ended March 31, 2021 and 2020 is recognized in the following line items in the statement of comprehensive income prior to any capitalization of employment costs attributable to property, plant and equipment and intangible asset additions:

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<i>(in millions)</i>	<b>Pension Benefit Plans</b>		<b>Other Benefit Plans</b>		<b>Total</b>	
	<b>2021</b>	2020	<b>2021</b>	2020	<b>2021</b>	2020
Current service costs charged to personnel expense - operating expenses	\$ 117	\$ 120	\$ 6	\$ 8	\$ 123	\$ 128
Net interest costs charged to finance costs	56	53	8	10	64	63
Total post-employment benefit plan expense	\$ 173	\$ 173	\$ 14	\$ 18	\$ 187	\$ 191

Actuarial gain recognized in other comprehensive income was \$156 million (2020 – \$317 million).

(b) Information about the Company's defined benefit plans, in aggregate, is as follows:

<i>(in millions)</i>	<b>Pension Benefits Plans</b>		<b>Other Benefits Plans</b>		<b>Total</b>	
	<b>March 31, 2021</b>	March 31, 2020	<b>March 31, 2021</b>	March 31, 2020	<b>March 31, 2021</b>	March 31, 2020
Defined benefit obligation of funded plan	\$ (5,504)	\$ (4,908)	\$ -	\$ -	\$ (5,504)	\$ (4,908)
Defined benefit obligation of unfunded plans	(180)	(167)	(217)	(199)	(397)	(366)
Fair value of plan assets	4,373	3,714	-	-	4,373	3,714
Plan deficit	\$ (1,311)	\$ (1,361)	\$ (217)	\$ (199)	\$ (1,528)	\$ (1,560)
Represented by:						
Accrued benefit plan liability	\$ (1,311)	\$ (1,361)	\$ (217)	\$ (199)	\$ (1,528)	\$ (1,560)

The Company determined that there was no minimum funding requirement adjustment required in fiscal 2021 and fiscal 2020 in accordance with IFRIC 14, *The Limit on Defined Benefit Asset, Minimum Funding Requirements and Their Interaction*.

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(c) Movement of defined benefit obligations and defined benefit plan assets during the year:

<i>(in millions)</i>	<b>Pension Benefit Plans</b>		<b>Other Benefit Plans</b>	
	<b>March 31, 2021</b>	<b>March 31, 2020</b>	<b>March 31, 2021</b>	<b>March 31, 2020</b>
<b>Defined benefit obligation</b>				
Opening defined benefit obligation	\$ 5,075	\$ 5,221	\$ 199	\$ 278
Current service cost	117	120	6	8
Interest cost on benefit obligations	350	174	8	10
Benefits paid <sup>1</sup>	(194)	(193)	(5)	(10)
Employee contributions	46	43	-	-
Actuarial losses (gains) <sup>2</sup>	290	(290)	9	(87)
Defined benefit obligation, end of year	<b>5,684</b>	<b>5,075</b>	<b>217</b>	<b>199</b>
<b>Fair value of plan assets</b>				
Opening fair value	3,714	3,747	n/a	n/a
Interest income on plan assets <sup>3</sup>	294	121	n/a	n/a
Employer contributions	50	48	n/a	n/a
Employee contributions	46	43	n/a	n/a
Benefits paid <sup>1</sup>	(186)	(185)	n/a	n/a
Actuarial gains (losses) <sup>2,3</sup>	455	(60)	n/a	n/a
Fair value of plan assets, end of year	<b>4,373</b>	<b>3,714</b>	<b>-</b>	<b>-</b>
<b>Accrued benefit liability</b>	<b>\$ (1,311)</b>	<b>\$ (1,361)</b>	<b>\$ (217)</b>	<b>\$ (199)</b>

<sup>1</sup> Benefits paid under Pension Benefit Plans include \$16 million (2020 - \$18 million) of settlement payments.

<sup>2</sup> Actuarial gains/losses are included in the Non-Current Pension Costs Regulatory Account and for fiscal 2021 are comprised of \$455 million of actuarial gains on return on plan assets (2020 - \$60 million actuarial losses) and \$299 million of actuarial losses (2020 - \$377 million actuarial gains) on the benefit obligations due to discount rate decreases.

<sup>3</sup> Actual income on defined benefit plan assets for the year ended March 31, 2021 was \$749 million (2020 - \$61 million).

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- (d) The significant assumptions adopted in measuring the Company's accrued benefit obligations as at each March 31 year end are as follows:

	<b>Pension Benefit Plans</b>		<b>Other Benefit Plans</b>	
	<b>March 31, 2021</b>	March 31, 2020	<b>March 31, 2021</b>	March 31, 2020
Discount rate				
Benefit cost	<b>3.83%</b>	3.33%	<b>3.73%</b>	3.24%
Accrued benefit obligation	<b>3.40%</b>	3.83%	<b>3.14%</b>	3.73%
Rate of return on plan assets	<b>3.83%</b>	3.33%	<b>n/a</b>	n/a
Rate of compensation increase				
Benefit cost	<b>3.50%</b>	3.50%	<b>3.50%</b>	3.50%
Accrued benefit obligation	<b>3.50%</b>	3.50%	<b>3.50%</b>	3.50%
Health care cost trend rates				
Weighted average health care cost trend rate	<b>n/a</b>	n/a	<b>4.85%</b>	4.87%
Weighted average ultimate health care cost trend rate	<b>n/a</b>	n/a	<b>3.82%</b>	3.82%
Year ultimate health care cost trend rate will be achieved	<b>n/a</b>	n/a	<b>2040</b>	2040

The valuation cost method for the accrued benefit obligation is the projected unit credit method prorated on service.

- (e) Defined benefit pension plan assets are invested prudently in order to meet the Company's pension obligations. The pension plans' investment strategy is to hold a diversified mix of investments by asset class and geographic location in order to reduce investment-specific risk to the funded status while maximizing the expected returns to meet pension obligations. Investment of the plan's assets follows an asset/liability framework as investment is conducted with consideration of the pension obligation's sensitivity to interest rates which is a key risk factor impacting the obligation's value.

In developing the pension plan's asset mix, the Company includes, but is not limited to the following factors:

- the nature of the underlying benefit obligations, including the duration and term profile of the liabilities;
- the member demographics, including expectations for normal retirements, terminations, and deaths;
- the financial position of the pension plan;
- the diversification benefits obtained by the inclusion of multiple asset classes; and
- expected asset returns, including asset and liability correlations, along with liquidity requirements of the plan.

To implement the asset mix policy, the Company may invest in fixed interest investments (such as debt instruments), equity securities, and alternative investments. The Company's defined benefit pension plan assets are primarily comprised of debt and equity securities and alternative investments.

The publicly traded equity securities are unadjusted quoted market prices in an active market (Level 1) and the publicly traded fixed interest investments generally have quoted market prices or observable market inputs for similar assets in an active market (Level 2). Alternative investments include private

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fund investments including infrastructure, renewable resources, real estate, mortgages and private equity and debt, all of which usually do not have quoted market prices available (Level 3). These fund assets are valued by external managers and independent valuers using accepted industry valuation methods and models.

(f) Asset allocation of the defined benefit statutory pension plan as at the measurement date:

	<b>Long Term Strategic Target Allocation</b>	<b>Target Range</b>		<b>March 31, March 31, 2021 2020</b>	
		<b>Min</b>	<b>Max</b>		
Fixed interest investments	20%	15%	35%	<b>24%</b>	27%
Public equities	40%	30%	55%	<b>46%</b>	43%
Real estate	15%	5%	20% <sup>1</sup>	<b>11%</b>	12%
Private equities	15%	5%	20% <sup>1</sup>	<b>11%</b>	10%
Infrastructure and renewable resources	10%	5%	15% <sup>1</sup>	<b>8%</b>	8%

<sup>1</sup>The total cannot exceed 45%.

Plan assets are re-balanced within ranges around target applications. The Company's expected return on plan assets is determined by considering long-term historical returns, future estimates of long-term investment returns, and asset allocations.

(g) Other information about the Company's benefit plans is as follows:

The Company's contribution to be paid to its funded defined benefit statutory pension plan in fiscal 2022 is expected to amount to \$52 million. The expected benefit payments to be paid in fiscal 2022 in respect to the unfunded defined benefit plans are \$14 million.

The following table presents the maturity profile of the Company's defined benefit pension plan obligation:

*(in millions, except weighted average duration and plan participants)*

Number of plan participants as at March 31, 2021	14,948
Actual benefit payments 2021	\$ 186
Benefits expected to be paid 2022	\$ 182
Benefits expected to be paid 2023	\$ 184
Benefits expected to be paid 2024	\$ 186
Benefits expected to be paid 2025	\$ 188
Benefits expected to be paid 2026	\$ 190
Benefits expected to be paid 2027-2030	\$ 774
Weighted average duration of defined benefits payments	15.7 years

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Assumptions adopted can have a significant effect on the value of the obligations for defined benefit pension and other post-employment benefit plans and are based on historical experience and market inputs. The increase (decrease) in obligation in the following table has been determined for key assumptions assuming all other assumptions are held constant. In practice, this is unlikely to occur, as changes in some of the assumptions may be correlated. The two tables below present the sensitivity analysis of key assumptions for 2021.

Assumed healthcare cost trend rates have a significant effect on the amounts recognized in net income. A one percentage point change in assumed healthcare cost trend rates would have the following effects:

	One percentage point increase 2021	One percentage point decrease 2021
<i>(in millions)</i>		
Effect on current service costs	\$ -	\$ -
Effect on defined benefit obligation	4	(5)

The impact on the defined benefit obligation for the Pension Benefit Plans of changing certain of the major assumptions is as follows:

		2021	
	Increase/ decrease in assumption	Effect on accrued benefit obligation	Effect on current service costs
<i>(in millions)</i>			
Discount rate	1% increase	- 634	-38
Discount rate	1% decrease	+ 820	+55
Longevity	1 year increase	+ 136	+ 5
Longevity	1 year decrease	- 140	- 3
Compensation	1% increase	+ 249	+ 27
Compensation	1% decrease	- 211	- 21

## Note 23: Financial Instruments

### *Financial Risk Management Overview*

The Company is exposed to a number of financial risks in the normal course of its business operations, including market risks resulting from fluctuations in commodity prices, interest rates and foreign currency exchange rates, as well as credit risks and liquidity risks. The nature of the financial risks and the Company's strategy for managing these risks has not changed significantly from the prior year. Risk management strategies and policies are employed to ensure that any exposures to these risks are in compliance with the Company's business objectives and risk tolerance levels set out in the Company's Treasury Risk Management Policy and Liability Risk Management Annual Strategic Plan. Responsibility for the oversight of risk management is held by the Company's Board of Directors and is implemented and monitored by senior management within the Company.

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The following discussion is limited to the nature and extent of risks arising from financial instruments, as defined under IFRS 7, *Financial Instruments: Disclosures*. However, for a complete understanding of the nature and extent of financial risks the Company is exposed to, this note should be read in conjunction with the Company's discussion of Risk Management found in the Management's Discussion and Analysis section of the 2020/21 Annual Service Plan Report.

**(a) Credit Risk**

Credit risk refers to the risk that one party to a financial instrument will cause a financial loss for a counterparty by failing to discharge an obligation. The Company is exposed to credit risk related to cash and cash equivalents, restricted cash, accounts receivable, non-current receivables, sinking fund investments, and derivative instruments.

The Company manages financial institution credit risk through a Board-approved Treasury Risk Management Policy. Exposures to credit risks are monitored on a regular basis. Large customers are assessed for credit quality by taking into account external credit ratings, where available, an analysis of financial position and liquidity, past experience and other factors. The Company assigns credit limits for counterparties based on evaluations of their financial condition, net worth, credit ratings, and other credit criteria. For some customers, security over accounts receivable may be obtained in the form of a security deposit.

Maximum credit risk with respect to financial assets is limited to the carrying amount presented on the consolidated statement of financial position with the exception of U.S. dollar sinking funds and non-current receivables which are classified as amortized cost and carried on the consolidated statement of financial position at \$203 million and \$138 million respectively. The maximum credit risk exposure for the U.S. dollar sinking funds and non-current receivables as at March 31, 2021 is their fair value of \$233 million and \$153 million, respectively.

**(b) Liquidity Risk**

Liquidity risk refers to the risk that the Company will encounter difficulty in meeting obligations associated with financial liabilities. The Company manages liquidity risk by forecasting cash flows to identify financing requirements and by maintaining a commercial paper borrowing program under an agreement with the Province (see Note 17). The Company's long-term debt comprises bonds and revolving borrowings obtained under an agreement with the Province. Cash from operations reduces the Company's liquidity risk. The Company does not believe that it will encounter difficulty in meeting its obligations associated with financial liabilities.

**(c) Market Risks**

Market risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk, and other price risk, such as changes in commodity prices. The Company monitors its exposure to market fluctuations and may use derivative contracts to manage these risks, as it considers appropriate.

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(i) Currency Risk

Currency risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Company's currency risk is primarily with the U.S. dollar.

The majority of the Company's currency risk arises from long-term debt in the form of U.S. dollar denominated bonds. Energy commodity prices are also subject to currency risk as they are primarily denominated in U.S. dollars. As a result, the Company's trade revenues and purchases of energy commodities, such as electricity and natural gas, and associated accounts receivable and accounts payable, are affected by the Canadian/U.S. dollar exchange rate. In addition, all commodity derivatives and contracts priced in U.S. dollars are also affected by the Canadian/U.S. dollar exchange rate.

The Company actively manages its currency risk through its Treasury Risk Management Policy. The Company uses cross-currency swaps and forward foreign exchange purchase contracts to achieve and maintain foreign currency exposure targets.

(ii) Interest Rate Risk

Interest rate risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Company is exposed to changes in interest rates primarily through its variable rate debt and the active management of its debt portfolio including its related sinking fund assets and temporary investments. The Company actively manages its interest rate risk through its Treasury Risk Management Policy. The Company uses interest rate swaps and bond locks to lock in interest rates on future debt issues to protect against rising interest rates.

(iii) Commodity Price Risk

Commodity price risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Company has exposure to movements in prices for commodities including electricity, natural gas and other associated products. Prices for electricity and natural gas fluctuate in response to changes in supply and demand, market uncertainty, and other factors beyond the Company's control.

The management of commodity price risk is governed by risk management policies with oversight from either the BC Hydro or subsidiary Board of Directors. Risk management strategies, policies and limits are designed to ensure the Company's risks and related exposures are aligned with the Company's business objectives and risk tolerance. Risk management policies and procedures are reviewed regularly to reflect changes in market conditions and the Company's activities.

***Categories of Financial Instruments***

The following table provides a comparison of carrying values and fair values for non-derivative financial instruments as at March 31, 2021 and 2020.



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	March 31, 2021		March 31, 2020		2021	2020
	Carrying Value	Fair Value	Carrying Value	Fair Value	Interest Income (Expense) recognized in Finance Charges	Interest Income (Expense) recognized in Finance Charges
<i>(in millions)</i>						
<b>Fair Value Through Profit or Loss (FVTPL):</b>						
Cash equivalents - short-term investments	\$ 34	\$ 34	\$ 78	\$ 78	\$ -	\$ 3
<b>Amortized Cost:</b>						
Cash	3	3	37	37	-	-
Restricted cash	6	6	15	15	-	-
Accounts receivable and accrued revenue	827	827	770	770	-	-
Non-current receivables	138	153	147	159	6	7
Sinking funds	203	233	217	262	9	9
Accounts payable and accrued liabilities	(1,589)	(1,589)	(1,626)	(1,626)	-	-
Revolving borrowings	(2,803)	(2,803)	(2,743)	(2,743)	(12)	(47)
Long-term debt (including current portion due in one year)	(22,177)	(24,548)	(20,943)	(24,318)	(822)	(825)
First Nations liabilities (non-current portion)	(404)	(741)	(398)	(542)	(18)	(18)
Lease liabilities (non-current portion)	(1,352)	(1,352)	(1,425)	(1,425)	(48)	(51)
Other liabilities	(424)	(436)	(430)	(448)	(23)	(23)

When the carrying value differs from fair value, the fair values of non-derivative financial instruments would be classified as Level 2 of the fair value hierarchy. The carrying value of cash equivalents, restricted cash, accounts receivable and accrued revenue, accounts payable and accrued liabilities, and revolving borrowings approximates fair value due to the short duration of these financial instruments.

### Hedges

As permitted by the transitional provision for hedge accounting under IFRS 9, the Company has elected to continue with the hedging requirements of IAS 39, Financial Instruments: Recognition and Measurement (IAS 39) and not adopt the hedging requirements of IFRS 9.

The following foreign currency contracts under hedge accounting were in place at March 31, 2021 in a net asset position of \$16 million (2020 – net asset \$88 million). Such contracts are used to hedge the principal on US\$ denominated long-term debt and the principal and coupon payments on Euro€ denominated long-term debt for which hedge accounting has been applied. The hedging instruments are effective in offsetting changes in the cash flows of the hedged item attributed to the hedged risk. The main source of hedge ineffectiveness in these hedges is credit risk.

<i>(\$ amounts in millions)</i>	March 31, 2021	March 31, 2020
<b>Cross- Currency Hedging Swaps</b>		
EURO€ to CAD\$ - notional amount <sup>1</sup>	€ 402	€ 402
EURO€ to CAD\$ - weighted average contract rate	1.47	1.47
Weighted remaining term	7 years	8 years
<b>Foreign Currency Hedging Forwards</b>		
US\$ to CAD\$ - notional amount <sup>1</sup>	US\$ 573	US\$ 573
US\$ to CAD\$ - weighted average contract rate	1.25	1.25
Weighted remaining term	9 years	10 years

<sup>1</sup>Notional amount for a derivative instrument is defined as the contractual amount on which payments are calculated.

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The fair value of derivative instruments designated and not designated as hedges, was as follows:

<i>(in millions)</i>	<b>March 31, 2021 Fair Value</b>	<b>March 31, 2020 Fair Value</b>
<b>Designated Derivative Instruments Used to Hedge Risk</b>		
<b>Associated with Long-term Debt:</b>		
Foreign currency contract assets (cash flow hedges for US\$ denominated long-term debt)	\$ 16	\$ 74
Foreign currency contract liabilities (cash flow hedges for US\$ denominated long-term debt)	(6)	-
Foreign currency contract assets (cash flow hedges for EURO€ denominated long-term debt)	11	14
Foreign currency contract liabilities (cash flow hedges for EURO€ denominated long-term debt)	(5)	-
	<b>16</b>	<b>88</b>
<b>Non-Designated Derivative Instruments:</b>		
Interest rate contract liabilities	(125)	(1,011)
Foreign currency contract assets (liabilities)	(36)	55
Commodity derivative assets	88	54
Commodity derivative liabilities	(139)	(54)
	<b>(212)</b>	<b>(956)</b>
<b>Net liability</b>	<b>\$ (196)</b>	<b>\$ (868)</b>

The carrying value of derivative instruments designated and not designated as hedges was the same as the fair value.

The derivatives are represented on the consolidated statement of financial position as follows:

<i>(in millions)</i>	<b>March 31, 2021</b>	<b>March 31, 2020</b>
Current portion of derivative financial instrument assets	\$ 87	\$ 106
Current portion of derivative financial instrument liabilities	(235)	(358)
Derivative financial instrument assets, non-current	30	92
Derivative financial instrument liabilities, non-current	(78)	(708)
<b>Net liability</b>	<b>\$ (196)</b>	<b>\$ (868)</b>

For designated cash flow hedges for the year ended March 31, 2021, there was a loss of \$72 million (2020 – gain of \$66 million). The effective portion was recognized in other comprehensive income and the ineffective portion was recognized in finance charges. For the year ended March 31, 2021, \$118 million (2020 – \$63 million) was reclassified from other comprehensive income and reported in net income, offsetting net foreign exchange gains (2020 - losses) recorded in the period.

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For outstanding interest rate contracts not designated as hedges with an aggregate notional principal of \$3.23 billion (2020 - \$5.03 billion), used to economically hedge the interest rates on future debt issuances, there was a \$571 million increase (2020 - \$743 million decrease) in the fair value of these contracts for the year ended March 31, 2021. For interest rate contracts associated with debt issued, there was a \$55 million decrease (2020 - \$35 million) in the fair value of contracts that settled during the year ended March 31, 2021. The net increase for the year ended March 31, 2021 of \$516 million (2020 - \$778 million decrease) in the fair value of these interest rate contracts was transferred to the Debt Management Regulatory Account which had an asset balance of \$449 million as at March 31, 2021.

Foreign currency contracts for cash management purposes not designated as hedges, for the year ended March 31, 2021, had a loss of \$2 million (2020 - \$nil) recognized in finance charges. Foreign currency contracts associated with U.S. revolving borrowings not designated as hedges, for the year ended March 31, 2021, had a loss of \$175 million (2020 - gain of \$65 million) recognized in finance charges. These economic hedges offset \$177 million of foreign exchange revaluation gains (2020 - losses of \$63 million) recorded in finance charges with respect to U.S. revolving borrowings for the year ended March 31, 2021.

For commodity derivatives not designated as hedges, a net gain of \$464 million (2020 - \$344 million) was recorded in trade revenue for the year ended March 31, 2021.

### ***Inception Gains and Losses***

Changes in deferred inception gains and losses are as follows:

<i>(in millions)</i>	2021	2020
Deferred inception gain, beginning of the year	\$ 7	\$ 15
New transactions	58	21
Amortization	(24)	(29)
Foreign currency translation gain	(1)	-
Deferred inception gain, end of the year	\$ 40	\$ 7

### **CREDIT RISK**

As a result of the COVID-19 pandemic and material disruptions to businesses and the economy, the Company's credit risk due to customers not paying their electricity bills when due has increased.

### ***Domestic Electricity Receivables***

A customer application and a credit check are required prior to initiation of services. For customers with no BC Hydro credit history, the Company ensures accounts are secured either by a credit bureau check, a cash security deposit, or a credit reference letter.

The value of the current domestic and trade accounts receivable, by age and the related provision for doubtful accounts are presented in the following table:

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***Current Domestic and Trade Accounts Receivable Net of Allowance for Doubtful Accounts***

<i>(in millions)</i>	March 31, 2021	March 31, 2020
Current	\$ 403	\$ 368
Past due (30-59 days)	22	35
Past due (60-89 days)	6	11
Past due (More than 90 days)	44	4
	475	418
Less: Allowance for doubtful accounts	(6)	(6)
	\$ 469	\$ 412

At the end of each period, a review for doubtful accounts is performed. It is an assessment of the expected lifetime credit losses of accounts receivable at the consolidated statement of financial position date. The assessment is made by reference to age, status and risk of each receivable, current economic conditions including consideration of the impacts of COVID-19, and historical information. At March 31, 2021 there was a high degree of uncertainty and judgment regarding the impact of COVID-19 on credit risk and expected lifetime credit losses.

***Financial Assets Arising from the Company's Trading Activities***

The Company's management of credit risk generally includes evaluation of counterparty's credit quality, establishment of credit limits, and measurement, monitoring and mitigation of exposures. The Company assesses the creditworthiness of counterparties before entering into contractual obligations, and then reassesses changes on an ongoing basis. Credit risk is managed through securing, where appropriate, corporate guarantees, cash collateral, letters of credit, or third party credit insurance, and through the use of master netting agreements and margining provisions in contracts. Counterparty exposures are monitored on a daily basis against established credit limits. The Company's counterparties span a variety of industries. There is no significant industry concentration of credit risk.

The following table sets out the carrying amounts of recognized financial instruments presented in the consolidated statement of financial position on a gross basis that are subject to derivative master netting agreements or similar agreements:

<i>(in millions)</i>	Gross Derivative Instruments	Related Instruments Not Offset	Net Amount
<b>As at March 31, 2021</b>			
Derivative commodity assets	\$ 88	\$ 11	\$ 77
Derivative commodity liabilities	139	11	128
<b>As at March 31, 2020</b>			
Derivative commodity assets	\$ 54	\$ 3	\$ 51
Derivative commodity liabilities	54	3	51

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**LIQUIDITY RISK**

The following table details the remaining contractual maturities at March 31, 2021 of the Company's non-derivative financial liabilities and derivative financial liabilities, which are based on contractual undiscounted cash flows. Interest payments have been computed using contractual rates or, if floating, based on rates current at March 31, 2021. In respect of the cash flows in foreign currencies, the exchange rate as at March 31, 2021 has been used.

	Carrying Value	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025	Fiscal 2026	Fiscal 2027 and thereafter
<i>(in millions)</i>							
<b>Non-Derivative Financial Liabilities</b>							
Total accounts payable and other payables (excluding interest accruals and current portion of lease obligations and First Nations liabilities)	\$ 1,250	\$ (1,250)	\$ -	\$ -	\$ -	\$ -	\$ -
Long-term debt (including interest payments)	25,204	(4,114)	(1,250)	(927)	(729)	(2,623)	(27,668)
Lease obligations	1,432	(125)	(94)	(94)	(94)	(93)	(1,526)
Other long-term liabilities	842	(58)	(104)	(65)	(64)	(62)	(1,762)
<b>Total Non-Derivative Financial Liabilities</b>	<b>28,728</b>	<b>(5,547)</b>	<b>(1,448)</b>	<b>(1,086)</b>	<b>(887)</b>	<b>(2,778)</b>	<b>(30,956)</b>
<b>Derivative Financial Liabilities</b>							
Cross currency swaps used for hedging	5						
Cash outflow		(9)	(9)	(9)	(9)	(400)	-
Cash inflow		3	3	3	3	392	-
Forward foreign exchange contracts used for hedging	6						
Cash outflow		-	-	-	-	(337)	-
Cash inflow		-	-	-	-	327	-
Other forward foreign exchange contracts designated at fair value	36						
Cash outflow		(1,843)	-	-	-	-	-
Cash inflow		1,808	-	-	-	-	-
Interest rate swaps used for hedging	125	(74)	(36)	(15)	-	-	-
Net commodity derivatives	51	(2)	(3)	(4)	(2)	-	-
<b>Total Derivative Financial Liabilities</b>	<b>223</b>	<b>(117)</b>	<b>(45)</b>	<b>(25)</b>	<b>(8)</b>	<b>(18)</b>	<b>-</b>
<b>Total Financial Liabilities</b>	<b>28,951</b>	<b>(5,664)</b>	<b>(1,493)</b>	<b>(1,111)</b>	<b>(895)</b>	<b>(2,796)</b>	<b>(30,956)</b>
<b>Derivative Financial Assets</b>							
Cross currency swaps used for hedging	(11)						
Cash outflow		(5)	(5)	(5)	(5)	(5)	(231)
Cash inflow		2	2	2	2	2	214
Forward foreign exchange contracts used for hedging	(16)						
Cash outflow		-	-	-	-	(99)	(283)
Cash inflow		-	-	-	-	104	289
Other forward foreign exchange contracts designated at fair value	-						
Cash outflow		(124)	-	-	-	-	-
Cash inflow		124	-	-	-	-	-
<b>Total Derivative Financial Assets</b>	<b>(27)</b>	<b>(3)</b>	<b>(3)</b>	<b>(3)</b>	<b>(3)</b>	<b>2</b>	<b>(11)</b>
<b>Net Financial Liabilities</b>	<b>\$ 28,924</b>	<b>\$ (5,667)</b>	<b>\$ (1,496)</b>	<b>\$ (1,114)</b>	<b>\$ (898)</b>	<b>\$ (2,794)</b>	<b>\$ (30,967)</b>

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## MARKET RISKS

### (a) Currency Risk

#### *Sensitivity Analysis*

A \$0.01 strengthening (weakening) of the U.S. dollar against the Canadian dollar at March 31, 2021 would otherwise have a negative (positive) impact of \$nil on net income before movement in regulatory balances. The Total Finance Charges Regulatory Account that captures all variances from forecasted finance charges (as described in Note 15) eliminates any impact on net income. This analysis assumes that all other variables, in particular interest rates, remain constant.

This sensitivity analysis has been determined assuming that the change in foreign exchange rates had occurred at March 31, 2021 and been applied to each of the Company's exposures to currency risk for both derivative and non-derivative financial instruments in existence at that date, and that all other variables remain constant. The stated change represents management's assessment of reasonably possible changes in foreign exchange rates over the period until the next consolidated statement of financial position date.

### (b) Interest Rate Risk

For sensitivity analysis for variable rate non-derivative instruments, an increase (decrease) of 100-basis points in interest rates at March 31, 2021 would otherwise have a negative (positive) impact on net income before movement in regulatory balance of \$30 million, but as a result of regulatory accounting, it would have no impact on net income or other comprehensive income. The Total Finance Charges Regulatory Account that captures all variances from forecasted finance charges (as described in Note 15) eliminates any impact on net income. This analysis assumes that all other variables, in particular foreign exchange rates, remain constant.

For the interest rate contracts, an increase of 100-basis points in interest rates at March 31, 2021 would otherwise have a positive impact on net income of \$420 million and a decrease of 100 basis points in interest rates at March 31, 2021 would otherwise have a negative impact on net income before movement in regulatory balances of \$520 million but as a result of regulatory accounting would have no impact on net income or other comprehensive income as all gains and losses will be captured in the Debt Management Regulatory Account.

This sensitivity analysis has been determined assuming that the change in interest rates had occurred at March 31, 2021 and been applied to each of the Company's exposure to interest rate risk for non-derivative financial instruments in existence at that date, and that all other variables remain constant. The stated change represents management's assessment of reasonably possible changes in interest rates over the period until the next consolidated statement of financial position date.

### (c) Commodity Price Risk

#### *Sensitivity Analysis*

Commodity price risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in commodity prices.

The Company has exposure to movements in prices for commodities including electricity, natural gas

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and associated derivative products. Prices for electricity and natural gas commodities fluctuate in response to changes in supply and demand, market uncertainty, and other factors beyond the Company's control.

The Company manages these exposures through its risk management policies, which limit components of and overall market risk exposures, pre-defined approved products and mandate regular reporting of exposures.

The Company's risk management policies for trading activities defines various limits and controls, including Value at Risk (VaR) limits, Mark-to-Market limits, and various transaction specific limits which are monitored on a daily basis. VaR estimates the pre-tax forward trading loss that could result from changes in commodity prices, with a specific level of confidence, over a specific time period. The Company uses an industry standard Monte Carlo VaR model to determine the potential change in value of the Company's forward trading portfolio over a 10-day holding period, within a 95 per cent confidence level, resulting from normal market fluctuations.

VaR as an estimate of price risk has several limitations. The VaR model uses historical information to determine potential future volatility and correlation, assuming that price movements in the recent past are indicative of near-term future price movements. It cannot forecast unusual events which can lead to extreme price movements. In addition, it is sometimes difficult to appropriately estimate VaR associated with illiquid or non-standard products. As a result, the Company uses additional measures to supplement the use of VaR to estimate price risk. These include the use of a Historic VaR methodology, stress tests and notional limits for illiquid or emerging products.

The VaR for commodity derivatives, calculated under this methodology, was approximately \$19 million at March 31, 2021 (2020 - \$7 million).

***Fair Value Hierarchy***

The following provides an analysis of financial instruments that are measured subsequent to initial recognition at fair value, grouped based on the lowest level of input that is significant to that fair value measurement.

The inputs used in determining fair value are characterized by using a hierarchy that prioritizes inputs based on the degree to which they are observable. The three levels of the fair value hierarchy are as follows:

- Level 1 - values are quoted prices (unadjusted) in active markets for identical assets and liabilities.
- Level 2 - inputs are those other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, as of the reporting date.

The Company determines Level 2 fair values for debt securities and derivatives using discounted cash flow techniques, which use contractual cash flows and market-related discount rates.

Level 2 fair values for commodity derivatives are determined using inputs other than unadjusted quoted prices that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e., derived from prices). Level 2 includes bilateral and over-the-counter contracts valued using

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interpolation from observable forward curves or broker quotes from active markets for similar instruments and other publicly available data, and options valued using industry-standard and accepted models incorporating only observable data inputs.

- Level 3 - inputs are those that are not based on observable market data. Level 3 fair values for commodity derivatives are determined using inputs that are based on significant unobservable inputs.

Level 3 includes instruments valued using observable prices adjusted for unobservable basis differentials such as delivery location and product quality, instruments which are valued by extrapolation of observable market information into periods for which observable market information is not yet available, and instruments valued using internally developed or non-standard valuation models.

The following tables present the financial instruments measured at fair value for each hierarchy level as at March 31, 2021 and 2020:

As at March 31, 2021 ( <i>in millions</i> )	Level 1	Level 2	Level 3	Total
<b>Total financial assets carried at fair value:</b>				
Short-term investments	\$ 34	\$ -	\$ -	\$ 34
Derivatives designated as hedges	-	27	-	27
Derivatives not designated as hedges	59	10	21	90
	\$ 93	\$ 37	\$ 21	\$ 151

As at March 31, 2021 ( <i>in millions</i> )	Level 1	Level 2	Level 3	Total
<b>Total financial liabilities carried at fair value:</b>				
Derivatives designated as hedges	\$ -	\$ (11)	\$ -	\$ (11)
Derivatives not designated as hedges	(39)	(173)	(90)	(302)
	\$ (39)	\$ (184)	\$ (90)	\$ (313)

As at March 31, 2020 ( <i>in millions</i> )	Level 1	Level 2	Level 3	Total
<b>Total financial assets carried at fair value:</b>				
Short-term investments	\$ 78	\$ -	\$ -	\$ 78
Derivatives designated as hedges	-	88	-	88
Derivatives not designated as hedges	45	60	5	110
	\$ 123	\$ 148	\$ 5	\$ 276

As at March 31, 2020 ( <i>in millions</i> )	Level 1	Level 2	Level 3	Total
<b>Total financial liabilities carried at fair value:</b>				
Derivatives designated as hedges	\$ -	\$ -	\$ -	\$ -
Derivatives not designated as hedges	(33)	(1,016)	(17)	(1,066)
	\$ (33)	\$ (1,016)	\$ (17)	\$ (1,066)



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The Company's policy is to recognize level transfers at the end of each period during which the change occurred. During the year, commodity derivatives with a carrying amount of \$nil (2020 – no transfers) were transferred from Level 2 to Level 1.

The following table reconciles the changes in the balance of financial instruments carried at fair value on the consolidated statement of financial position, classified as Level 3, for the years ended March 31, 2021 and 2020:

*(in millions)*

<b>Balance as at April 1, 2020</b>	<b>\$</b>	<b>(12)</b>
Net loss recognized		(35)
New transactions		(26)
Transfer from Level 3 to Level 2		-
Existing transactions settled		4
<b>Balance as at March 31, 2021</b>	<b>\$</b>	<b>(69)</b>

*(in millions)*

<b>Balance as at April 1, 2019</b>	<b>\$</b>	<b>(7)</b>
Net gain recognized		31
New transactions		(15)
Transfer from Level 3 to Level 2		-
Existing transactions settled		(21)
<b>Balance as at March 31, 2020</b>	<b>\$</b>	<b>(12)</b>

During the year, commodity derivatives with a carrying amount of \$nil (2020 – no transfers) were transferred from Level 3 to Level 2.

During the year ended March 31, 2021, unrealized losses of \$29 million (2020 – gains of \$18 million) were recognized on Level 3 derivative commodity financial instruments still on hand. These gains and losses were recognized in trade revenues.

Methodologies and procedures regarding commodity trading Level 3 fair value measurements are determined by the Company's risk management group. Level 3 fair values are calculated within the Company's risk management policies for trading activities based on underlying contractual data as well as observable and non-observable inputs. To ensure reasonability, Level 3 fair value measurements are reviewed and validated by risk management and finance departments on a regular basis.

The key unobservable inputs in the valuation of certain Level 3 financial instruments includes components of forward commodity prices and delivery or receipt volumes. A sensitivity analysis was prepared using the Company's assessment of a reasonably possible change in various components of forward prices and volumes of 10 percent. Forward commodity prices used in determining Level 3 base fair value at March 31, 2021 range between \$1-\$364 per MWh and a 10 percent increase/decrease in certain components of these prices would decrease/increase fair value by \$13 million. A 10 percent change in estimated volumes used in determining Level 3 fair value would increase/decrease fair value by \$8 million.

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**Note 24: Other Non-Current Liabilities**

<i>(in millions)</i>	March 31, 2021	March 31, 2020
Provisions		
Environmental liabilities	\$ 326	\$ 309
Decommissioning obligations	87	77
Other	63	29
	<b>476</b>	<b>415</b>
First Nations liabilities	418	412
Other contributions	230	234
Other liabilities	424	430
	<b>1,548</b>	<b>1,491</b>
Less: Current portion, included in accounts payable and accrued liabilities	<b>(146)</b>	<b>(109)</b>
	<b>\$ 1,402</b>	<b>\$ 1,382</b>

Changes in each class of provision during the financial year are set out below:

<i>(in millions)</i>	Environmental	Decommissioning	Other	Total
<b>Balance at April 1, 2019</b>	<b>\$ 284</b>	<b>\$ 53</b>	<b>\$ 30</b>	<b>\$ 367</b>
Made during the period	-	-	10	10
Used during the period	(32)	(2)	-	(34)
Changes in estimate	52	25	(12)	65
Changes due to currency translation	-	-	1	1
Accretion	5	1	-	6
<b>Balance at March 31, 2020</b>	<b>\$ 309</b>	<b>\$ 77</b>	<b>\$ 29</b>	<b>\$ 415</b>
Made during the period	2	-	41	43
Used during the period	(39)	(3)	(6)	(48)
Changes in estimate	51	12	-	63
Changes due to currency translation	-	-	-	-
Accretion	3	1	-	4
<b>Balance at March 31, 2021</b>	<b>\$ 326</b>	<b>\$ 87</b>	<b>\$ 63</b>	<b>\$ 476</b>

***Environmental Liabilities***

The Company has recorded a liability for the estimated future environmental expenditures related to present or past activities of the Company. The Company's recorded liability is based on management's best estimate of the present value of the future expenditures expected to be required to comply with existing regulations. There are uncertainties in estimating future environmental costs due to potential external events such as changes in legislation or regulations and advances in remediation technologies. All factors used in estimating the Company's environmental liabilities represent management's best estimates of the present value of costs required to meet existing legislation or regulations. Estimated environmental liabilities are reviewed annually or more frequently if significant changes in regulation or other relevant factors occur. Estimate changes are accounted for prospectively.

At March 31, 2021, the undiscounted cash flow related to the Company's environmental liabilities, which will be incurred between fiscal 2022 and 2045, is approximately \$377 million and was determined based on

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

current cost estimates. A range of discount rates between 0.2 per cent and 2.0 per cent were used to calculate the net present value of the obligations.

***Decommissioning Obligations***

The Company's decommissioning obligation provision consists of estimated removal and destruction costs associated with certain PCB and asbestos contaminated assets and certain submarine cables. The Company has determined its best estimate of the undiscounted amount of cash flows required to settle remediation obligations at \$111 million (2020 - \$95 million), which will be settled between fiscal 2022 and 2054. The undiscounted cash flows, discounted by a range of discount rates between 0.2 per cent and 2.0 per cent, were used to calculate the net present value of the obligations. The obligations are re-measured at each period end to reflect changes in estimated cash flows and discount rates.

***First Nations Liabilities***

The First Nations liabilities consist primarily of settlement costs related to agreements reached with various First Nations groups. First Nations liabilities are recorded as financial liabilities and are measured at fair value on initial recognition with future contractual cash flows being discounted at rates ranging from 4.4 per cent to 5.0 per cent. These liabilities are measured at amortized cost and not re-measured for changes in discount rates. The First Nations liabilities are non-interest bearing.

***Other Contributions***

Other contributions consist of contribution from a vendor to aid in the construction of a transmission system. Contributions include payment received and also contributions to be received (refer to Note 14) and are being recognized as an offset to the applicable energy purchase costs over the life of the energy purchase agreement.

***Other Liabilities***

Other liabilities mainly include a contractual obligation associated with the construction of a capital project. This contractual obligation has an implicit interest rate of 7 per cent and a repayment term of 15 years commencing in fiscal 2019. This liability is measured at amortized cost and not re-measured for changes in discount rates. In addition, other liabilities also include long-term payables to other goods and service providers.

**Note 25: Commitments and Contingencies**

***Energy Commitments***

BC Hydro (excluding Powerex) has long-term energy and capacity purchase contracts to meet a portion of its expected future domestic electricity requirements. The expected obligations to purchase energy under these contracts have a total value of approximately \$46.07 billion of which approximately \$79 million relates to the purchase of natural gas, natural gas transportation contracts and wheeling agreements. The remaining commitments are at predetermined prices. Included in the total value of the long-term energy purchase agreements is \$1.94 billion accounted for as a lease liability under Note 19. The total BC Hydro combined payments are estimated to be approximately \$1.55 billion for less than one year, \$6.25 billion between one and five years, and \$38.27 billion for more than five years.

Powerex has energy purchase commitments with an estimated minimum payment obligation of \$1.60 billion extending to 2034. The total Powerex energy purchase commitments are estimated to be

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

approximately \$606 million for less than one year, \$981 million between one and five years, and \$17 million for more than five years. Powerex has energy sales commitments of \$667 million extending to 2031 with estimated amounts of \$430 million for less than one year, \$214 million between one and five years, and \$23 million for more than five years.

***Lease and Service Agreements***

The Company has entered into various agreements to lease facilities or assets or service agreements supporting operations. The agreements cover periods of up to 99 years, and the aggregate minimum payments are approximately \$978 million. Included in the total value of the lease agreements is \$84 million accounted for as a lease liability under Note 19. Payments are \$66 million for less than one year, \$122 million between one and five years, and \$790 million for more than five years.

Refer to Note 11 for commitments pertaining to major property, plant and equipment projects.

***Contingencies and Guarantees***

- a) Facilities and Rights of Way: the Company is subject to existing and pending legal claims relating to alleged infringement and damages in the operation and use of facilities owned by the Company. These claims may be resolved unfavourably with respect to the Company and may have a significant adverse effect on the Company's financial position. For existing claims in respect of which settlement negotiations have advanced to the extent that potential settlement amounts can reasonably be predicted, management has recorded a liability for the potential costs of those settlements. For pending claims, management believes that there is a risk that any loss exposure that may ultimately be incurred may differ materially from management's current estimates. Management has not disclosed the ranges of expected outcomes due to the potentially adverse effect on the negotiation process for these claims.
- b) A contractor has made claims against BC Hydro that alleges, among other things, that delays caused by BC Hydro and project issues have increased or will increase the costs of service rendered by or to be rendered by the contractor under the contract with BC Hydro. BC Hydro disputes the validity of the claims. Additional details of the claims are not being disclosed as they could seriously prejudice the outcome of the dispute.
- c) Due to the size, complexity and nature of the Company's operations, various other legal matters are pending. It is not possible at this time to predict with any certainty the outcome of such litigation. Management believes that any settlements related to these matters will not have a material effect on the Company's consolidated financial position or results of operations.
- d) The Company and its subsidiaries have outstanding letters of credit totaling \$1.31 billion (2020 - \$1.29 billion), which include amounts provided by the Company to secure pension plan solvency deficiency payments related to the registered pension plan. The total outstanding letters of credit also includes US \$28 million (2020 - US \$34 million) in foreign denominated letters of credit.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

## Note 26: Related Party Transactions

### *Subsidiaries*

The principal subsidiaries of BC Hydro are Powerex and Powertech.

All companies are wholly owned and incorporated in Canada and all ownership is in the form of common shares. Operating out of Vancouver, BC, Canada, Powerex is an energy marketer, whose activities include trading wholesale power, environmental products (renewable energy credits or other similar products), carbon products (allowances and other similar products), natural gas, ancillary services, and financial energy products in North America. Powertech offers services to solve technical problems with power equipment and systems in Canada and throughout the world.

All intercompany transactions and balances are eliminated upon consolidation.

### *Related Parties*

As a Crown Corporation, the Company and the Province, including all ministries, crown corporations and agencies under the Province's control are considered related parties. All transactions between the Company and its related parties are considered to possess commercial substance and are consequently recorded at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

The related party transactions are summarized below:

<i>(in millions)</i>	<b>March 31, 2021</b>	March 31, 2020
<b>Consolidated Statement of Financial Position</b>		
Prepaid expenses	\$ <b>98</b>	\$ 83
Right-of-use assets	<b>1,247</b>	1,299
Accounts payable and accrued liabilities	<b>73</b>	69
Lease liabilities	<b>1,361</b>	1,399
	<b>2021</b>	2020
<b>Amounts incurred/accrued during the year include:</b>		
Water rental fees	<b>295</b>	293
Cost of energy	<b>169</b>	168
Grants and Taxes	<b>147</b>	146
Interest	<b>834</b>	872
Derivatives	<b>456</b>	41
Lease payments	<b>100</b>	99
Other	<b>135</b>	30

The Company's debt is either held or guaranteed by the Province (see Note 17). Under an agreement with the Province, the Company indemnifies the Province for any credit losses incurred by the Province related to interest rate and foreign currency contracts entered into by the Province on the Company's behalf. As at March 31, 2021, the aggregate exposure under this indemnity totaled \$28 million (2020 - \$144 million). The Company has not experienced any losses to date under this indemnity.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS  
FOR THE YEARS ENDED MARCH 31, 2021 AND 2020

The Site C Project requires the realignment of six segments of Highway 29 with a total length of approximately 30 kilometers. The highway re-alignment activities are needed for reservoir inundation which is required prior to the first generating unit in service forecasted for December 2024. The Province (Ministry of Transportation and Infrastructure) maintains effective control over the highway during the re-alignment activities and after these activities are complete. During fiscal year 2021, BC Hydro has incurred total costs of approximately \$223 million (2020 – \$86 million) on highway re-alignment activities, of which \$128 million (2020 - \$25 million) was paid directly to the Province.

BC Hydro is a Part 3 Fuel Supplier of British Columbia's low carbon fuel standard program and as a participant receives Low Carbon Fuel Credits from the Province, and these are sold through a public auction process.

All other transactions with the Province, including all ministries, crown corporations and agencies under the Province's control occurred in the normal course of operations, and are not considered to be individually or collectively significant.

***Key Management Personnel and Board Compensation***

Key management personnel and board compensation includes compensation to the Company's executive management team and board of directors.

<i>(in millions)</i>	2021	2020
Short-term employee benefits	\$ 4	\$ 4
Post-employment benefits	2	2

**BRITISH COLUMBIA HYDRO AND POWER AUTHORITY  
AND ITS SUBSIDIARY POWEREX CORP.**  
SCHEDULE OF REMUNERATION AND EXPENSES  
BOARD OF DIRECTORS  
FISCAL YEAR ENDED MARCH 31, 2021

NAME	POSITION	MEETINGS ATTENDED <sup>1</sup>		RETAINERS (\$)		MEETING FEES (\$) <sup>2</sup>		TOTAL REMUNERATION (\$)	EXPENSES (\$)
		BC Hydro <sup>15</sup>	Powerex	BC Hydro	Powerex	BC Hydro	Powerex		
Allen, Doug	Board of Directors <sup>3</sup> Audit & Finance Committee (ex-officio) Capital Projects Committee (ex-officio) Operations & Planning Committee (ex-officio) Governance & Human Resources Committee (ex-officio) Nominating Committee, (ex-officio) Powerex Audit & Risk Management Committee (ex-officio) Powerex Board of Directors, (ex-officio) Site C Project Assurance Board (ex-officio)	3 of 3       1 of 1		2,500	0	6,375	0	8,875	0
Boggio, Len	Board of Directors <sup>4</sup> Audit & Finance Committee, Chair Pension Management Committee Powerex Audit & Risk Management Committee, Chair Powerex Board of Directors Site C Project Assurance Board <sup>4</sup>	28 of 28 4 of 4 5 of 5   9 of 9	   4 of 4 5 of 5	20,000	9,000	22,500	4,875	56,375	21
Fields, Daryl	Board of Directors <sup>5</sup> Capital Projects Committee Chair <sup>6</sup> Site C Project Assurance Board	25 of 28 4 of 4 9 of 9		15,500	0	22,500	0	38,000	10,226
Gallagher, Bob	Board of Directors <sup>7</sup> Governance & Human Resources Committee Operations & Planning Committee	11 of 13 2 of 2 2 of 2		11,875	0	13,500	0	25,375	21
Hatton, James	Board of Directors <sup>7</sup> Capital Projects Committee, Chair Operations & Planning Committee Powerex Audit & Risk Management Committee Powerex Board of Directors	19 of 20 3 of 3 2 of 2	  4 of 4 3 of 3	15,000	5,000	16,875	2,625	39,500	21
Lambert, Valerie	Board of Directors Audit & Finance Committee Governance & Human Resources Committee, Chair Pension Management Committee Powerex Audit & Risk Management Committee Powerex Board of Directors	27 of 28 4 of 4 3 of 3 5 of 5	   4 of 4 5 of 5	18,000	6,000	21,375	3,375	48,750	1,095
Lanzinger, Irene	Board of Directors <sup>9</sup> Audit & Finance Committee Governance & Human Resources Committee Nominating Committee, Chair <sup>10</sup>	28 of 28 4 of 4 3 of 3 1 of 1		15,688	0	22,500	0	38,188	21
Morin, Nalaine	Board of Directors Capital Projects Committee Operations & Planning Committee Nominating Committee <sup>11</sup>	27 of 28 4 of 4 3 of 3 1 of 1		15,000	0	21,000	0	36,000	0
Nunn, John	Board of Directors Capital Projects Committee Site C Project Assurance Board, Chair <sup>12</sup>	28 of 28 4 of 4 9 of 9		18,000	0	22,500	0	40,500	21
Peterson, Ken	Board of Directors, Chair <sup>13</sup> Audit & Finance Committee (ex-officio) Capital Projects Committee (ex-officio) Operations & Planning Committee (ex-officio) Governance & Human Resources Committee (ex-officio) Nominating Committee, Chair Powerex Audit & Risk Management Committee (ex-officio) Powerex Board of Directors, Chair Site C Project Assurance Board	25 of 25 4 of 4 4 of 4 3 of 3 3 of 3 1 of 1  8 of 8	     4 of 4 5 of 5	27,500	15,000	41,625	5,250	89,375	1,650

NAME	POSITION	MEETINGS ATTENDED <sup>1</sup>		RETAINERS (\$)		MEETING FEES (\$) <sup>2</sup>		TOTAL REMUNERATION (\$)	EXPENSES (\$)
		BC Hydro <sup>15</sup>	Powerex	BC Hydro	Powerex	BC Hydro	Powerex		
Roome, Catherine	Board of Directors Operations & Planning Committee Site C Project Assurance Board	24 of 28 3 of 3 9 of 9		15,000	0	20,625	0	35,625	21
Sanderson, Chris	Board of Directors <sup>14</sup> Capital Projects Committee Governance & Human Resources Committee Operations & Planning Committee, Chair	27 of 28 4 of 4 3 of 3 3 of 3		18,000	0	22,500	0	40,500	0
<b>GRAND TOTAL</b>				<b>\$192,063</b>	<b>\$35,000</b>	<b>\$253,875</b>	<b>\$16,125</b>	<b>\$497,063</b>	<b>\$13,097</b>

<sup>1</sup> Reflects only the total number of meetings held during each Director's tenure on the Board or Committee.

<sup>2</sup> Includes attendance at all Board and Committee meetings.

<sup>3</sup> Doug Allen was appointed Chair of the BC Hydro Board on February 26, 2021.

<sup>4</sup> Len Boggio attended an additional 4 full-day meetings due to the number of special joint Board/Project Assurance Board (PAB) meetings and special Board meetings for which he was not compensated. The Director was paid for 30 full-day meetings in accordance with the Treasury Board Directive Remuneration Guidelines.

<sup>5</sup> Daryl Fields attended an additional 3 full-day meetings due to the number of special joint Board/PAB meetings and special Board meetings for which she was not compensated. The Director was paid for 30 full-day meetings in accordance with the Treasury Board Directive Remuneration Guidelines.

<sup>6</sup> Daryl Fields was appointed Interim Chair of the Capital Projects Committee on February 1, 2021.

<sup>7</sup> Bob Gallagher's BC Hydro Director term ended January 15, 2021.

<sup>8</sup> James Hatton's BC Hydro Director term ended on January 31, 2021.

<sup>9</sup> Irene Lanzinger attended 1 additional full-day meeting due to the number of special joint Board/PAB meetings and special Board meetings for which she was not compensated. The Director was paid for 30 full-day meetings in accordance with the Treasury Board Directive Remuneration Guidelines.

<sup>10</sup> Irene Lanzinger was appointed Chair of the Nominating Committee on January 12, 2021.

<sup>11</sup> Nalaine Morin was appointed to the Nominating Committee on January 12, 2021.

<sup>12</sup> As Site C PAB Chair and due to the number of special Board meetings, John Nunn attended an additional 15 full-day meetings relating to the Project for which he was not compensated. The Director was paid for 30 full-day meetings in accordance with the Treasury Board Directive Remuneration Guidelines.

<sup>13</sup> Ken Peterson's appointment was rescinded on February 26, 2021.

<sup>14</sup> Chris Sanderson attended 4 additional full-day meetings due to the number of special joint Board/PAB meetings and special Board meetings for which he was not compensated. The Director was paid for 30 full-day meetings in accordance with the Treasury Board Directive Remuneration Guidelines.

<sup>15</sup> Total BC Hydro Board meetings include: 4 quarterly; 12 joint Board & Site C PAB; 7 Covid Updates; 5 Special meetings



## **BRITISH COLUMBIA HYDRO AND POWER AUTHORITY**

### **SCHEDULE OF DEBTS**

A listing of debts and sinking funds can be found in Notes 14 and 17 of the Audited Consolidated Financial Statements contained within this report.

There were no long-term debts secured by BC Hydro at March 31, 2021.

# BRITISH COLUMBIA HYDRO AND POWER AUTHORITY

## SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS AS AT MARCH 31, 2021

### List of Indemnities approved by the Risk Management Branch^

#### Name of Company/Indemnified Party

Aquila Networks Canada (British Columbia) Ltd. and Teck Cominco Metals Ltd.  
 Bank of Montreal  
 Columbia Basin Broadband Corporation and Teck Metals Ltd.  
 Columbia Power Corporation/Columbia Basin Trust\*  
 Her Majesty the Queen in Right of Canada  
 Her Majesty the Queen in Right of the Province of British Columbia and Cominco Ltd.  
 Her Majesty the Queen in Right of the Province of British Columbia and Teck Metals Ltd.  
 Royal Trust Corporation of Canada  
 Simon Fraser University  
 T&N PLC and J.W. Roberts Limited  
 Teck Cominco Metals Ltd. and FortisBC Inc.  
 Teck Metals Ltd. (7 indemnities)  
 Teck Metals Ltd. and FortisBC Inc. (2 indemnities)  
 Teck Metals Ltd., Teck Resources Limited and Teck American Limited  
 The Toronto-Dominion Bank  
 Waneta Holdings (US) Inc., Teck Resources Limited and TCAI Inc.  
 Waneta Expansion General Partner Ltd. (3 indemnities)

^ Indemnity amounts are unlimited, unless specified.

\* This Indemnity was approved by the Minister of Finance.

### List of Indemnity Agreements issued through a process that received prior approval by Government^\*

#### Name of Company/Indemnified Party

Bank of Montreal	\$1,094.72
Bank of Montreal	
Bank of Nova Scotia	\$446,800.00
CQ Energy Canada Resources Partnership	
Her Majesty the Queen in Right of Canada	
National Defence (Public Works and Government Services Canada)	\$5,126.14
Public Works and Government Services Canada	\$3,965.11
The Bank of Tokyo-Mitsubishi UFJ Ltd.	USD 1,466,795.00
The Board of Education of School District No. 39 (Vancouver)	
BC Hydro provides each Director on the Board of Directors, and each executive on the Management Executive Team, with a full indemnity under an indemnity agreement.	

^ Indemnity amounts are unlimited, unless specified.

\* The Indemnity Agreements described in this section include those agreements that have the dominant purpose of indemnification and does not include those agreements where the dominant purpose of the agreement is not indemnification.

### List of Guarantees issued through a process that received prior approval by Government

BC Hydro has issued guarantees on behalf of its subsidiary, Powerex Corp. BC Hydro has not disclosed information related to these guarantees as doing so would cause harm to third-party business interests and BC Hydro's economic interests.

**BRITISH COLUMBIA HYDRO AND POWER AUTHORITY**  
**SCHEDULE OF REMUNERATION AND EXPENSES**

**STATEMENT OF SEVERANCE AGREEMENTS**

During the fiscal year ended March 31, 2021, there were 12 severance agreements made between British Columbia Hydro and Power Authority and its non-unionized employees.

These agreements represented from 2 weeks to 18 months compensation.

**GENERAL**

The schedule of remuneration paid to employees during the year ended March 31, 2021 lists gross remuneration which can include base salary, overtime, timebank payouts, incentive payments, benefit payouts and other cash payments (e.g. shift premiums).

**BRITISH COLUMBIA HYDRO AND POWER AUTHORITY**

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Schedule of Remuneration Paid to Employees and Expenses Paid to or  
on Behalf of Employees During the Year Ended March 31, 2021

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
SH	Abbas	125,459	2,093	MS	Aguiar	90,221	21
IA	Abbasi	124,264	473	JG	Agustin	99,561	0
SK	Abbey	231,798	3,716	H	Ahmadi	116,008	1,476
CJ	Abbott	173,515	56	I	Ahsan	110,544	564
JD	Abbott	131,240	682	LR	Aird	144,164	1,665
A	Abdalla	147,703	1,069	ZS	Aird	84,904	5,209
AO	Abello	96,914	11,115	I	Akbari Soltanieh	92,732	0
M	Aboughoury	136,803	741	A	Akbulatova	113,335	224
J	Abraham	129,842	150	GW	Akerman	150,982	694
A	Abusbeaa	108,448	788	TL	Akeroyd	122,932	8,341
LS	Abutaleb	83,473	0	M	Akhtary	83,837	178
DC	Acebedo	122,678	1,102	JP	Akkerman	102,036	48
OP	Acharya	140,756	966	N	Akkur	131,393	0
JD	Acland	168,593	1,659	D	Aksenchuk	102,002	0
RL	Adair	116,931	1,642	R	Albernaz Alves	97,697	11,340
RM	Adam	109,361	25	MA	Albinto	90,983	6,432
AR	Adams	114,648	3,333	DS	Albion	95,417	473
BS	Adams	169,905	1,593	SM	Albrechtsen	106,547	0
DW	Adams	135,663	9,247	V	Aleshchenko	123,370	1,284
E	Adams	83,665	0	LG	Alexander	89,348	50
J	Adams	121,404	998	MO	Alexander	171,878	473
JC	Adams	156,213	77	DG	Alexandrescu	82,368	0
TD	Adams	196,926	20,315	GT	Alexis	171,528	0
R	Addink	88,364	631	DE	Alger	77,609	141
KO	Addo	189,712	817	G	Alho	141,580	399
AO	Adeleye	136,893	834	J	Ali	132,703	5,473
A	Adeyemi	113,170	530	A	Alimardani	129,064	1,646
U	Adikaram	113,761	473	A	Allanigue	150,003	420
KL	Aeichele	147,112	1,488	E	Allard	132,362	1,440
M	Afloarei	77,117	0	JS	Allard	111,865	1,065
KC	Agbanlog	148,215	858	KC	Allard	102,021	2,645
JA	Agnolin	112,812	0	EH	Alle	82,338	1,099
A	Agrawal	76,827	290	GM	Allen	126,390	476
DD	Aguiar	93,904	251	J	Allen	105,525	0

**BRITISH COLUMBIA HYDRO AND POWER AUTHORITY**

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Schedule of Remuneration Paid to Employees and Expenses Paid to or  
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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
MP	Allen	145,355	2,038	SG	Anderson	130,711	3,274
T	Allen	141,393	1,246	SJ	Anderson	131,492	6,983
LB	Allen-Garbutt	112,057	40	WM	Anderson	87,965	663
NM	Allinson	80,997	498	JR	Anderton	75,686	0
J	Almonidovar	146,339	399	R	Anderton	78,311	289
BP	Alsop	106,326	732	B	Andjelkovic	155,343	2,321
DT	Alsop	127,468	0	LM	Andrade	101,990	457
HF	Alvarado	137,880	7,009	P	Andrade Fairey	123,269	150
MA	Alvarez	106,808	420	A	Andreoiu	140,795	473
BD	Ambrosi	158,876	0	BD	Andrews	118,813	2,588
B	Amer	157,243	0	JR	Androsky	101,385	0
CA	Ames	147,078	28	M	Andruff	77,948	583
MR	Ames	136,092	130	RG	Angman	187,949	11,806
M	Amin	146,908	740	M	Angrignon	123,225	1,408
F	Amjadi	147,967	1,807	SC	Angrignon	118,293	44
AE	Anaya Sanchez	108,815	29,842	R	Angus	180,969	599
CW	Anderlini	126,740	3,061	D	Anil	103,536	42
GR	Anderlini	145,483	10,028	A	Ansari	118,574	533
TD	Anderlini	117,533	1,314	MT	Ansari	131,710	4,129
AC	Andersen	157,700	1,282	YA	Ansari	88,634	675
EL	Andersen	93,793	59,040	I	Antonenko	116,211	2,459
MV	Andersen	78,843	100	VB	Antoniades	203,808	420
MW	Andersen	96,622	1,474	VA	Antonio	134,034	774
AD	Anderson	93,127	0	GA	Anuik	105,790	311
BE	Anderson	92,374	181	T	Aoki	105,682	20,740
CR	Anderson	110,502	316	AL	Apellanes	103,790	10,020
GJ	Anderson	139,237	583	AR	Apolzer	80,962	0
IR	Anderson	133,711	62	JF	Apolzer	166,457	0
J	Anderson	168,609	1,418	TR	Appleby	133,428	440
KK	Anderson	297,044	756	K	Aquino	99,156	0
KL	Anderson	96,482	998	GD	Arbez	139,197	433
KL	Anderson	90,174	0	RN	Arce	115,495	523
L	Anderson	97,510	1,236	CL	Archibald Carson	165,645	790
LG	Anderson	106,053	120	A	Arefiardakani	75,103	3,746
MC	Anderson	114,456	18,250	IF	Arindunque	168,262	158

**BRITISH COLUMBIA HYDRO AND POWER AUTHORITY**

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Schedule of Remuneration Paid to Employees and Expenses Paid to or  
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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
RT	Arkinstall	110,745	420	AK	Au	128,180	2,322
TM	Armatage	227,701	0	DW	Aubin	78,577	0
EC	Armellini	90,101	0	JS	Aujla	133,042	20
HK	Armstrong	110,318	0	N	Aujla	106,750	66
CJ	Arnason	122,415	3,249	GM	Aung Thin	152,694	663
N	Arnaut	108,538	3,189	C	Aurala	196,833	473
T	Arndt	114,969	10,151	N	Avdic	131,540	473
DJ	Arnold	162,982	484	TA	Avender	131,766	53,130
GL	Arnold	136,206	753	Y	Awan	102,607	5,083
DA	Arnott	139,022	0	L	Awlasiewicz	130,264	1,233
DN	Arriagada	104,082	0	HM	Ayach	98,129	8,820
DA	Arsenault	101,765	175	A	Ayad	121,503	973
VJ	Arsenault	116,196	98	YC	Aye	80,875	25
M	Arshad	188,678	752	RL	Ayers	120,885	0
M	Arshad	98,106	473	T	Azad	115,554	2,841
H	Asgharpour	115,118	420	F	Azampour	115,378	473
TJ	Ashman	112,878	827	A	Azarapajouh	91,622	1,129
CJ	Ashton	92,382	0	KJ	Babiy	137,784	1,901
EJ	Ashton	84,255	0	KL	Babkirk	103,551	12
D	Ashwell	144,620	446	SA	Bacchus	88,273	0
M	Askarbayova	182,841	4,009	RW	Back	212,659	8,799
M	Asleson	123,365	9,963	RS	Badial	101,985	571
CA	Aslin	146,199	2,035	SS	Badyal	111,666	474
BP	Aspell	104,577	1,393	MU	Baga	112,007	273
A	Assadipour	132,332	420	D	Bagha	76,340	1,330
KS	Assaf	130,056	1,507	HS	Bahra	98,742	32,001
JN	Astles	89,502	0	T	Bahrami	84,118	100
T	Astono	107,601	0	BM	Bahre	111,295	732
D	Atanackovic	179,758	473	A	Bahrman	188,389	0
M	Athari-Anaraki	104,210	1,290	M	Bai	93,044	2,466
AJ	Atherton	106,652	1,264	DR	Bailey	130,946	1,251
BJ	Atherton	113,319	3,991	JT	Bailey	80,139	1,894
J	Atwal	75,539	0	RE	Bailey	163,623	0
A	Au	113,516	682	SE	Bailey	127,502	758
AK	Au	91,437	717	SD	Bailie	114,542	1,429

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
D	Bains	140,970	0	JS	Barcelona	102,103	0
HS	Bains	156,369	473	TM	Bare	164,196	100
JK	Bains	136,634	1,451	JR	Barham	88,023	100
KS	Bains	79,095	229	MC	Bariesheff	102,315	46,859
N	Bains	92,398	420	RJ	Barilea	142,780	0
PK	Bains	154,307	2,895	DA	Barisoff	84,137	57,355
D	Bairstow	156,959	10,156	W	Barkhouse	105,086	1,554
B	Baker	101,809	0	LR	Barkman	86,617	0
BG	Baker	142,246	549	BW	Barnes	200,147	8,724
DE	Baker	80,099	341	J	Barnes	119,225	3,000
JA	Baker	150,160	4,980	MA	Barnes	166,297	607
KL	Baker	134,189	323	SJ	Barnes	138,684	28,085
RJ	Baker	124,407	199	KR	Barnett	178,292	14,812
BS	Bal	105,402	0	MJ	Barnette	130,124	1,906
RS	Bal	182,462	7,121	J	Barone	102,828	450
FM	Baldassi	77,578	100	JJ	Barr	199,756	64,132
MS	Baldinger	82,940	0	WR	Barrie	165,944	9,010
D	Balea	121,467	695	SM	Bartolomeu	82,514	0
MA	Balea	158,674	2,128	RD	Bartusek	162,440	112
GE	Balk	141,209	1,452	J	Bas	84,676	0
AL	Ball	92,185	2,378	LO	Bashualdo	114,466	601
CF	Ballantyne	95,369	2,397	AS	Basra	102,145	520
L	Ballard	82,037	0	GD	Bassey	109,870	371
ZA	Balogh	166,775	0	M	Bassianiotis	75,094	0
EK	Baloy	77,090	0	SR	Bates	77,765	3,308
NM	Baltar	107,757	998	V	Batinovic	101,870	473
C	Balutescu	128,641	2,048	RM	Bauer	136,521	646
DC	Balutescu	124,261	1,410	DB	Bauerfind	179,861	893
LA	Bandelin	177,212	4,479	JS	Baum	147,186	573
R	Banerjee	113,093	390	EA	Bautista	106,356	753
TK	Banerjee	250,556	11,543	S	Bavarian	154,451	919
IA	Banica	125,782	49	J	Bawa	89,506	2,421
L	Bao	122,880	523	CJ	Baxter	105,990	8,345
Y	Bao	144,818	150	K	Baxter	112,846	0
SR	Barbour	158,553	1,189	LJ	Baxter	175,104	648

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
RA	Baxter	90,188	3,789	WG	Bell	180,419	0
OJ	Baycroft	143,871	4,969	TO	Bellavie	75,208	0
SM	Baylis	177,425	9,258	MC	Bellis	157,260	44,632
DG	Bear	154,268	507	A	Bello	91,766	0
LJ	Beardsell	233,358	0	S	Belsey	121,187	0
RJ	Beato	125,784	473	LM	Bemister	128,573	31,957
GP	Beaton	176,572	2,824	SL	Benay	239,820	263
CJ	Beauchamp	141,387	7,394	B	Benjamin	150,063	3,515
JF	Beauchamp	186,003	0	SM	Benjamin	131,855	473
M	Beauchemin	97,420	0	AP	Bennett	160,116	9,382
MT	Beaulieu	102,459	150	DR	Bennett	179,326	2,394
GO	Beaumont	90,451	265	J	Bennett	119,489	3,582
RJ	Beaumont	104,902	473	MT	Bennett	80,068	0
NA	Bebber	240,544	3,079	CN	Benson	85,822	6,097
B	Becer	168,255	473	JP	Benson	165,753	893
K	Beck	123,446	0	LC	Bentsen	160,644	51,712
C	Bedard	92,042	2,099	T	Benzinger	150,831	0
SJ	Bednar	119,391	271	DW	Berard	138,644	27,464
EL	Beebe	131,097	0	LR	Berard	198,198	851
CE	Beers	117,765	1,165	MG	Berard	194,852	282
MA	Beese	120,915	1,841	DV	Beresnev	111,832	473
BW	Befus	89,601	2,990	DE	Berg	91,025	1,953
GJ	Beggs	94,574	2,082	MJ	Berg	134,055	5,883
S	Behnam Malekzadeh	203,903	865	MJ	Berg	90,533	0
W	Beisiegel	106,739	473	BB	Bergen	156,101	1,255
MJ	Belansky	111,928	109	CD	Bergen	147,804	802
LM	Belcourt	99,526	27,878	CE	Bergen	81,808	0
TG	Beley	100,900	507	RG	Bergen	100,041	147
AS	Bell	111,342	520	TD	Berger	116,821	0
DE	Bell	136,589	5,761	TG	Bergh	238,844	620
DL	Bell	112,813	8,049	BW	Bergman	121,667	2,559
HJ	Bell	148,601	4,559	UH	Bergmann	176,877	0
KW	Bell	155,242	2,470	DR	Bergsma	118,777	0
MD	Bell	78,700	0	R	Bergsma	94,495	8,478
S	Bell	171,796	2,775	DJ	Berisoff	118,409	602



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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
BE	Berkelaar	209,615	38,540	SR	Bird	115,267	15,334
SS	Berkelaar	79,858	0	JF	Birdsell	91,628	317
ML	Berkey	152,647	275	J	Birett	113,724	5,731
L	Bernrot	111,589	2,171	C	Birkland	215,215	8,550
MT	Berrisford	109,022	1,071	JL	Bishop	120,843	39,330
MJ	Berry	114,882	485	WR	Bissat	202,887	786
MJ	Berry	116,342	998	DC	Bjorkman	82,657	363
TJ	Berry	99,447	369	C	Bjorknas	112,705	75
S	Bertoia	147,249	470	GW	Black	134,037	1,729
JM	Bessey	170,590	2,197	OD	Black	168,484	582
K	Bester	103,753	259	DB	Blackall	135,316	1,775
TJ	Beswick	121,698	0	CD	Blackburn	164,196	692
VD	Bevacqua	162,503	1,190	MA	Blackburn	126,696	0
JO	Bevan-Pritchard	134,662	82	SW	Blackburn	127,362	0
MS	Bezembinder	77,495	125	MD	Blackstock	148,413	1,538
SK	Bhandal	107,480	3,030	C	Blades	149,792	2,522
JS	Bhanot	116,656	473	TJ	Blair	138,367	973
PS	Bhathal	75,322	733	DW	Blake	123,421	3,461
BS	Bhatti	107,829	0	JL	Blake	86,897	262
S	Bhaukaurally	92,475	998	T	Blanchet	98,234	263
R	Bhayaani	95,506	0	GS	Bland	162,221	1,072
AS	Bhoey	81,862	0	MA	Blaxland	192,864	2,330
B	Bi	113,006	849	H	Blecker	95,969	0
C	Bianco	210,932	732	CW	Blokland	146,442	425
GA	Bianowsky	125,014	275	BW	Bloxham	134,210	207
ER	Bienias	187,162	13	TA	Blunt	124,451	603
CA	Biever	166,804	3,794	F	Boccia	183,309	20,113
DJ	Biever	86,214	4,846	AJ	Bock	111,909	642
D	Biferie	89,827	107	CJ	Bock	171,307	191
F	Bijani	88,304	270	ND	Boeckner	98,970	160
BJ	Billey	140,975	0	E	Boehringer	103,493	725
BK	Billey	212,778	1,486	BW	Boese	130,068	770
A	Bimbhra	119,306	473	D	Boffy	116,213	4,450
C	Bingham	76,160	395	RA	Boffy	115,247	11,710
GJ	Birch	147,314	853	ML	Bohn	116,076	8,514

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
D	Bojanic	120,043	0	DJ	Box	118,584	0
PE	Bokis	136,642	6,414	J	Boxerman	85,824	4,810
R	Boldt	97,897	1,455	AR	Boyd	101,729	1,861
BA	Bolenback	149,290	1,498	IJ	Boyd	95,692	3,480
C	Boltwood	184,970	1,418	KD	Boyko	116,296	673
DW	Bonkowski	104,117	0	LD	Boyle	163,667	1,281
JD	Bonser	186,859	999	VP	Boyogueno	104,227	4,355
MA	Boon	112,635	514	EB	Boyse	132,381	124
JD	Booth	122,043	1,640	G	Bozic	100,136	750
NE	Booth	119,080	9,796	CD	Braaten	154,349	8,676
RA	Booth	123,564	2,552	PS	Bracken	139,431	634
ST	Booth	128,018	530	BR	Braconnier	106,322	473
T	Booth	144,320	0	GD	Bradley	139,478	893
RM	Bootsma	146,885	0	KL	Bradley	173,600	0
M	Boozari	129,127	473	TD	Bradley	163,797	2,921
KG	Borik	85,925	3,255	ND	Bradshaw	77,249	176
DA	Born	135,158	399	A	Brah	113,120	386
RW	Borowitz	213,087	5,501	MR	Braman	109,016	280
R	Borsoi	144,042	88	KD	Brandon	97,741	0
K	Boskovic	96,171	399	MJ	Brandsma	103,808	578
MA	Bosma	178,870	1,715	H	Brandt	136,636	501
TJ	Bosma	138,614	13,765	JP	Branham	126,230	859
DJ	Bosse	87,529	453	TW	Brannlund	194,888	0
LE	Bottiglieri	81,650	0	PJ	Brasleret	152,335	573
PC	Boucher	158,152	56	EM	Brassard	124,812	15,177
FE	Boulet	75,110	0	A	Bratt	128,032	100
CG	Bourdon	90,826	0	DB	Braun	112,947	250
SE	Bourne	102,256	1,355	SR	Braun	156,535	1,595
CA	Bouthillier	91,106	3,043	CW	Bray	133,165	27,634
RM	Boutilier	119,351	0	GG	Bray	89,780	245
E	Bouzari Moghaddam	75,321	421	KE	Bray	105,768	1,033
SJ	Bowden	123,707	267	AJ	Breault	132,751	25,068
DM	Bowen	116,902	86	JE	Bremner	114,097	0
TM	Bowen	102,743	3,306	KG	Bremner	145,393	0
PN	Bowers	95,167	546	TS	Brenneis	108,427	15,448

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
T	Brent	102,217	1,214	MJ	Brown	100,469	0
TK	Brenton	136,809	18,081	RJ	Brown	93,811	613
CM	Bretherick	155,791	10,944	SJ	Brown	125,865	11,270
MD	Breuls	123,979	2,989	TJ	Brown	123,392	998
M	Brewis	114,641	4,519	TS	Brown	140,503	3,312
CW	Bridal	141,803	17,991	VA	Brown	172,893	5,607
CE	Bridges	127,872	1,160	WT	Brown	79,230	75
S	Bridgman	191,466	19,313	CG	Browning	169,022	19,934
EK	Brigden	136,410	144	HE	Brownlow	92,473	750
NJ	Brigden	162,100	750	SM	Brown-Samis	121,899	290
AB	Briggs	159,460	531	JT	Bruce	132,167	214
RD	Brittin	267,510	1,474	TN	Bruckner	88,243	304
JN	Britton	138,285	473	A	Bruder	159,451	3,091
MI	Brodie	75,502	139	GR	Brule	110,704	1,235
R	Brodie	98,722	2,202	B	Brummelhuis	135,352	5,979
RT	Brodie	135,706	0	D	Brunwald	152,047	17,284
DS	Brodoway	128,405	481	BD	Bryan	121,228	1,313
NJ	Broers	132,457	1,693	GD	Bryan	79,880	0
DA	Bromley	200,723	1,199	JL	Bryan	102,106	0
E	Brooke	110,702	261	LT	Bryan	162,718	698
JH	Brookes	109,233	39	CN	Bryant	134,556	0
CD	Brooks	181,488	3,034	J	Brynjolfson	98,429	2,716
DJ	Brooks	186,252	1,010	S	Bryson	106,867	250
DM	Brooks	184,897	73	VL	Bryson	120,546	0
S	Brooks	78,970	5,198	L	Bu	148,780	473
CB	Brough	125,466	1,165	JR	Bublitz	141,582	590
C	Broughton	82,773	0	K	Buccini	129,156	52
TA	Broughton	118,691	36,716	PN	Buchanan	139,909	9,230
TF	Broughton	185,910	5,794	B	Bucic	97,268	67
AA	Brown	138,868	124	BL	Bucic	76,204	179
CJ	Brown	152,444	2,269	S	Buckner	91,322	0
DG	Brown	94,520	1,149	M	Bucy	156,123	2,158
JR	Brown	203,622	400	PL	Bucy	83,164	100
JT	Brown	118,112	30,723	CB	Budalich	118,466	503
MB	Brown	79,149	523	BE	Bueler	100,819	99

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
WF	Bueschkens	156,830	746	PG	Buttle	141,801	105
MT	Buffie	167,163	1,293	BR	Bye	146,265	2,385
N	Bugarin	95,377	0	CR	Byhre	107,384	0
E	Buhl	97,873	0	LD	Byhre	160,929	4,122
RG	Buller	145,256	1,156	JD	Byle	246,063	1,601
MD	Bunnah	164,332	4,002	BR	Byrnell	131,863	-4
L	Bunting	103,619	0	DJ	Byrnell	143,551	50
RS	Bunwait	147,471	3,532	AR	Byrnes	93,091	68
SS	Bunwait	107,961	17,738	CK	Byron	147,044	1,503
B	Buratto	121,570	23,996	J	Byron	182,902	250
TJ	Burch	94,879	670	AJ	Bywater	104,407	48
MP	Burgess	159,163	2,939	RD	Cabalo	92,585	289
TM	Burgess	163,978	300	DP	Cabral	102,160	0
DA	Burggraeve	97,894	3,416	J	Cacal	78,835	0
BM	Burke	86,334	530	SL	Caceres	112,672	0
JJ	Burke	120,426	2,871	WA	Cachero	142,117	0
SP	Burke	102,413	2,070	CT	Cadger	181,813	3,657
KW	Burkinshaw	149,537	96	S	Cai	78,077	0
CW	Burkitt	80,648	1,459	J	Caie	87,965	321
DD	Burkitt	131,216	23,261	RD	Cairns	130,614	420
GE	Burkitt	156,107	208	S	Calandra-Checco	82,033	20
SA	Burkitt	172,372	880	CG	Caldarella	209,323	27,023
NJ	Burnett	102,384	5,202	DW	Calder	165,925	4,351
KW	Burns	185,484	3,385	MW	Calder	115,956	581
N	Burroughs	155,596	2,496	RM	Calderon	129,015	1,311
EJ	Burt	171,771	772	CS	Calderwood	136,501	5,320
DB	Burton	122,897	24,542	DT	Callow	116,820	998
KD	Burton	135,603	1,698	NA	Calma	85,900	0
NM	Burton	155,695	420	DW	Calvert	147,940	8,086
S	Burton	95,921	2,314	CL	Calvin	101,014	998
WD	Burton	82,758	165	RD	Camacho	174,833	5,106
C	Bush	102,766	63,969	C	Cameron	85,400	50
TC	Busu	113,698	998	JA	Cameron	87,019	0
GR	Butler	85,770	0	JS	Cameron	121,446	0
MK	Butt	137,841	732	M	Cameron	81,823	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
R	Cameron	94,872	18,598	CG	Carmichael	195,937	3,473
TM	Cameron	82,180	3,524	DA	Carmichael	132,430	379
C	Campbell	116,778	109	JD	Carmichael	136,333	1,553
C	Campbell	86,600	2,641	LJ	Carnegie	126,340	3,341
CJ	Campbell	142,292	819	D	Carnochan	142,878	28
D	Campbell	123,867	932	MG	Carpio	82,152	0
DA	Campbell	173,733	3,690	AL	Carr	125,736	578
DG	Campbell	85,214	0	WP	Carr	93,161	754
JA	Campbell	169,889	11,791	M	Carrasco	82,875	0
JM	Campbell	92,177	0	JE	Carruthers	91,927	21,494
TB	Campbell	169,226	300	LA	Carson	114,120	25,538
J	Campos	125,309	268	KI	Carston	122,259	308
J	Campos Menchero	140,130	0	CA	Carter	103,462	9,502
MR	Candy	98,181	1,230	M	Carter	189,932	8,069
S	Canning	201,245	8,978	CA	Casas	107,446	0
SE	Canning	147,685	25,251	CJ	Case	75,391	25
AJ	Cannon	104,790	3,271	VH	Case	148,660	533
SW	Cannon	117,725	8,217	MT	Casselman	105,288	2,301
SR	Canton	116,442	1,046	JA	Cassidy	111,734	695
MA	Canuel	140,034	51,332	ML	Cassidy	76,256	0
S	Cao	146,068	2,077	S	Catacoli Mosquera	104,954	1,503
DB	Caponero	127,831	5,057	R	Catapia	90,151	0
PS	Captein	119,451	28	NA	Catto	162,062	1,516
JS	Carbonilla	173,304	1,432	B	Cave	149,199	5,865
D	Card	119,562	520	ET	Cave	93,979	473
LJ	Cardinal	157,314	5,409	MR	Cayme	144,958	0
FD	Cardino	149,664	186	ZM	Cecic	167,098	698
DK	Cardno	160,283	0	A	Ceh	86,694	0
AM	Cardona Munoz	116,993	473	JJ	Ceklic	129,981	499
DE	Carey	139,618	182	J	Cendana	115,408	64,006
SL	Carifelle	82,263	0	OD	Ceron	141,132	0
SM	Carlaw	198,693	473	JM	Chabada	91,426	0
LJ	Carleton	124,968	9,072	R	Chaisson	136,999	0
O	Carlisle	77,781	97	D	Chakrabarti	148,327	623
PN	Carlton	143,850	25,390	S	Chakrabarti	112,119	635

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
E	Chalmers	125,172	1,097	SJ	Chapman	104,339	5,285
WT	Chalmers	193,429	6,013	AS	Chappell	148,360	4,649
BE	Chambers	180,219	8,811	GJ	Charchun	113,011	0
DM	Chambers	143,939	513	AD	Charles	94,621	0
CB	Champoux	117,912	12,229	CJ	Charlesworth	101,841	3,757
AS	Chan	141,132	0	NK	Chasse	175,755	48,584
AW	Chan	87,476	610	M	Chau	86,706	0
C	Chan	148,487	6,071	N	Cheang	77,262	3,813
D	Chan	118,040	364	MW	Cheater	146,100	0
D	Chan	140,127	0	AS	Cheema	97,166	926
DC	Chan	113,102	0	B	Chen	117,987	473
DC	Chan	97,819	0	B	Chen	131,438	473
DY	Chan	140,592	1,524	CI	Chen	116,500	50
G	Chan	104,458	436	EY	Chen	107,143	501
GP	Chan	165,105	0	J	Chen	92,613	20
H	Chan	90,098	33	K	Chen	86,937	442
JN	Chan	117,573	0	L	Chen	91,621	473
JY	Chan	138,455	420	L	Chen	89,438	0
K	Chan	118,779	3,594	Q	Chen	146,237	473
K	Chan	106,538	473	W	Chen	139,374	473
L	Chan	118,555	1,449	X	Chen	142,066	523
M	Chan	103,361	350	X	Chen	130,061	4,487
PS	Chan	160,555	448	Y	Chen	135,755	473
R	Chan	79,108	50	B	Cheng	93,471	1,213
SS	Chan	104,055	1,098	D	Cheng	129,771	680
SW	Chan	110,916	103	MI	Cheng	122,984	1,600
VW	Chan	129,826	7	PA	Cheng	113,288	473
W	Chan	105,556	1,251	S	Cheng	108,727	2,050
WW	Chan	106,137	793	W	Cheng	159,094	473
P	Chand	172,834	473	Z	Cheng	97,753	716
AC	Chang	99,287	1,566	KJ	Chenoweth	134,982	0
DA	Chang	111,583	3,352	S	Cherian	91,919	473
DK	Chang	117,237	270	LE	Cherkezoff	101,133	1,264
PF	Chang	116,477	1,590	N	Chernawsky	100,656	1,670
W	Chao	130,061	747	ID	Cherry	114,908	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
KE	Cherry	95,917	37,756	CP	Choudhury	243,710	731
S	Cherry	96,596	58,320	A	Chow	130,613	10,032
S	Cherukupalli	189,635	737	BE	Chow	187,300	893
B	Chessa	171,041	14,120	BW	Chow	81,448	1,744
AW	Cheung	135,376	473	GS	Chow	91,951	583
CK	Cheung	87,260	12	JK	Chow	88,846	15,343
G	Chhokar	101,005	0	JM	Chow	145,375	473
PK	Chhoker	78,057	0	KK	Chow	87,101	775
EW	Chia	117,338	164	LK	Chow	80,560	0
HP	Chia	101,844	0	T	Chow	87,406	1,995
A	Chiang	157,037	24,992	V	Chow	134,748	0
G	Chiang	154,073	1,324	WN	Chow	137,053	563
IV	Chichkin	161,030	5,727	C	Choy	82,471	838
DC	Chicoine	129,046	777	SF	Choy	83,349	250
AC	Childe	77,157	230	JL	Christensen	139,696	0
W	Chim	107,774	420	LN	Christensen	108,576	684
C	Chin	106,151	0	PR	Christensen	143,800	973
RT	Chin	128,938	0	AW	Christian	97,046	35,258
KK	Ching	94,137	3,572	SA	Christian	82,682	0
S	Chiniforoosh	118,499	473	MR	Christianson	179,948	820
RL	Chisholm	117,926	280	AA	Christie	132,913	0
MO	Chiu	139,495	0	EN	Christopher	97,624	523
S	Chizhikov	98,626	1,253	CC	Chu	103,099	0
AM	Cho	113,436	1,468	JB	Chu	111,848	1,825
S	Cho	107,357	473	T	Chu	162,484	0
AY	Choi	113,265	59	Y	Chu	108,585	1,348
H	Choi	81,418	0	J	Chua	101,290	70
S	Chok	102,773	998	AH	Chung	147,671	420
GR	Chong	107,164	998	C	Chung	130,575	473
J	Chong	124,872	998	E	Chung	97,854	0
RE	Chong	106,820	998	WJ	Chursinoff	86,002	0
JA	Chornoluk	173,203	6,285	LS	Chutskoff	133,612	112
ME	Chose	76,366	970	SD	Chutter	98,240	34
AL	Chou	89,789	1,048	DT	Chwaklinski	155,790	523
S	Chou	148,276	0	M	Ciccotelli	111,276	935

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
RA	Cielen	158,754	0	DC	Cochrane	180,912	473
DM	Clancy	117,632	5,663	GA	Cochrane	164,768	442
DJ	Clapa	162,844	225	KA	Coddett	89,411	0
JH	Clapauch	148,135	0	MA	Coffin	131,598	2,415
AT	Clare	118,732	0	R	Coffin	123,055	75
DM	Clark	177,617	1,797	GT	Coghill	124,714	0
GT	Clark	82,568	2,403	U	Colambot	105,377	0
HJ	Clark	88,326	867	DM	Cole	148,760	0
L	Clark	116,268	3,395	J	Cole	126,714	61,691
MC	Clark	174,731	1,134	JM	Cole	136,910	4,469
ML	Clark	83,308	305	DR	Colegrave	114,714	1,090
PF	Clark	170,987	49	DA	Coles	98,026	0
R	Clark	99,918	878	JL	Coles	156,687	835
SG	Clark	85,954	1,010	W	Coles-Nash	95,687	2,460
TA	Clark	95,305	0	EJ	Collier	151,938	3,945
BG	Clarke	114,777	60,328	MD	Collingwood	145,918	453
GS	Clarke	154,981	523	C	Collins	193,075	239
KJ	Clarke	161,807	4,422	CC	Collins	101,957	232
LC	Clarke	151,294	3,865	DT	Collins	129,536	2,119
PD	Clarke	86,447	0	J	Collins	103,513	2,582
T	Clarke	193,171	57,160	TB	Collins	185,902	451
C	Clausen	104,174	217	A	Colquhoun	90,403	42
M	Claxton	167,428	17,891	JD	Colquhoun	150,175	5,195
BL	Clayton	122,500	1,130	WA	Colquhoun	144,733	410
D	Clayton	155,678	1,073	D	Colwell	90,999	0
C	Clement	183,447	2,797	CE	Combs	78,088	0
DP	Clement	161,112	473	RD	Combs	109,602	348
W	Clendinning	212,593	1,253	RK	Comer	87,767	1,459
AG	Cleveland	116,254	6,992	AT	Compton	167,346	197
D	Clinaz	143,775	2,209	RE	Compton	80,995	0
WG	Cline	84,377	2,308	JE	Condillac	112,043	0
BN	Clish	117,234	3	Y	Cong	118,973	0
CD	Coady	109,555	820	MH	Congdon	147,937	473
JG	Cobbett	152,048	1,542	DL	Conley	111,897	583
JA	Coca	116,904	263	P	Conlisk	85,405	0



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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
AM	Conn	102,160	181	MT	Coueffin	137,109	17,111
CP	Conn	101,439	3,756	M	Coules	107,725	324
GW	Connell	156,197	1,248	KH	Coulter	98,640	0
JL	Connell	147,177	5,161	N	Cousins	132,732	2,219
FG	Connor	77,970	571	W	Cousins	146,817	21
N	Conrad	75,871	1,736	SJ	Coutts	96,052	8,030
MS	Constantino	121,404	473	SM	Covington	176,034	1,121
D	Conway	163,195	1,399	FN	Cox	99,888	7,356
A	Cook	119,558	260	KL	Cox	136,581	324
VH	Cook	98,281	0	SJ	Cox	109,527	14
TA	Cooke	82,501	0	PG	Cozza	96,950	58,578
BR	Cooles	120,686	3,913	P	Craig	112,607	838
K	Cooper	77,266	0	BA	Craig-Steele	80,068	0
KL	Cooper	85,871	0	LM	Crampton	123,607	1,060
JM	Coote	108,702	473	MA	Crampton	106,945	1,569
CB	Copithorne	109,378	6,584	JL	Cratty	129,826	274
R	Corbett	100,819	174	DC	Crawford	194,057	921
MM	Corbishley	151,936	1,438	LA	Crawford	87,360	0
F	Corbould	104,044	553	LA	Crawford	123,507	0
K	Cordeiro	75,566	1,198	E	Creak	126,148	980
M	Cordeta	107,780	50	CM	Creelman	121,502	96
W	Cordeta	84,387	0	EA	Creelman	129,417	2,900
JC	Corkan	172,358	1,485	MA	Creery	83,853	101
AD	Cornes	130,854	3,205	AG	Cresswell	77,064	100
EM	Corrigan	120,860	337	LJ	Crist	120,506	0
SA	Corsie	214,078	21,038	P	Croal	117,656	367
JD	Cortes	83,999	578	C	Crocker	130,317	46,523
RV	Cortes	101,681	372	S	Crockett	85,377	946
DG	Cory	114,798	220	SM	Cromarty	98,378	1,576
NO	Costa	84,895	0	GE	Crompton	113,251	5,746
A	Cote	123,064	54,854	MF	Cronin	90,489	473
MR	Cote	162,521	106	AS	Cronk	140,462	161
SA	Cote-Booth	108,139	4,137	SA	Crooks	169,333	7,627
JL	Cotter	191,096	25,048	DR	Cross	156,995	473
EW	Cottingham	95,990	478	RA	Cross	174,253	2,353

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
TO	Cross	175,010	2,294	N	Dai	132,371	473
CS	Crossin	108,305	420	JD	Dale	156,289	506
JA	Crossman	132,972	5,243	MP	Dale	112,306	620
SM	Croteau	207,662	2,390	PR	Dale	167,291	29,321
C	Crowson	82,811	473	DF	Dalgleish	169,029	8,480
DA	Croxall	123,525	671	P	Dalgleish	114,016	3,018
MA	Cruz	150,504	222	J	Dalla Gassa	90,891	3,406
JJ	Cryderman	173,687	369	RM	Dalley	143,743	9,909
TB	Cseh	127,313	530	WJ	Dalling	158,833	322
FE	Cuartero	85,043	157	RR	Daly	167,477	17,334
AT	Cuccione	76,297	8,278	M	Dame	91,447	0
D	Cuglietta	89,234	0	LM	Damy	92,349	337
C	Cui	132,523	1,185	KR	Danbrook	123,297	130
Y	Cui	117,027	499	AD	D'Andrea	128,381	639
Y	Cui	116,694	7,331	RL	D'Andrea	115,081	1,704
SJ	Cullen	128,694	473	BA	Daniel	80,334	0
D	Cumming	126,091	4,537	BS	Daniel	113,981	350
D	Cunnington	98,818	217	CR	Daniel	132,132	5,843
AM	Cupar	108,484	150	K	Daniel	145,190	43,136
MJ	Cupido	102,247	11,392	DW	Daniels	90,281	3,304
CM	Curll	127,010	0	DS	Dar	141,824	5,112
DJ	Curll	122,852	509	A	Darby	217,708	0
M	Curman	130,691	745	R	Darvishi	95,778	1,486
WL	Currie	94,745	5,987	SM	Darwish	160,548	15,891
OO	Curtis	135,592	448	R	Das	97,172	473
CI	Cuthbert	98,568	66	MT	Daschuk	311,872	5,965
AG	Cutler	163,102	17,572	T	Dashko	112,332	0
RB	Cutting	102,005	4,840	J	Davda	80,631	473
HD	Cyr	125,110	12,548	JD	David	84,708	50
MC	Da Silva	153,324	21,326	SF	David	151,356	5,314
V	Dabic	152,148	1,389	JM	Davidoff	148,362	893
ID	Daffurn	90,771	14,961	GP	Davidson	109,629	0
F	Dagenais Cote	176,057	4,472	JG	Davie	157,473	0
C	Dahl	214,429	723	DW	Davies	113,867	1,772
RG	Dahl	110,440	0	GD	Davies	96,326	251

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
HJ	Davies	106,105	473	RB	Deibert	121,588	4,553
JL	Davies	106,288	0	WL	Deitner	143,304	2,953
LC	Davies	118,247	100	SF	Dekock-Kruger	77,459	895
M	Davies	77,023	1,244	RT	Del Barrio	121,616	827
RA	Davies	93,882	776	AR	Dela Cruz	187,349	236
SE	Davies	105,133	2,751	JA	Delage	135,665	11,169
AR	Davis	166,941	473	B	Dell	91,890	4,933
D	Davis	128,375	0	DF	Della Maestra	111,591	181
EB	Davis	107,371	0	H	Delorey	185,423	2,051
G	Davis	213,146	4,697	AG	Delos Santos	105,275	0
LM	Davis	95,233	0	BS	Demeo	140,979	38,691
MG	Davis	115,835	253	JN	Demers	117,351	5,942
SA	Davis	79,806	0	N	Demers	86,294	211
MW	Davison	128,113	739	MF	Demoor	142,341	56
RJ	Dawson	154,132	2,752	BR	Dempsey	88,888	0
A	Daya	114,193	183	JA	Dempsey	104,405	0
MF	Dayton	173,839	901	D	Den Biesen	92,888	667
MA	De Alwis	118,770	473	H	Deng	106,901	1,319
MS	De Asis	146,542	0	Y	Deng	125,572	270
RP	De Haan	123,441	3,816	RG	Denis	131,487	205
C	De Jager	140,672	50	FU	Dennert	187,804	473
A	De Maeseneer	120,965	473	MM	Dennis	160,146	1,137
CA	De Meester	110,057	0	S	Deriu	78,083	367
B	De Micheli	112,320	893	B	Dermody	95,694	573
EM	De Ramos	94,077	473	S	D'Errico	117,076	824
GN	De Zoysa	146,261	993	M	Desbois	143,354	2,722
TR	Dean	81,071	8,899	KF	Desharnais	105,409	275
A	Deb	84,541	0	MV	Desilets	97,503	100
BM	Debelle	107,703	0	DA	Desilva	152,691	756
SL	Dedelley	86,631	85	EP	Desjardins	139,989	893
AB	Deeley	138,194	-9	P	Deu	86,564	0
DM	Defazio	82,781	100	TA	Devaney	89,922	41
SG	Degerness	122,772	30,547	CR	Devine	158,223	14
SM	Deglan	85,503	28	J	Devito	94,444	650
PJ	Degroot	100,610	141	DA	Devlin	164,146	957

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TD	Devlin	143,019	308	JN	Dobby	118,788	28,800
ZJ	Devlin	124,017	56	RG	Dobie	162,772	631
DW	Devorkin	140,987	7,752	DR	Dobrenski	149,013	33
DA	Dewolde	116,800	0	J	Dobrowolski	119,088	1,909
A	Dey	137,798	5,967	M	Dobrowolski	82,705	61
DG	Deyagher	180,321	1,023	DG	Docherty	90,191	0
TG	Deyagher	147,435	767	IB	Dodd	103,391	1,017
R	Dezall	94,401	59,452	TP	Dodd	164,549	47,115
SS	Dhannu	132,924	965	AG	Dodge	119,205	344
NS	Dharamshi	151,329	0	RJ	Dodman	188,826	707
D	Dhari	113,296	470	AR	Dogar	97,910	1,236
MM	Dhatt-Sandhu	114,447	0	RW	Dojack	123,671	1,126
G	Dhillon	84,891	670	J	Dol	83,489	0
GS	Dhillon	86,440	700	L	D'Oliveira	90,894	351
N	Dhillon	95,381	0	EM	Dollevot	87,121	6,509
R	Dhillon	127,287	747	RG	Doman	102,667	465
J	Dhindsa	120,256	50	LA	Donaghy	101,999	279
H	Dhrolia	105,077	1,924	S	Donaghy	172,737	1,048
B	Diallo	146,745	502	J	Dong	106,799	1,048
AS	Dias	120,837	0	DL	Donnan	118,330	0
MP	Dickenscheid	176,531	1,324	V	Donose	117,836	1,348
M	Diesch	164,273	3,743	B	Doostdar	131,617	10,821
S	Dignan	162,499	3,187	JS	Dorsey	164,811	1,821
S	Dill	173,931	0	JS	Dosanjh	85,618	12,433
EM	Dillon	154,533	18,078	KA	Dostie	117,913	473
MM	Dimitrijevic	104,186	0	HE	Doucet	115,313	0
A	Dinca	78,121	0	LM	Doucette	90,559	0
G	Ding	94,901	473	JL	Douglas	92,574	3,778
Y	Ding	116,391	11,213	JM	Douglas	82,594	50
T	Dinh	121,279	473	KR	Douglas	183,411	11,385
TL	Dinsdale	119,590	2,068	PA	Douglas	155,289	18,871
AW	Dionne	157,032	0	RS	Douglass	143,083	0
AJ	Dixon	106,593	7,633	DR	Dowler	222,844	893
AB	Dixon-Warren	172,930	5,661	M	Downey	82,818	150
D	Djonin	101,044	1,625	RJ	Downey	156,963	6,310

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I	Dragelj	96,993	583	MG	Dunham	77,703	15
BK	Draheim	103,171	315	IM	Dunlop	92,488	1,060
JL	Dresler	181,792	4,160	CH	Dunn	164,265	0
MS	Dreslinski	134,629	1,334	HL	Dunn	107,991	779
SW	Drexl	144,328	741	AM	Dunne	80,324	0
RD	Drinkwater	97,884	9,299	CW	Dunsford	151,296	3,162
A	Driver	77,447	314	SJ	Duplantis	78,759	0
K	Drost	139,249	1,382	JG	Duplessis	181,473	8,843
CT	Drover	93,399	0	Z	Duranovic	136,254	473
ME	Drown	171,830	2,381	CM	Durden	101,595	0
JK	Drozdowich	92,440	1,295	R	Dusil	190,888	250
CD	Druce	108,913	50	MK	Dutta	80,344	0
D	Dubljevic	131,721	681	S	Dutta	202,584	2,207
KG	Duchak	187,996	3,003	MR	Dwyer	102,483	610
JR	Ducharme	168,831	4,152	BT	Dyck	146,133	833
JL	Duchman	139,285	1,559	KB	Dyck	77,337	0
GJ	Duff	106,899	2,736	KP	Dyck	93,614	129
AG	Duffy	101,209	1,243	L	Dyck	173,746	85
JP	Duffy	159,421	420	RE	Dyck	124,983	473
TD	Dufloth	109,144	282	BT	Dyer	107,608	3,703
SA	Dufour	126,657	893	LJ	Dyer	118,260	47,986
CP	Duhamel	93,553	6,599	PA	Dyke	146,206	2,885
J	Duke	100,703	2,246	C	Dyson	223,094	258
KM	Duke	256,208	2,431	JW	Eadie	115,095	50
DC	Dukeshire	167,956	975	AM	Eagan	82,490	0
AR	Dulaba	149,202	497	MT	Eang	98,313	134
TS	Dulaba	86,957	8,131	WA	Earis	212,835	1,438
CM	Dumont	77,499	0	SD	Earle	118,736	7,033
N	Dumville	100,508	0	SJ	Easterbrook	100,997	494
MK	Dun	117,463	50	JW	Easton	165,637	3,686
BA	Dunbrack	81,263	97	TA	Ebenal	200,957	13,573
RW	Duncan	146,912	206	AD	Ebrahimzadeh	116,977	2,715
SM	Duncan	172,310	294	MA	Eck	92,863	139
ST	Duncan	186,108	7,168	RM	Edmondson	160,433	239
D	Dunham	149,468	1,063	JD	Edralin	110,405	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
C	Edwards	75,287	0	GR	Erho	124,302	8,656
SC	Edwards	156,571	1,520	CG	Erickson	154,662	24,074
TA	Edwards	104,631	100	GA	Eriksen	110,915	36
CP	Egan	155,957	3,477	SL	Ernst	114,624	90
DR	Eggers	112,707	263	C	Erschine	94,431	0
RJ	Egilton	120,037	25	CJ	Ertel	101,821	0
M	Eigenmann	102,109	657	AA	Erven	149,983	0
P	Eijsberg	130,185	470	L	Erven	163,655	473
EW	Ekholm	151,591	1,104	JR	Espiritu	86,973	1,177
R	Elazar	142,481	4,215	R	Espiritu	96,372	0
DA	Elchuk	131,990	277	EP	Ethier	189,863	5,073
BL	Eldridge	115,619	735	L	Ethier	97,133	1,033
E	Eliasov	81,385	96	BM	Evans	137,245	682
AS	El-Khatib	105,159	1,584	CJ	Evans	92,258	200
LJ	Elkins	89,405	0	DC	Evans	129,298	95
BE	Ellerman	82,903	0	JI	Evans	119,949	893
JA	Elliot	122,393	0	JL	Evans	109,991	605
C	Elliott	94,318	2,495	JR	Evans	144,589	210
ER	Elliott	104,108	4,645	LJ	Evans	75,359	25
MA	Elliott	149,589	2,538	V	Everard	84,110	841
AD	Ellis	159,660	893	LA	Everett	88,719	7,551
DA	Ellis	135,653	2,289	M	Eviston	106,198	213
DJ	Ellis	117,145	8,106	D	Ewaniuk	86,819	399
GR	Ellis	164,093	105	D	Ewart	103,135	746
JM	Ellis	100,279	264	GM	Ewart	78,062	3,065
TA	Ellison	153,298	1,340	SD	Ewing	105,458	130
EB	Elofir	109,344	16,401	TD	Ewing	121,718	11,764
D	Elvambuena	154,955	743	S	Exter	124,850	117
B	Eng	77,854	50	BT	Ezelyk	117,215	197
DP	Engleman	102,947	644	DL	Ezelyk	149,754	25
J	English	105,143	1,353	AA	Fabian	106,841	5,507
JA	Enns	143,889	5,335	AA	Fabros	149,153	23,962
RJ	Enns	102,818	131	R	Fabros	76,774	110
SD	Epa	110,482	3,050	MC	Fahey	80,169	50
D	Epton	160,004	517	S	Faisal	142,110	10,462

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
C	Fait	141,948	549	RG	Fequet	104,638	0
MG	Fait	85,348	13,990	KJ	Ferber	118,368	16,771
WR	Fajber	180,265	3,041	YS	Ferdinandez	126,513	0
P	Falardeau	146,913	15,975	AL	Ferguson	183,651	6,729
M	Falcone	112,295	25	JD	Ferguson	81,511	230
VJ	Falcone	115,311	404	LR	Ferguson	107,896	0
RM	Falk	93,585	567	R	Ferguson	119,935	0
RJ	Falloon	110,244	1,698	IR	Fernandes	170,833	1,744
LA	Fane	153,760	710	TE	Ferolie	149,424	525
DM	Fantin	188,672	5,281	A	Ferraresso	163,865	5,391
A	Farah	145,379	3,356	RG	Ferraro	114,397	2,788
BH	Farahani	142,721	498	A	Ferreira	143,236	0
R	Farbridge	122,168	523	BC	Ferris	156,048	0
RJ	Fard	132,808	420	BE	Ferris	89,451	50
M	Farjadi	103,050	13,635	DD	Festerling	130,871	57,960
JM	Farmer	110,939	0	JS	Fidel	93,170	1,043
LM	Farn	99,594	0	MA	Fiel De Sousa	95,639	286
CJ	Farquharson	110,143	148	SA	Fielding	81,385	533
GT	Farrell	90,759	0	D	Finamore	100,185	289
O	Faruk	123,229	3,123	CK	Findlay	170,969	1,785
KM	Fast	144,002	3,769	J	Finkenbine	76,217	473
CG	Faulkner	107,748	80	IT	Finlayson	78,066	211
BL	Fawcett	163,607	325	KS	Finlayson	106,929	298
R	Fearnley	122,352	42	TB	Finley	133,015	54,277
RS	Federico	116,157	1,954	PF	Finnegan	171,805	3,179
A	Fedorov	119,859	928	RM	Finney	131,530	50
BR	Fee	82,380	27	CF	Fish	93,411	0
SA	Feener	120,606	4,800	M	Fish	163,292	1,938
IR	Feir	106,814	285	TE	Fish	113,508	2,783
AJ	Felber	76,453	0	EE	Fisher	199,096	11,172
KM	Felgnar	82,000	0	EV	Fisher	182,969	53
R	Felton	165,836	519	RV	Fisher	144,741	473
GW	Feng	106,275	1,210	S	Fisher	114,866	154
Z	Feng	88,573	290	JJ	Fitzgibbon	149,982	707
G	Fenwick	240,307	1,145	DR	Fladmark	115,714	317

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
JB	Flanagan	238,456	1,564	DW	Fossa	138,953	382
MG	Fleming	143,491	1,400	GE	Foster	145,457	2,869
BR	Fletcher	109,462	54,072	LC	Foster	157,228	0
EA	Fletcher	158,396	998	M	Fotouhi	82,294	0
C	Fleury	183,799	533	PE	Found	150,473	4,941
JD	Fleury	143,065	20,994	J	Fournier	112,961	0
DJ	Flood	143,554	16	J	Fowler	111,938	420
MR	Flood	99,061	0	MB	Fowler	120,433	33,049
CJ	Flores	90,854	0	RK	Fowler	91,321	0
V	Floris	138,521	1,594	WH	Fowler	167,630	108
B	Flynn	112,174	5,935	SC	Fowles	182,105	3,185
DJ	Flynn	175,133	820	DA	Fox	191,440	783
DS	Foglia	113,101	13	J	Fox	90,450	0
J	Foley	84,976	15,019	K	Fox	135,927	8,909
J	Foley	104,595	-179	WH	Fox	136,324	1,058
C	Folkestad	82,061	350	DL	Foxall	115,224	571
DH	Fong	98,609	716	D	Frame	82,857	1,054
N	Fong	89,934	0	CG	France	145,430	18,651
V	Fong	120,507	816	C	Francis	137,165	893
YY	Fong	100,620	998	NV	Francis	83,106	0
DP	Fontaine	107,410	70	E	Frank	149,130	473
A	Fontana	79,994	762	B	Franklin	139,075	901
K	Foo	125,152	1,076	A	Fraser	87,829	9,795
JM	Forbes	121,811	1,355	B	Fraser	156,640	6,916
SA	Forbes	101,297	50	CE	Fraser	167,304	1,408
JN	Ford	106,297	275	JL	Fraser	332,947	2,144
T	Ford	153,026	24,528	LG	Fraser	133,471	1,277
WA	Forman	89,840	1,974	MR	Fraser	108,451	44
R	Fornasier	168,155	390	TE	Fraser	106,771	176
RC	Fors	133,905	14,463	WP	Fraser	76,091	25
CA	Forsberg	113,373	5,224	AJ	Fraughton	155,918	50,920
MC	Forster	196,569	864	MR	Freda	92,336	250
L	Forsyth	102,415	151	JD	Fredette	120,145	184
TL	Fortune	84,561	0	JC	Freele	163,351	17,607
BC	Foss	138,558	691	AP	French	202,050	0



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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
DJ	French	185,526	6,183	CT	Furler	135,916	50
JG	French	117,182	11,243	M	Furumori	91,599	2,621
AG	Fresnido	81,227	0	RT	Fusick	151,881	3,383
MK	Frew	84,430	390	SG	Fyfe	256,520	13,582
CA	Frick	101,139	77,782	GS	Gabert	155,664	411
GC	Fricke	130,823	17,821	JG	Gabriel	229,800	468
BH	Friedman	117,533	0	SS	Gadhok	153,345	0
GJ	Friend	95,993	3,440	PC	Gaffran	146,261	10,271
BA	Friesen	134,195	473	V	Gafitulin	155,747	61
MH	Friesen	146,740	893	N	Gafitulina	93,656	0
OS	Friesen	91,489	0	PL	Gahir	93,247	530
TM	Friske	121,349	988	PN	Gaillardetz	113,135	1,018
KA	Froats	91,508	1,053	M	Gajdosik	92,286	0
FE	Froese	116,090	76	C	Galam	116,730	19,796
PN	Froklage	116,107	0	WW	Gale	145,970	1,418
SA	Fromme	124,231	15,339	GG	Gallagher	162,101	3,613
PD	Frost	136,610	1,356	K	Gallaughier	80,386	50
KL	Fruno	113,339	0	R	Galope	87,684	0
W	Fu	100,466	0	D	Galos	164,127	1,508
J	Fuchser	147,012	473	MJ	Galvez	150,672	674
RA	Fuentes Ruiz	110,435	46	JT	Gamache	132,883	0
DW	Fuhrmann	129,395	894	AW	Gamage	183,000	1,673
AS	Fujino	119,742	5,552	GB	Gamboa	133,563	28
DJ	Fulcher	201,990	792	B	Gammer	128,642	1,481
SA	Fulcher	128,347	7,930	JG	Gammie	121,964	24,678
CP	Fulmer	78,482	10,574	RD	Gammie	138,041	2,834
WA	Fulthorpe	89,093	1,268	C	Gao	108,216	594
CJ	Fulton	135,710	1,892	Q	Gao	129,392	893
DA	Fulton	168,858	4,912	S	Gao	83,911	1,148
ME	Fulton	115,192	1,345	NA	Gaoiran	122,354	0
I	Fung	140,063	998	PT	Gara	119,394	3,676
RH	Funk	144,860	74	C	Garand	141,865	523
BP	Fuoco	206,114	218	KE	Garbet	223,428	795
MC	Furberg	130,517	0	H	Garcia	85,269	0
SM	Fure	86,463	0	BA	Gardey	80,854	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
BR	Gardiner	95,695	0	SC	Gerwin	116,608	4,075
AM	Gardner	92,537	0	J	Gesic	176,763	2,490
BB	Gardner	151,301	11,368	GJ	Geyser	186,262	10,339
KM	Gardner	106,236	3,418	H	Gharachamani	154,996	932
CV	Gargantiel	90,564	0	M	Ghayoor	92,528	420
ZC	Garland	115,868	680	SG	Ghirardello	94,730	766
AL	Garrecht	110,188	2,104	S	Ghosal	138,095	181
ME	Garrett	119,034	653	SI	Gibb	89,225	0
TR	Garrow	142,552	7,171	K	Gibbons	83,758	0
PJ	Garson	135,741	1,125	VF	Gibbons	160,016	4,775
DH	Gartner	142,795	22,379	M	Gibbs	125,497	623
A	Garvey	88,973	1,066	K	Gibson	228,670	1,468
KS	Gaskin	88,356	399	L	Gibson	89,758	0
C	Gatzke	160,126	33,814	NG	Giddens	89,338	60
DR	Gaudin	169,276	573	HJ	Giesbrecht	121,532	473
ZD	Gauthier	165,655	3,838	MK	Giesbrecht	112,303	530
RL	Gauvin	92,249	-243	TA	Giesbrecht	148,577	1,301
PJ	Gavigan	87,863	16,237	TD	Giesbrecht	83,897	6,313
D	Gavin	128,857	3,631	E	Gietz	146,230	725
BK	Geall	102,945	1,119	JC	Gietz	233,326	797
D	Gebert	193,717	578	LJ	Gifford	115,086	1,746
JM	Geddert	141,592	104	BM	Gilbert	119,594	63
PE	Geddes	117,256	592	DJ	Gilchrist	88,383	184
MA	Gedig	167,803	6,330	AG	Gilks	77,588	0
C	Gehring	98,206	135	HK	Gill	151,393	1,418
DL	Geissler	79,102	1,531	JK	Gill	115,378	174
AA	Gelchu	109,178	400	R	Gill	202,420	670
RL	Gellibrand	102,048	974	RA	Gill	136,536	1,382
WC	Gemmell	95,598	1,180	CD	Gillespie	149,666	3,507
TS	Gent	123,073	0	SA	Gilliss	135,051	1,770
D	George	158,511	653	A	Gilpin-Jackson	141,115	2,338
P	George	95,676	830	JP	Gilrairie	135,577	9,227
O	Geraskina	96,962	75	P	Giminski	85,277	215
RG	Gerbrandt	177,418	1,103	AC	Gimple	132,048	399
VO	Gerlib	185,509	40,900	M	Gimson	144,861	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
JF	Gin	84,487	0	M	Goodman	100,479	0
AR	Girard	147,761	2,285	RS	Goodman	105,790	0
KK	Girgulis	134,121	281	DA	Goodwin	80,926	620
P	Girn	138,447	420	R	Goodwin	180,786	0
DS	Gittins	75,302	100	W	Goodwin	83,742	0
J	Gladish	103,886	2,500	J	Googel	127,036	0
J	Glawdel	110,340	473	DD	Gorby	131,932	1,130
C	Gleeson	112,640	0	MA	Gordon	150,096	11,743
BR	Glover	133,060	1,408	MD	Gordon	194,315	61,787
J	Gobeil	111,829	74	MJ	Gordon	82,039	0
AK	Gobena	123,938	473	MT	Gordon	108,757	0
L	Gobin	98,953	583	VR	Gorospe	116,783	0
R	Godding	102,811	998	BM	Goss	148,953	1,723
RB	Godfrey	121,333	25	DA	Goss	75,123	3,000
TN	Godreau	134,722	0	AS	Gosse	169,037	40,743
M	Godyn	78,371	0	JR	Gosse	157,802	231
BK	Goehring	174,333	6,279	R	Goswami-Powell	122,048	686
GE	Goettemoeller	156,504	7,218	DM	Gothard	116,193	3,258
SJ	Goh	100,716	0	MW	Gotobed	155,888	1,606
A	Gohar	95,927	473	DH	Gould	143,268	7,785
MM	Gokey	79,596	0	CJ	Graboski	170,853	2,118
R	Goldberg	155,225	473	PB	Grabowski	82,102	725
WT	Goldie	100,057	47	TJ	Grabowski	87,947	75
EK	Goldsmith	145,194	559	KL	Grace	120,755	1,641
BJ	Gollmer	109,045	75	KJ	Graeme	196,764	2,335
DL	Gomes	85,206	38	CD	Graff	145,782	17,890
E	Gomes De Araujo	84,847	1,200	SA	Graff	102,261	17,505
GB	Gonzales	139,595	0	AA	Graham	82,621	4,156
CA	Gonzalez	120,911	473	BA	Graham	80,875	635
FE	Gonzalez	93,736	0	DM	Graham	104,121	50
JM	Gonzalez	130,706	420	JM	Graham	147,935	3,067
KT	Goodall	75,259	28	MJ	Graham	143,635	39,918
PM	Goodall-Hart	158,820	4,253	MS	Graham	92,319	0
N	Goodfellow	126,181	765	PE	Graham	144,459	1,724
JE	Goodman	80,243	126	SM	Graham	179,529	3,108

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
T	Graham	82,999	1,087	KJ	Griffiths	89,969	1,869
S	Grahn	132,665	1,418	JA	Grijzen	83,049	1,780
D	Grant	181,204	1,019	C	Groenevelt	126,555	250
KB	Grant	118,660	2,566	CL	Grohs	108,604	294
KW	Grant	124,104	49,217	TH	Grohs	92,490	0
LM	Grant	100,676	25	RM	Groombridge	111,032	175
RJ	Grant	133,304	318	AJ	Grose	120,159	3,483
D	Graves	163,791	650	SG	Grose	134,964	0
A	Gray	131,849	21,206	KJ	Gross	112,512	44,705
GL	Gray	110,604	1,350	JA	Grosse	104,449	0
JD	Gray	149,066	8,620	CT	Grotke	90,783	798
KA	Gray	79,925	1,822	CL	Groves	169,174	1,181
MA	Gray	119,463	37,420	KL	Groves	161,222	2,581
SD	Gray	188,370	11,417	A	Grujic	156,161	4,705
AT	Graza	199,278	4,515	B	Gu	132,887	1,653
W	Greeley	174,902	2,164	M	Gu	116,040	704
GW	Green	132,116	8,967	ME	Guajardo	103,736	0
IS	Green	105,247	0	M	Guanlao	124,344	943
JL	Green	173,343	3,417	LH	Gudbjartsson	142,556	1,268
E	Greene	80,865	149	DR	Gude	209,027	2,930
CD	Greenham	176,513	910	N	Gudelj	93,679	530
MR	Greenlaw	79,296	791	B	Gueldenstern	162,526	4,521
RK	Greenlaw	88,727	44	T	Guerra	105,481	2,909
AR	Greenlay	164,958	20,485	PR	Guglielmin	119,195	120
SE	Greenway Booth	104,995	2,324	M	Guglielmotti	106,725	2,866
KG	Greenwell	92,158	0	D	Guinan	145,510	3,449
DW	Greenwood	133,130	24,914	MA	Guite	157,090	1,704
S	Gregg	158,126	2,741	B	Gulliver	138,413	611
KR	Gregory	109,412	2,304	IJ	Gumulia	92,047	2,580
MN	Gregory	99,548	3	CR	Gunderson	107,462	385
A	Grenier	80,426	228	K	Gunn	150,527	11,837
GS	Grewal	171,427	2,083	TD	Gunness	120,326	4,388
A	Griffin	81,885	0	DR	Gunson	109,109	306
TK	Griffith	138,712	755	F	Guo	175,484	758
C	Griffiths	139,669	350	J	Guo	111,087	473

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
T	Guo	119,212	473	R	Hall	100,009	3,764
A	Gupta	138,118	718	TD	Hall	196,131	57,411
A	Gupta	115,349	803	TE	Hall	176,804	2,194
D	Gupta	80,768	0	BD	Hallam	95,185	0
ML	Gusola	95,971	833	BJ	Hallborg	198,823	1,932
SB	Gustafson	115,441	2,265	ER	Hallson	142,819	28
B	Gustaspi	172,831	0	G	Halmaghi	113,915	473
TL	Guterres	190,492	420	JB	Halse	205,336	109
EC	Gutierrez	83,120	0	D	Hamagami	108,317	400
TB	Gutwin	175,028	573	PE	Hamaguchi	89,456	0
AK	Guy	115,094	0	D	Hamberg	101,029	1,379
SM	Gwilliam	187,879	186	HG	Hamberger	159,115	473
TC	Haaf	134,640	1,859	KO	Hambleton	125,537	6,313
M	Haag	180,109	473	O	Hamed	75,956	0
EF	Haboly	163,938	945	R	Hamel	98,103	2,744
AG	Habte	142,544	514	GR	Hamer	149,727	6,728
MP	Hackwell	123,318	173	CG	Hamilton	128,853	1,761
K	Hadavi	140,600	2,040	CG	Hamilton	174,473	542
GR	Haddow	201,459	473	S	Hamilton	126,884	3,475
KA	Hadgkiss	75,058	1,133	WJ	Hamilton	161,723	6,984
K	Hadzimahovic	133,808	473	H	Hamilton Harding	151,292	540
MR	Hafez	148,889	5,583	CJ	Hampton	178,182	17,804
KK	Hagen	125,387	924	B	Han	82,918	0
PA	Hahto	116,663	1,041	H	Han	186,450	1,560
RA	Haines	93,109	3,028	J	Han	104,513	998
CE	Haizimsque	164,601	259	Q	Han	116,146	473
V	Hajiabdolmajid	130,053	2,834	Q	Han	130,515	669
MI	Hakim	91,702	0	VK	Hanada	135,077	547
DW	Hale	172,318	998	SM	Handley	130,083	3,022
RD	Haley	118,828	0	NM	Handra	122,072	1,975
A	Hall	108,073	1,130	KA	Hanlon	172,296	76
AA	Hall	98,219	489	ME	Hanlon	188,114	503
AP	Hall	91,402	435	MF	Hannah	80,667	14
CM	Hall	77,540	168	MW	Hannath	152,011	374
JJ	Hall	149,790	4,940	D	Hanratty	103,397	4,423

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
AD	Hansen	122,193	7,644	N	Hart	116,800	438
TP	Hanson	154,963	1,057	DN	Hartford	193,196	2,109
V	Hanson	141,574	117	C	Hartley	115,247	659
WA	Hanson	173,089	1,127	RK	Hartley	129,387	1,956
LL	Hanssens	137,401	0	SA	Hartley	123,773	3,890
J	Hao	112,673	537	SL	Hartley	91,051	0
T	Harada	90,734	473	WP	Hartley	99,642	20
BM	Harapnuk	115,845	735	JT	Hartman	138,061	0
D	Harapnuk	105,314	169	GF	Hartney	99,239	263
JC	Harb	77,136	8,350	CC	Hartwell	91,207	150
BR	Hardcastle	149,656	0	AJ	Harvey	142,411	1,926
DM	Hardie	189,369	236	BW	Harvey	119,523	1,184
J	Hardman	139,794	643	DS	Harvey	99,856	297
DB	Hare	122,022	236	TS	Harvey	76,898	748
H	Hare	102,501	6,990	LJ	Harwood	102,109	75
JR	Hargrave	130,248	25,480	S	Hashemi	90,189	25
D	Hargreaves	180,203	0	B	Hassani	123,627	2,495
E	Harmati	114,558	786	AM	Hasselaar	101,220	286
KM	Harmon	121,212	473	CR	Hastings	83,937	128
RC	Harms	227,759	129	CR	Hastings	141,231	970
CC	Harper	146,537	1,802	BM	Hatch	113,274	806
D	Harper	122,593	1,049	RR	Hathaway	82,757	5,388
JD	Harper	113,527	31,893	C	Hatton	136,176	4,214
RM	Harper	131,735	184	CK	Hau	163,376	473
T	Harper	176,471	23	KM	Haughian	85,833	0
PG	Harrington	158,741	1,045	KA	Hawkins	125,670	3,978
C	Harris	76,350	493	JA	Hawryluk	136,418	19,797
GW	Harris	114,019	1,815	RM	Hawryluk	191,559	5,845
K	Harris	87,860	0	A	Hay	97,031	39
PR	Harris	131,843	9,151	DJ	Hay	102,117	39
SC	Harris	108,183	1,663	JA	Hayashi	139,780	500
SM	Harris	104,349	403	R	Hayat	91,897	500
ER	Harrison	91,047	464	RA	Hayek	81,637	14
S	Harrison	106,412	240	SS	Hayer	128,141	126
TP	Harrison	132,490	59	IC	Hayes	84,903	2,689

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PH	Hayes	153,151	1,539	DM	Herrington	179,273	84
M	Hayles	140,818	50	JM	Herrington	174,939	1,183
DS	Hayre	138,792	1,418	RE	Herzog	116,815	13,020
KD	Hazelwood	118,115	7,482	BD	Heslip	107,152	0
TD	Hazelwood	127,478	263	JM	Heslop	140,035	1,995
CD	Head	165,616	31,662	G	Heward	105,552	0
AS	Heath	89,390	0	JL	Hewat	101,001	0
SL	Heaton	91,033	75	RJ	Hewko	105,088	812
DP	Hebert	142,722	3,045	AM	Hibbs	124,625	1,629
GT	Hebert	85,083	1,556	RW	Hickerson	85,714	266
JR	Hebner	183,096	2,759	DA	Hicks	114,994	4,650
MP	Heenan	146,142	7,436	GD	Hicks	92,467	109
AE	Heeps	75,438	6,118	RJ	Hicks	94,098	16,418
PP	Heer	86,332	0	CL	Hiebert	96,976	905
GR	Hefflick	161,490	765	DA	Hiebert	125,025	89
A	Hefford	172,709	1,589	SA	Hiebert	141,965	35,283
RG	Heide	110,880	2,047	SM	Hiebert	140,907	1,418
TB	Heiman	128,013	0	TJ	Higa	166,761	225
EB	Helander	154,176	1,399	SA	Higginbottom	89,385	0
G	Helfrich	140,857	7,584	CD	Higgins	189,567	21,175
RA	Helgason	127,857	4,354	JL	Higham	151,991	8,550
JW	Helten	110,936	0	CL	Hill	137,782	5,765
DF	Hembling	154,719	855	DB	Hill	162,402	1,157
CD	Heminsley	205,663	0	L	Hill	105,750	0
AA	Henderson	127,112	1,266	MA	Hill	168,346	2,646
G	Henderson	139,720	1,036	MP	Hill	130,957	499
J	Henderson	142,099	1,570	RJ	Hill	132,035	6,269
RL	Henderson	138,866	1,554	RJ	Hill	181,891	968
RM	Henderson	175,543	1,553	S	Hill	163,541	1,677
TC	Henderson	155,171	520	JL	Hillgartner	125,593	16,044
DC	Henry	131,792	11,590	DB	Hills	144,056	0
S	Henzel	143,371	10,011	TT	Hills	139,321	4,884
JS	Heppner	192,428	364	D	Hillsdon	112,545	663
KB	Heppner	110,079	1,826	WC	Hilton	92,041	0
A	Herrick	166,168	56	GS	Hiltz	154,726	518

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
TG	Hinatsu	119,119	1,474	J	Holitzki	144,820	18,843
WR	Hine	118,551	4,648	A	Holland	118,721	0
KJ	Hines	144,597	2,536	FM	Holland	178,738	1,565
J	Hinke	102,528	419	HA	Holland	121,167	3,333
BM	Hirschfield	163,532	773	M	Holland	90,456	473
DM	Hirschman	145,124	38,394	MD	Holland	85,638	4,299
MA	Hirvonen	111,598	20,169	MM	Holland	279,931	796
E	Hiscock	114,574	0	PW	Hollett	81,613	425
KA	Hishon	121,554	0	B	Hollybow	92,139	9,548
E	Ho	137,504	478	MS	Hollybow	141,984	2,721
J	Ho	98,995	0	AS	Holmgren	156,765	1,417
KA	Ho	145,988	839	CD	Holmgren	213,079	1,779
PJ	Ho	93,944	4,670	TJ	Holst	91,721	18,956
W	Ho	140,567	500	JR	Holt	183,651	445
NL	Hobbs	115,493	4,222	SA	Holt	85,927	0
AJ	Hobden	121,550	132	SW	Holt	110,206	26,520
BJ	Hobkirk	145,085	2,456	B	Holtby	151,719	11,077
S	Hobson	251,525	0	W	Hon	181,797	510
HR	Hodgson	199,653	19,345	HK	Honda	204,785	2,415
MB	Hoekstra	93,068	0	DK	Hong	101,503	998
BE	Hofer	90,263	1,356	WW	Hong	147,018	1,531
IT	Hofer	100,172	0	RR	Honrade	138,304	297
AN	Hoffman	115,029	800	WA	Hood	214,888	0
BE	Hoffman	110,208	8,510	LM	Hooper	109,610	134
L	Hogan	113,303	1,258	P	Horan	162,364	2,599
DA	Hoglund	113,250	0	JM	Hornby	75,201	117
EL	Hohert	133,627	40,375	NR	Horne	149,804	9,301
KB	Hohert	160,432	6,364	RJ	Horner	122,028	7,021
JL	Hokanson	84,898	0	Q	Hornosty	121,301	50
JE	Holdaway	118,377	0	BG	Horton	146,686	4,316
DJ	Holden	142,165	13,520	JC	Horton	160,435	9,904
RC	Holden	169,591	1,911	MR	Horwood	137,176	840
EO	Holgate	82,595	0	JS	Hothi	158,740	1,274
GJ	Holisko	134,559	1,375	D	Houghton	184,950	241
DJ	Holitzki	173,674	100	JS	Houle	139,936	473



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TD	Houser	81,692	0	TE	Hughes	112,869	2,290
JC	Housley	126,024	0	SJ	Huhn	82,458	1,429
PW	Houston	232,272	6,095	C	Hui	207,868	473
RB	Houston	180,918	2,713	C	Hui	117,400	523
EA	Howard	144,561	473	PW	Hui	135,897	893
MA	Howard	79,775	11,717	TR	Huitika	131,754	473
PJ	Howard	142,117	2,134	RB	Hull	120,417	1,111
DG	Howe	99,403	5,437	JP	Hulme	168,547	12,210
JD	Howes	219,825	59	G	Huml	103,574	12,282
EB	Howker	177,437	3,349	B	Humle	139,184	832
CP	Howkins-Burgart	83,744	0	J	Humphrey	97,724	5
PY	Hoy	104,134	50	SW	Humphreys	158,524	0
MJ	Hrad	153,325	655	GS	Hundal	133,534	473
W	Hsieh	75,619	5,785	IS	Hundal	122,111	5,687
H	Hsu	135,720	278	CS	Hundial	86,366	2,110
YJ	Hsu	96,346	1,912	JS	Hundial	105,481	0
GT	Htan	138,061	498	MW	Hung	95,977	754
P	Hu	115,216	523	S	Hunjan	95,153	473
Z	Hu	93,458	0	DJ	Hunsberger	132,733	1,149
J	Hua	131,996	473	CJ	Hunt	101,307	399
S	Huan	146,784	650	J	Hunt	76,101	5,624
J	Huang	163,255	21,141	DJ	Hunter	115,260	5,007
X	Huang	143,052	18,159	DP	Hunter	203,804	2,893
Y	Huang	78,457	54	MS	Hunter	82,174	20,589
Y	Huang	91,807	1,864	JR	Hurd	96,332	14
Y	Huang	88,488	998	DM	Hurl	119,609	1,671
AF	Hubbard	80,332	1,321	E	Hurley	182,013	17,865
TR	Hubbard	82,113	175	B	Hurrie	117,408	1,278
Z	Hudani	124,797	1,209	JG	Hurst	99,485	14
B	Hudson	97,498	705	SL	Hurst	117,894	0
DW	Huey	160,126	0	A	Hussain	230,527	973
CJ	Huff	128,731	0	MR	Husty	183,811	6,238
B	Hughes	139,203	1,378	GF	Hutcheson	114,533	16,191
JJ	Hughes	96,500	332	A	Hutchinson	112,172	420
SP	Hughes	79,920	0	K	Hutchinson	181,111	345

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
JD	Huxley	122,746	277	M	Istok	98,631	599
AD	Huynh	100,045	956	R	Itcush	160,320	499
DP	Huynh	80,949	0	AJ	Ito	90,858	20
RP	Hynes	132,725	0	VI	Ivanov	88,827	530
FD	Hyslop	137,234	68,084	I	Ivanovic	120,838	0
P	Iacob	75,893	0	TD	Iwaskow	95,373	61,070
LM	Iggulden	106,103	88	M	Izadi	118,712	1,436
M	Iitsuka	111,821	82	M	Jabbari	141,127	5,971
JG	Ikeda	83,254	0	DE	Jacks	113,312	0
JM	Illerbrun	101,563	11,297	SD	Jacks	102,058	821
BR	Imler	137,887	63	DC	Jackson	92,798	4,665
M	Imran	108,782	5,919	DL	Jackson	118,645	4,065
R	Infanti	173,164	1,387	FS	Jackson	156,720	415
TO	Inga-Rojas	157,065	473	GW	Jackson	175,309	13,996
DW	Ingleson	127,842	951	JK	Jackson	88,047	50
BD	Ingraham	145,055	9,173	S	Jackson	194,109	60
AJ	Ink	109,980	0	IS	Jacobs	155,520	1,417
C	Intihar	127,857	2,430	TL	Jacobs	93,394	88
P	Ionica	101,485	473	RE	Jacobson	208,624	2,749
J	Iosfin	160,864	473	SD	Jacobson	137,007	5,514
K	Ip	101,091	2,765	P	Jahanbin	77,305	0
Q	Iqbal	160,555	1,311	NC	Jaik-Robinson	89,182	350
RW	Ireland	170,187	1,677	V	Jain	169,546	9,039
AD	Irving	175,168	39,811	HB	Jakobsen	99,492	0
RJ	Irving	112,283	838	CK	James	81,578	2,245
TE	Irving	89,970	93	FS	James	212,108	25
T	Isaac	100,529	998	RG	Jamieson	79,695	250
DL	Isber	85,333	581	M	Jamsaz	140,412	599
E	Iseli	129,851	12,178	G	Jang	143,133	6,790
M	Iseli	97,920	0	N	Janicijevic	94,280	1,697
T	Isert	115,058	9,678	C	Jansen	242,075	401
MS	Islam	113,348	473	TL	Jansen	94,431	0
R	Islam	175,282	3,296	TS	Jansma	137,338	0
NT	Israel	112,164	607	M	Janusz	87,393	0
E	Israelyan	80,074	319	BR	Janzen	135,200	384

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
RA	Janzen	168,168	17,980	EM	Jobe	86,533	4,616
S	Jarman	99,925	14,569	CW	Joe	75,243	0
TL	Jarman	95,578	22,434	DK	Johannesson	145,994	3,384
H	Jarollahi	122,494	760	TM	Johansen	155,919	0
KW	Jarratt	126,647	88	CM	Johnsen	115,504	25,265
A	Jarrett	81,486	0	CW	Johnson	173,405	60,350
C	Jarrett	91,468	180	DD	Johnson	134,109	-196
JF	Jarvis	95,599	14,537	DM	Johnson	95,850	75
M	Jasek	145,435	3,238	DN	Johnson	104,437	2,121
M	Javaid	131,360	1,928	GC	Johnson	153,576	27,377
G	Jay	100,634	0	H	Johnson	88,123	0
K	Jay	119,351	2,155	JF	Johnson	145,591	838
A	Jeed	80,813	784	PD	Johnson	117,820	0
MP	Jeffery	109,021	0	SC	Johnson	151,908	163
J	Jeffrey	85,643	40	T	Johnson	111,885	1,047
TM	Jeffrey	149,433	420	TL	Johnson	129,666	473
RJ	Jeffries	99,823	50	TL	Johnson	107,776	127
CR	Jelenici	114,811	2,256	ZK	Johnson	142,076	829
LA	Jelic	82,364	0	MP	Johnston	82,001	0
D	Jensen	148,541	3,079	WT	Johnston	131,461	33,990
DA	Jensen	133,832	4,416	RC	Jolly	144,631	12,708
T	Jensen	153,740	1,829	HC	Jonas	119,626	0
TA	Jensen	79,457	495	C	Jones	117,073	420
RJ	Jess	113,415	15,177	JW	Jones	86,959	944
RM	Jesse	194,322	5,090	MB	Jones	181,770	948
SK	Jewell	123,974	10,350	S	Jones	107,173	0
E	Ji	141,590	1,527	SD	Jones	90,525	2,105
H	Ji	123,278	752	SM	Jones	94,038	0
K	Jiang	104,681	473	SR	Jones	199,020	0
R	Jiang	118,562	520	TC	Jones	92,927	95
Z	Jiao	150,294	523	TS	Jones	114,188	300
Z	Jin	96,313	621	F	Jongeneel	158,437	420
A	Jindal	76,017	18,653	M	Jonsson	116,619	473
D	Jindrak	77,421	0	S	Jordan	81,066	9,290
KJ	Jmaiff	146,070	549	G	Jost	121,951	192

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K	Jovanovic	80,951	100	RM	Kariz	107,111	4,866
J	Joy	75,942	0	F	Karsan	171,994	998
SF	Joyal	103,530	362	TD	Kask	132,927	75
P	Joyce	100,455	399	MG	Kassam	118,676	0
AK	Jubb	167,949	3,615	W	Kassam	213,483	1,078
DH	Juby	215,780	420	DA	Kastak	151,534	420
KG	Judge	121,256	1,001	LA	Kasten	112,011	0
D	Jung	151,729	2,025	KN	Katusa	81,676	2,047
H	Jung	96,534	510	VR	Kaulback	90,135	0
T	Jurbin	135,948	17,564	J	Kaur	115,147	50
IC	Jurgea	83,202	50	J	Kaur Bhango	94,103	0
R	Justesen	136,279	1,267	SM	Kay	109,807	0
AT	Kaempffer	120,144	3,436	B	Kazakoff	107,206	3,212
DM	Kahl	286,099	-2,341	V	Kazakov	100,034	0
G	Kainth	148,995	647	A	Keane	102,206	980
O	Kalaydin	115,587	473	AD	Kearney	117,278	1,056
F	Kalb	148,195	107	SA	Keating	75,931	785
JA	Kallin	94,754	2,025	WA	Keats	116,858	1,210
JL	Kallusky	153,586	16,131	MT	Keefe	168,044	886
R	Kalmanson	123,328	646	WD	Keeley	121,328	5,160
R	Kalsi	99,355	2,628	JD	Keen	119,817	339
VS	Kalsi	135,637	7,461	FG	Kehl	151,147	3,390
P	Kam	137,829	0	JM	Kehl	162,240	6,466
SK	Kamiya	78,711	0	SM	Kehl	160,227	16,569
RM	Kammerer	115,502	35,847	DG	Keir	206,821	55
DC	Kan	107,518	455	R	Kelders	95,790	0
KS	Kanda	87,586	290	BD	Keller	142,301	460
RM	Kane	86,517	0	CD	Keller	100,493	5,407
TJ	Kang	94,193	2,576	DT	Kelley	97,949	59,833
JS	Kanhaiya	153,605	12,627	DW	Kelly	104,711	5,823
T	Kanin	116,525	37,926	KB	Kelly	101,106	999
JL	Kapalka	181,741	0	L	Kelly	129,657	5,524
A	Kapkanshchikov	161,482	943	LC	Kelly	114,261	53,574
A	Kar	121,294	2,289	N	Kelly	243,546	3,687
JD	Karila	116,344	0	RM	Kelly	144,672	1,143

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TJ	Kelly	139,720	1,622	M	Khoshgoftar	114,404	642
M	Kelvin	162,367	473	H	Khoshsiar	119,184	1,562
SJ	Kemp	79,837	361	H	Khosravi	159,909	3,632
GP	Kempthorne	140,778	23,783	SC	Khurana	133,864	473
AD	Kendrick	120,404	945	IS	Khurl	125,254	595
JS	Kennedy	134,226	0	M	Kia	124,343	646
KL	Kennedy	141,783	8,602	KD	Kidd	180,978	8,720
RB	Kennedy	104,617	0	WM	Kiedaisch	94,561	673
DB	Kennelly	150,483	286	KM	Kiener	111,151	0
LT	Kenney	133,958	420	L	Kiing	137,168	1,211
NJ	Kenny	195,633	0	TR	Kikkert	171,522	1,116
TJ	Kenyon	212,640	9,168	L	Kilgour	106,695	1,293
MD	Keres	94,800	0	RJ	Kilian	171,613	1,352
IP	Kerr	146,199	7,273	JP	Kilmartin	153,342	1,796
KD	Kerr	133,006	228	NP	Kilmartin	172,162	32,404
SA	Kerr	77,066	1,344	A	Kilpatrick	97,462	7,342
JL	Kersey	110,494	25,667	IR	Kilpatrick	125,062	784
KJ	Ketchum	105,754	0	AS	Kim	151,927	0
BJ	Keys	215,839	2,495	J	Kim	76,191	0
S	Khade	132,458	0	S	Kim	181,566	4,772
A	Khalili	136,799	3,368	KJ	Kinamore	96,891	2,482
J	Khan	94,201	0	R	Kindipan	177,367	3,844
J	Khan	132,330	890	CA	King	151,006	5,682
M	Khan	130,899	1,054	G	King	135,754	9,998
MU	Khan	124,123	9,207	JM	King	77,551	0
SH	Khan	87,231	523	K	King	118,618	420
TN	Khan	121,987	412	LM	King	76,427	5,570
A	Khandelwal	147,387	120	MC	King	158,501	713
KS	Khandpur	155,911	473	RB	King	239,353	674
DS	Khangura	140,514	525	A	Kingsbury	101,716	0
K	Khanna	98,790	1,292	R	Kingston	92,263	3,481
YS	Khawaja	79,568	50	D	Kinnon	107,651	3,321
MA	Khedr	146,765	893	I	Kirincic	142,580	27
GH	Kho	167,930	350	TL	Kirk	98,572	998
H	Khodabakhsh	104,381	1,245	BD	Kirkham	115,709	450

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
TA	Kirkham	133,403	9,600	B	Koehler	152,512	6,802
WB	Kirkness	163,660	848	TD	Koehn	188,293	325
DT	Kirkwood	90,308	0	V	Koh	113,889	420
MA	Kirschbaum	98,080	0	JC	Kohut	156,332	11,384
RS	Kirsh	113,206	50	E	Kojic	151,527	0
N	Kirupakaran	83,976	0	SJ	Kokko	117,420	613
T	Kisby	132,208	189	P	Kokol	76,365	103
MT	Kiselbach	86,639	2,898	LD	Koltai	79,587	0
A	Kiss	160,739	2,554	MA	Kolynchuk	88,002	7,914
CL	Kitching	108,276	400	S	Komad	158,060	81,482
M	Kitson	93,441	486	MM	Kondo	162,443	2,491
GM	Kitt	109,337	15,768	L	Kong	83,391	290
EC	Kiudorf	169,041	30	S	Kong	177,419	973
DA	Klassen	75,564	0	NA	Konradson	84,987	459
DB	Klassen	141,399	125	GA	Kooiman	131,930	4,110
EJ	Klein	106,037	1,318	C	Koop	92,208	0
SB	Klein	97,264	6,713	P	Kooy	104,915	0
W	Klein	156,195	933	CF	Kopola	138,317	1,963
TK	Kler	115,404	1,995	M	Korsei	211,919	0
C	Klym	125,080	500	AB	Korteland	129,780	37,593
DJ	Knackstedt	134,627	377	AG	Korteland	120,718	0
L	Knezevic	116,859	169	K	Kosh	102,350	315
LD	Knight	115,026	673	V	Kositsky	121,093	2,150
SJ	Knight	117,963	958	M	Koski	161,714	4,218
MB	Knighton	114,999	250	D	Kosolowsky	99,331	191
BJ	Knoke	241,134	5,601	D	Kostadinova	79,222	0
JJ	Knoll	99,985	1,209	D	Kotaras	137,397	1,096
DL	Knowles	84,049	50	AV	Kouznetsov	100,654	0
RA	Knowles	107,433	0	N	Kovacevic	168,389	228
KJ	Knudsen	187,192	1,907	CG	Kovach	88,856	4,427
KR	Knudson	101,849	1,031	DJ	Kovacs	135,398	893
CH	Kober	152,847	965	L	Kovacs	156,476	2,912
AG	Kobernick	93,352	1,787	MP	Kovatchki	121,504	5,473
PA	Kobzar	175,519	1,445	CA	Kowak	202,482	2,103
E	Koebel	135,085	1,541	PG	Kowal	143,881	515

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
GA	Kozak	137,542	435	V	Kwiatkowski	144,076	473
M	Kozak	98,478	473	C	Kwok	101,054	998
IR	Kozicky	153,681	500	DT	Kwok	111,517	473
B	Krahn	144,424	0	JC	Kwok	115,471	486
MB	Krahn	82,463	4,335	MW	Kwok	116,064	575
I	Kramarovskaia	114,413	205	TW	Kwong	93,305	410
PA	Kramer	169,203	4,255	NB	Labadie	160,300	1,596
JG	Kretschmar	117,792	5,678	NL	Labadie	178,942	8,034
K	Kreye	147,402	573	JR	Labelle	139,227	1,167
CR	Krienke	192,967	100	JR	Labonte	79,904	1,320
JM	Krilow	138,438	914	I	Lacharite	82,458	100
SL	Kritikos	113,226	0	RS	Lacheur	151,877	1,936
MG	Kroeker	202,561	2,243	GS	Lachmanec	108,531	28,336
B	Kroetsch	180,962	8,986	DK	Lachuk	108,760	402
R	Kronebusch	83,857	0	MM	Lacoste	93,134	0
RW	Krug	76,460	24	A	Ladak	130,345	2,090
SG	Kryuchkov	114,660	473	AG	Ladanga	84,055	0
R	Krzman	163,002	751	RA	Laekeman	143,919	42
J	Kuang	105,297	0	WD	Laflin	109,746	8,131
X	Kuang	92,493	2,539	MG	Laframboise	99,064	6,500
BR	Kube	136,473	0	A	Lagnado	166,417	0
AT	Kujawiak	120,532	4,993	AM	Lai	96,896	0
PK	Kulshreshtha	140,911	661	C	Lai	113,323	50
A	Kumar	262,314	490	K	Lai	76,003	1,071
P	Kumar	121,206	893	MK	Lai	142,977	723
R	Kumar	96,676	0	N	Lai	76,776	0
RJ	Kuramoto	116,341	0	KA	Laidlaw	163,338	0
S	Kurian	112,152	420	RP	Laidlaw	140,375	825
T	Kuthar	91,003	185	RD	Laing	118,591	524
I	Kuun	155,947	473	JS	Laird	98,074	11
VR	Kwallek	123,980	250	DB	Laity	96,797	12,347
LM	Kwan	135,240	998	M	Lal	133,480	0
M	Kwan	92,672	733	A	Lalic	145,219	0
MC	Kwan	94,256	0	AS	Lally	131,580	5,533
T	Kwee	78,372	0	K	Lalonde	119,542	908

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
WL	Laluk	103,061	548	MV	Larga	127,962	556
A	Lam	163,546	0	SD	Laroy	135,886	473
AF	Lam	152,889	523	T	Larsen	132,152	4,452
AT	Lam	90,812	0	C	Larson	104,945	959
BC	Lam	82,631	0	CR	Larson	160,193	35,640
H	Lam	93,771	290	RL	Larson	82,747	1,315
JW	Lam	134,049	1,147	SJ	Larson	94,491	0
JW	Lam	100,886	945	KA	Larter	108,486	0
K	Lam	103,778	473	TD	Larue	126,947	10,988
M	Lam	91,332	0	M	Lassam	92,820	495
MP	Lam	127,801	998	JB	Lastavec	115,575	4,664
SN	Lam	115,666	998	M	Laszczak	112,773	0
WW	Lam	97,176	0	J	Laternus	121,041	2,352
K	Lamarre	156,021	11,180	JS	Laternus	121,295	11,658
D	Lambe	168,972	14,412	KJ	Laternus	87,519	5,901
JJ	Lambert	109,475	225	A	Lau	117,744	473
CA	Lamont	142,697	619	AY	Lau	127,164	473
RW	Lamothe	119,501	0	EY	Lau	114,945	998
SJ	Lancashire	169,028	11,898	KP	Lau	147,750	1,695
K	Lancaster	90,533	349	KW	Lau	199,284	0
M	Land	134,120	2,019	S	Lauridsen	123,067	627
A	Landas	190,152	4,766	TA	Laurie	172,446	1,684
M	Lande	135,815	14,788	SN	Laurila	157,893	15,377
DW	Lane	102,689	770	LA	Lauron	89,517	22,036
WM	Lane	92,177	100	JE	Laursen	127,856	0
J	Lang	154,547	1,679	D	Lautner	126,384	2,157
RM	Lang	151,412	1,406	DL	Lavoie	116,746	28
SM	Lang	153,484	1,326	AT	Lawley	78,582	0
SM	Lang	137,629	35,025	DJ	Lawlor	107,411	0
CD	Lange	132,070	372	C	Lawrence	83,177	140
ML	Lange	159,968	263	KC	Lawrence	91,952	5,599
KV	Langley	178,845	6,470	M	Lawrence	151,890	9,241
AR	Langston	118,058	692	S	Lawrence	151,296	42,359
JM	Lanouette	130,938	2,234	RF	Laws	118,832	39,750
JE	Lardizabal	81,667	0	V	Lay	124,713	0



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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
TJ	Laycock	148,232	480	JS	Lee	103,270	1,098
P	Layne	95,566	351	KC	Lee	119,821	473
RD	Layton	276,036	2,953	KY	Lee	183,567	745
EA	Lazarte	116,165	893	M	Lee	93,867	1,103
AC	Le Couteur	192,019	6,016	M	Lee	94,920	0
T	Le Couteur	155,831	573	MH	Lee	112,772	3,411
BA	Leaf	118,842	33,415	N	Lee	113,788	998
AC	Leake	141,996	519	NJ	Lee	90,193	0
K	Leakey	157,870	214	RW	Lee	168,419	345
JD	Leal	90,800	947	S	Lee	86,636	0
A	Leano	103,133	318	SD	Lee	106,759	998
KS	Lear	116,963	151	SJ	Lee	90,200	0
S	Leason	123,226	42	SJ	Lee	143,198	998
DM	Lebedoff	111,553	169	SK	Lee	82,834	25
SL	Leblanc	93,613	1,209	SN	Lee	109,692	20
P	Ledesma	102,011	1,211	TS	Lee	176,267	1,147
A	Lee	195,289	19,115	VY	Lee	91,043	0
AD	Lee	150,503	9,999	YS	Lee	98,432	0
AH	Lee	146,899	5,377	G	Lees	89,291	0
AM	Lee	82,694	4,680	EA	Lee-Young	105,748	530
BL	Lee	135,935	526	JL	Legaree	156,990	35,719
BT	Lee	152,394	22,045	CG	Legault	179,082	929
C	Lee	147,423	0	CR	Leggett	142,068	6,941
CH	Lee	138,649	10,927	GU	Lehoux	120,310	800
CJ	Lee	91,275	164	DF	Leidl	124,082	523
DT	Lee	111,653	53	RB	Leier	130,281	1,527
G	Lee	126,506	982	G	Leigh	142,959	100
GI	Lee	129,916	1,594	MG	Leigh	84,137	0
H	Lee	147,347	676	DE	Leik	101,986	23,134
HE	Lee	98,599	1,796	CM	Leitch	136,215	1,194
HJ	Lee	133,686	1,074	PA	Leite	143,633	893
J	Lee	82,885	1,229	L	Lemaire-Smith	97,686	5,253
J	Lee	158,587	473	S	Lemieux	90,406	3,257
J	Lee	103,637	0	M	Leng	166,593	150
JC	Lee	86,101	734	Y	Leng	127,384	473

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
A	Leonard	311,513	1,352	J	Li	131,301	473
AR	Leonard	167,453	473	J	Li	118,834	821
MG	Leonard	122,480	34,091	J	Li	140,273	473
C	Leong	75,118	1,787	J	Li	110,187	473
MK	Leong	135,044	13,433	J	Li	121,219	473
DJ	Leoppky Halirewich	146,458	2,843	JY	Li	126,703	473
MP	Lepine	140,022	16,532	KY	Li	135,829	1,418
D	Lerose	109,794	252	M	Li	119,698	2,128
A	Leroux	75,636	0	M	Li	91,352	173
J	Lesage	110,993	1,192	M	Li	79,771	1,082
PB	Lesowski	124,837	35,193	MF	Li	120,694	0
J	Lessard	121,662	3,920	S	Li	107,462	473
DD	Lester	98,164	195	SH	Li	81,734	239
IC	Letkeman	201,384	11,185	SX	Li	100,518	1,048
TR	Letkeman	128,025	1,890	TC	Li	141,026	575
BP	Leung	120,609	236	W	Li	115,347	473
CW	Leung	105,171	0	Y	Li	119,928	1,532
K	Leung	84,869	299	Y	Li	158,765	865
MA	Leung	140,973	456	FJ	Liang	86,967	0
S	Leung	114,469	420	I	Liang	114,278	3,036
T	Leung	113,799	257	Z	Liang	83,698	1,659
TN	Leung	108,358	523	V	Liberatore	104,020	0
W	Leung	134,101	0	RB	Lidstone	195,431	7,708
E	Levchine	136,005	473	KA	Liebaert	150,926	1,154
RJ	Leveridge	108,809	2,882	AM	Ligaya	92,780	0
D	Levesque	189,446	974	BE	Light	113,020	1,810
RL	Levetsovitis	109,748	0	E	Lim	78,425	3,050
PB	Lew	107,056	26	IS	Lim	103,864	36
AM	Lewis	96,873	8,913	L	Lim	75,468	583
DR	Lewis	117,032	1,014	OD	Lim	100,073	459
JR	Lewis	128,590	11,086	T	Lim	134,635	1,726
KL	Lewis	165,058	1,092	SK	Lima	115,793	893
N	Lewis	120,672	792	S	Limchareon	96,100	473
E	Lewynsky	95,931	3,155	KK	Lim-Kong	135,248	805
G	Li	132,870	1,527	C	Lin	76,163	4,108

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
E	Lin	125,836	0	D	Lockhart	191,763	2,573
FC	Lin	233,860	752	SD	Loeppky	157,896	0
HL	Lin	118,058	2,048	AC	Loewie	153,509	525
KQ	Lin	126,982	2,545	RM	Lofstrom	115,524	2,565
S	Lin	117,214	1,153	EM	Loftus	78,850	11,609
X	Lin	96,247	998	R	Logie	104,339	6,366
XP	Lin	100,445	998	ME	Lohr	122,629	566
Y	Lin	125,522	0	R	Loji Roji	122,061	105
R	Lincoln	107,362	313	JA	Lombardo	200,320	10,039
BA	Linden	101,732	228	JN	London	141,839	2,008
VT	Linden	86,080	122	KM	London	111,982	5,881
GR	Lindsay	116,508	0	DF	Long	169,436	10,565
MR	Lindsay	111,521	0	Y	Long	109,226	0
AG	Ling	124,236	1,363	MA	Longland	85,379	664
CY	Ling	97,804	0	RW	Loo	127,200	1,098
T	Ling	141,502	0	P	Loodu	104,416	473
A	Lino	75,205	0	C	Lopes	89,634	0
JD	Lintunen	153,553	1,131	BT	Lopez	115,871	6,032
DR	Lipischak	112,792	0	J	Lord	158,788	473
A	Lishman	115,064	7,585	RK	Lord	131,456	473
B	Liu	111,819	290	CS	Lorenz	149,506	2,865
F	Liu	119,171	635	DE	Lotina	100,804	432
F	Liu	113,390	473	Y	Lou	108,396	362
GJ	Liu	93,730	0	AF	Louie	140,133	998
HY	Liu	149,646	717	H	Louie	157,361	473
K	Liu	138,185	1,098	KG	Louie	116,420	0
RK	Liu	136,467	1,448	G	Louis	141,265	200
T	Liu	117,299	473	A	Loukas	113,483	220
Y	Liu	137,516	25,595	KM	Louwens	88,177	1,064
BE	Lloyd	183,324	1,469	RC	Lovino	77,035	0
JY	Lo	129,781	0	V	Lovric	115,701	0
M	Lo	112,882	0	BC	Low	114,228	8,331
M	Lo	101,427	740	KL	Low	154,391	0
H	Lober	109,988	447	KW	Low	111,502	998
S	Locicero	108,672	2,184	MM	Low	115,500	8,515

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RT	Lowdon	121,934	1,408	MJ	Lynn	120,372	1,364
JL	Lowe	210,515	43,609	J	Lyon	90,366	0
RA	Lowe	125,221	2,307	B	Lyseng	77,749	0
WT	Lowe	128,862	0	B	Ma	103,654	0
AZ	Lu	110,284	4,464	E	Ma	116,460	473
J	Lu	146,490	473	L	Ma	102,283	274
KM	Lu	163,258	461	M	Ma	103,008	998
M	Lu	144,673	816	RL	Ma	119,693	75
MM	Lu	94,020	0	SK	Ma	115,599	1,030
PJ	Lu	227,168	19,148	W	Ma	97,004	473
W	Lu	84,037	473	YF	Ma	97,472	200
LM	Luchinski	115,192	0	P	Maan	81,131	0
KB	Luciak	143,483	520	RC	Maano	111,258	233
AS	Lucky	107,108	334	F	Macario	138,528	473
GR	Ludlow	104,492	0	RI	Macarthur	195,371	11,138
RP	Luem	85,873	80	KN	Macauley	83,380	1,228
AM	Luey	102,510	1,048	JK	Macauley	127,862	2,248
B	Lui	102,506	1,148	RD	Macayan	113,354	473
M	Lui	80,993	290	S	Macculloch	103,370	100
OA	Lui	136,764	210	JI	Macdermid	181,551	2,906
D	Luis	123,599	14,774	AA	Macdonald	75,967	45,000
R	Luk	103,751	572	AB	Macdonald	80,457	15,862
DP	Lukoni	128,048	12,948	AD	Macdonald	137,479	937
MJ	Lukoni	158,152	949	AD	Macdonald	106,470	0
AK	Lum	92,447	530	B	Macdonald	135,207	5,756
CM	Lum	100,598	998	CM	Macdonald	130,506	0
AT	Lumb	97,073	0	GA	Macdonald	155,697	502
SB	Lunderville	109,130	548	GI	Macdonald	90,322	95
S	Lunty	82,470	0	H	Macdonald	75,705	0
W	Luo	143,828	473	J	Macdonald	95,865	6,051
C	Lupton	81,791	993	JL	Macdonald	150,759	690
DL	Lussier	132,568	966	L	Macdonald	145,660	0
MM	Lussier	94,300	2,232	LJ	Macdonald	77,998	0
JA	Luu	105,553	0	ML	Macdonald	108,115	1,281
T	Ly	84,277	0	TM	Macdonald	108,449	30

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AE	Macdonnell	118,539	21,246	ET	Mah	154,726	1,385
K	Mace	197,712	3,446	LM	Mah	119,437	998
CJ	Macintosh	114,623	893	NS	Mah	103,130	50
IG	Macintyre	101,075	434	TK	Mah	167,260	318
TD	Macisaac	128,552	283	D	Maharaj	112,190	473
DR	Mack	120,512	1,832	SB	Maharaj	91,798	0
RW	Mackay	130,582	1,657	A	Mahay	106,260	0
AC	Mackenzie	90,190	0	E	Mahecha	124,110	893
CW	Mackenzie	143,804	14	MN	Mahmood	111,343	99
K	Mackenzie	93,712	265	J	Mahon	145,856	74
S	Mackenzie	84,782	0	K	Mai	120,104	638
DA	Mackinnon	80,988	2,708	SA	Maikawa	124,154	0
JA	Mackinnon	79,744	0	A	Mainprize	98,589	134
RL	Mackintosh	101,986	575	ES	Mainprize	156,540	473
CL	Mackus	80,349	181	JC	Mair	126,290	1,807
J	Mackus	104,366	7,050	DU	Maizik	79,531	511
K	Maclean	153,486	14,335	N	Majdanac	173,290	80
NG	Macleod	77,197	0	F	Majdzadeh	128,409	891
CB	Macmurchy	140,799	1,409	AR	Major	102,047	91
CJ	Macneal	116,173	1,694	WR	Major	157,475	605
CJ	Macpheat	156,078	1,019	LK	Mak	100,509	1,048
K	Macpherson	116,662	1,698	L	Makischuk	111,422	473
AJ	Macrae	140,974	1,469	RJ	Malcolm	180,622	22,546
RT	Maddalozzo	82,456	0	JN	Maldonado	114,627	872
ML	Maddatu	79,425	0	V	Maletic	80,941	0
AC	Madill	79,730	0	Z	Maletic	110,825	473
J	Madill	123,034	8,787	BG	Malfair	131,517	363
S	Madill	119,659	0	DD	Mallari	89,885	53
S	Magaril	84,891	4,172	JP	Malm	159,592	716
AP	Magbojos	178,102	5,422	MP	Malm	125,986	718
PH	Magdanz	166,210	590	D	Malone	121,532	583
LA	Magre	148,048	1,206	JR	Maloney	188,980	998
AL	Mah	117,062	12	ML	Maloney	112,025	2,727
DM	Mah	105,653	998	T	Maloney	102,329	1,645
EJ	Mah	147,868	507	DF	Maltby	107,395	3,482

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
JR	Managh	95,792	619	NJ	Marshall	163,756	8,718
AM	Manansala	125,669	1,058	RW	Marshall	153,309	619
LM	Mancuso	116,030	614	GW	Marshinew	111,281	4,871
A	Mandair	140,865	473	G	Martel	100,499	1,420
JE	Maniezzo	115,535	729	SB	Martell	138,247	0
R	Manj	136,394	225	MJ	Martens	111,247	9,567
R	Manning	198,963	44,295	CA	Marti	79,185	6,816
LJ	Manson	140,943	1,702	CM	Martichenko-Grilz	100,612	105
EN	Mant	156,032	1,076	C	Martin	99,717	2,878
MJ	Mant	215,642	0	CE	Martin	96,336	251
SD	Manuel	104,418	473	DF	Martin	153,273	5,217
CB	Manurung	91,381	0	G	Martin	151,967	440
F	Mao	150,392	3,358	JE	Martin	93,139	24
Y	Mao	87,204	267	SA	Martin	126,619	763
S	Marashi	131,416	0	TJ	Martin	145,378	1,098
JH	Maravillas	86,137	1,098	DT	Martini	175,720	62,966
DE	March	99,759	23	TG	Martinich	173,356	523
GH	March	84,235	90	JL	Martiniuk	96,354	1,822
KB	Marchinko	122,758	1,665	AC	Martirez	89,061	7,656
SC	Marcil	122,955	699	J	Marusenko	206,914	6,867
LL	Marco	105,097	0	JB	Marwick	115,835	583
J	Marini	89,805	21,565	S	Mas	155,538	326
TL	Mark	105,876	2,263	MR	Maser	100,762	563
JB	Markowsky	134,406	774	S	Mashayekhi	97,268	523
TJ	Marlowe	104,579	325	R	Mashkoor	100,694	883
DJ	Marner	214,478	122	AT	Mashonga	109,554	5,478
HH	Marok	135,351	37,413	BW	Mason	177,127	473
CL	Marsh	146,467	872	DG	Mason	209,681	13,267
J	Marsh	82,790	5,017	E	Mason	82,424	250
RS	Marsh	104,802	0	S	Mason	153,846	25
BJ	Marshall	109,362	0	S	Mason	237,600	2,381
CR	Marshall	116,463	958	BW	Masse	178,971	15,594
DJ	Marshall	142,524	169	CT	Masse	173,618	2,102
KP	Marshall	97,533	7,214	SR	Masse	91,690	44
L	Marshall	111,772	835	A	Massey	108,492	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
MB	Massolin	101,189	0	NC	Mccallum	100,666	1,039
B	Massullo	100,495	0	P	Mccann	147,752	1,393
R	Mastromonaco	151,136	204	CL	Mccarthy	82,313	5,850
CM	Matchett	160,885	12,225	DC	Mccarthy	144,448	6,900
JJ	Matchett	140,418	0	JM	Mccarthy	103,981	0
K	Mathialagan	102,526	0	KN	Mccharles	83,941	2,341
DN	Mathiasen	167,571	790	JM	Mcclean	166,823	1,575
PJ	Mathot	146,027	420	CS	Mcclinton	190,689	645
JC	Matt	145,386	0	AG	Mcclure	109,655	186
DS	Matterson	147,935	420	M	Mccoll	134,001	25,709
DR	Matthews	164,651	640	DC	Mccomb	124,758	1,954
HM	Matthews	231,300	473	KV	Mccomber	116,246	10,389
LL	Matthews	165,692	1,168	MJ	Mcconnell	109,287	0
AB	Mattock	132,241	400	K	Mccormick	213,103	607
MR	Mattson	181,580	98	SC	Mccormick	147,317	0
MW	Mattson	125,288	1,417	TL	Mccormick	113,185	0
Z	Matvejova	149,102	0	SA	Mccredie	171,343	667
PC	Mau	129,366	235	N	Mccririck	100,620	223
M	Maurivard	143,067	0	CJ	Mccullough	135,108	2,666
MW	Maydo	107,554	35,796	DB	Mcdonald	151,804	2,136
DW	Maye	107,276	910	DJ	Mcdonald	174,829	918
PR	Mayenburg	105,205	1,430	FB	Mcdonald	94,382	0
BJ	Mayer	100,136	50	GN	Mcdonald	139,956	11,320
J	Mayes	104,023	3,330	HF	Mcdonald	115,641	0
DD	Mayrhofer	162,493	0	HJ	Mcdonald	77,059	25
DS	Mazur	114,372	50	S	Mcdonald	76,502	157
N	Mazzei	102,022	455	SP	Mcdonald	114,773	5,000
WF	Mbaho	101,661	0	J	Mcdonnell	91,633	0
A	Mcalister	138,636	0	AM	Mcdowall	166,160	777
M	Mcarthur	114,061	1,403	SM	Mcdowell	147,400	5,532
BG	Mcastocker	156,682	3,184	DB	Mceachern	182,153	15,686
CJ	Mcastocker	186,216	45,080	MD	Mceachern	93,349	2,711
LG	Mcastocker	205,641	6,116	CP	Mcelroy	114,691	4
TJ	Mccallan	170,151	43,594	EF	Mcwen	93,258	1,476
A	Mccallion	149,291	20,042	GS	Mcfarlane	111,814	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
J	Mcfaul	90,863	473	SM	Mckinney	100,719	0
CA	Mcgeachy	106,054	3,925	DJ	Mclachlan	107,513	0
DR	Mcgill	141,977	90	LC	Mclaren	92,416	742
BA	Mcgillivray	113,055	100	S	Mclarty	127,032	146
MK	Mcgough	174,619	250	K	Mclauchlan	93,755	2,381
K	Mcgregor	106,901	6,034	KB	Mclauchlin	170,027	982
SM	Mcgregor	114,939	0	BF	Mclaughlin	121,519	59,790
DA	Mcguire	75,482	100	NA	Mclaughlin	161,355	95
KA	Mcinnnes	154,319	5,620	TE	Mclaurin	121,234	2
KA	Mcintosh	107,993	625	AR	Mclean	142,689	1,153
R	Mcintosh	148,352	3,248	J	Mclean	92,344	1,402
WD	Mcintosh	92,831	0	K	Mclean	145,897	330
SC	Mcintyre	139,959	420	RB	Mclean	146,121	250
DG	Mcisaac	97,170	1,405	S	Mclean	156,680	1,105
JL	Mcisaac	87,193	7,259	IC	McLellan	152,119	1,048
B	Mciver	191,549	608	RI	McLellan	132,768	4,199
BT	Mckay	132,054	0	FF	McLennan	114,476	0
D	Mckay	77,520	0	MA	McLennan	157,956	4,831
JC	Mckay	84,312	4,546	A	McLeod	99,840	0
MA	Mckay	117,469	6,684	SL	McLeod	135,246	5,421
RN	Mckay	172,942	6,430	TK	McLeod	125,775	3,309
ST	Mckay	173,635	59,738	D	McLorie	134,914	68
JS	Mckeachie	160,286	1,583	LS	Mcmanus	85,374	0
AJ	Mckee	75,132	508	A	Mcmillan	123,458	872
ZD	Mckee	94,135	982	CH	Mcmillan	190,815	23,901
JD	Mckendry	116,370	1,722	CJ	Mcmillan	85,726	1,926
MJ	Mckenna	168,139	188	JD	Mcminn	178,223	265
KR	Mckenzie	356,725	1,436	M	Mcminn	182,764	1,522
R	Mckenzie	113,894	749	MD	Mcminn	167,663	951
RH	Mckenzie	161,063	13,675	PL	Mcminn	188,409	999
ME	McKeown	79,125	592	KN	McNabb	153,506	1,656
DR	Mckillop	147,430	897	PE	McNabb	118,440	150
S	Mckillop	82,444	0	GJ	Mcnamara	129,782	0
TS	Mckimm	205,446	17,631	H	Mcnicoll	106,563	0
J	Mckinney	117,377	3,383	B	McNulty	132,763	50



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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
CD	Mcpherson	132,411	26	SJ	Merriman	127,121	523
JW	Mcpherson	214,127	420	P	Merryweather	77,192	3,278
R	Mcpherson	176,649	23,239	PK	Merth	122,013	1,335
CT	Mcrae	103,984	50	MA	Mertion	157,409	9,247
KE	Mcrae	115,216	679	S	Mesghali	110,294	7,642
NH	Mcrae	99,968	150	RJ	Mesina	97,678	998
SA	Mcrae	193,932	1,960	CR	Messer	139,419	1,318
DP	Mcsherry	126,055	0	R	Messerschmidt	117,231	50
GD	Mctaggart	109,248	0	RJ	Metcalf	130,314	1,195
JH	Mctaggart	168,600	3,091	J	Metcalfe	150,617	2,195
EJ	Mcwaters	212,999	6,373	B	Mewhort	149,734	1,103
C	Mcwhirter	131,985	473	KW	Meyrink	77,876	50
MP	Megens	111,347	715	A	Michaud	151,319	73,270
BJ	Meger	119,971	14	TL	Michaud	109,109	941
BW	Meger	151,476	12,389	KD	Michnik	109,251	13,306
M	Mehrayin	112,647	597	FL	Micholuk	153,923	65
KM	Meidal	153,467	473	RF	Micholuk	153,247	3,868
TA	Meiorin	80,512	4,202	S	Micovic	85,413	100
DP	Meirelles	94,784	123	Z	Micovic	171,028	473
D	Melanson	133,893	6,071	CD	Micu	149,242	3,999
SW	Melcosky	208,654	470	HM	Middleton	148,316	2,159
ML	Melich	90,994	0	JJ	Middleton	100,155	0
G	Melton	91,510	1,683	K	Middleton	123,452	746
CF	Mena	90,366	0	PE	Middleton	97,878	330
RS	Mendoza	114,258	0	MA	Midgett	225,187	3,042
DN	Mengering	157,824	66	JC	Miedema	138,946	0
CP	Menu	161,474	519	V	Mihai	101,821	395
MW	Menu	180,219	17,870	A	Milenkovic	111,888	0
PD	Méra	144,838	0	JW	Millard	193,786	0
B	Mercer	95,846	5,664	AJ	Miller	108,114	0
SR	Mercer	160,757	5,706	BJ	Miller	231,295	10,611
CR	Mercereau	188,403	878	EJ	Miller	134,378	120
AS	Mercredi	130,723	2,725	JR	Miller	159,492	2,809
BA	Merkley	119,385	3,286	K	Miller	122,449	90
SC	Merriman	115,166	1,606	KR	Miller	119,075	7,786

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
MJ	Miller	133,273	32,678	JT	Moini	129,125	28
ML	Miller	101,028	149	CK	Mok	121,583	998
MR	Miller	150,060	1,158	A	Mol	132,626	6,543
R	Miller	82,036	50	KP	Molenaar	151,970	10,543
RJ	Miller	100,688	0	SL	Molenaar	153,269	26,580
S	Miller	80,383	4,021	KN	Moller-Hansen	129,876	50
SJ	Miller	78,382	0	A	Moloney	137,353	837
T	Miller	137,974	1,418	M	Momen	92,237	473
BD	Mills	144,063	0	AD	Monaghan	153,423	420
K	Mills	87,347	5,161	EB	Monaghan	96,069	0
LJ	Mills	146,591	683	JD	Moncada Cardona	94,730	50
R	Mills	122,663	6,934	M	Moniruzzaman	134,662	846
RJ	Mills	182,564	6,751	CR	Moniz De Sa	116,324	1,995
GW	Milne	135,161	11,856	RW	Monk	201,553	14,995
K	Miltimore	120,815	944	TM	Monk	87,838	50
CJ	Minard	78,736	331	VA	Monkman	90,043	1,797
ML	Minichiello	161,512	660	ER	Monleon	104,627	0
RH	Mir	93,158	1,297	CW	Montague	127,039	510
DD	Miskovich	88,364	20,559	JA	Montgomery	240,817	0
B	Mitchell	82,926	278	SH	Montgomery	162,314	1,608
DA	Mitchell	121,154	338	SM	Montgomery	89,301	92
DD	Mitchell	159,461	1,142	K	Montrichard	137,379	12,598
JC	Mitchell	98,837	21,365	V	Moo	169,772	998
KE	Mitchell	154,160	417	BE	Moore	181,378	5,356
L	Mitchell	86,321	833	JC	Moore	115,660	265
T	Mitchell	120,346	0	M	Moore	111,091	3,489
TR	Mitchell	82,742	0	PC	Moore	131,128	473
CE	Mitha	306,188	1,795	RW	Moore	94,692	4,748
AE	Mithani	156,186	440	CA	Moraice Winter	85,258	1,241
DM	Mix	144,861	1,487	RL	Morales	165,583	50
KR	Moeller	109,496	2,056	M	More	120,019	420
DW	Moffatt	102,395	4,798	G	Morello	104,914	0
S	Mohamed	88,284	567	CA	Morgan	118,130	64
B	Mohammady	162,832	573	JJ	Morgan	87,539	60,315
B	Moini	130,430	1,049	BD	Morice	86,876	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
S	Morii	144,176	1,002	M	Movahed	110,145	0
K	Morison	276,557	18	WA	Movold	109,532	2,096
K	Moritz	145,766	0	DJ	Mowat	90,193	4,670
BJ	Morran	131,631	37,181	K	Mowat	121,642	0
DL	Morris	94,992	3,000	CH	Mowbray	121,261	420
MA	Morris	201,547	5,696	CJ	Mowbray	143,248	4,968
PD	Morris	102,245	275	IA	Moxon	186,234	250
R	Morris	110,203	6,573	RG	Mroch	155,602	40,264
CM	Morrison	89,138	0	GA	Muckle	76,799	59
JJ	Morrison	87,290	11,126	SS	Mudaliar	172,844	6,271
KL	Morrison	135,714	133	BA	Mughal	104,861	473
PJ	Morrison	126,641	661	N	Muhammedkunju	83,844	0
DA	Morrow	152,654	8,829	JS	Muir	133,470	69
DR	Morton	76,413	150	M	Mukai	110,042	400
SK	Morton	114,074	583	GB	Mukkavilli	165,470	1,053
F	Moscattelli	127,865	0	F	Muljono	105,721	1,505
KJ	Moses	141,450	444	JN	Mullard	161,507	1,978
SE	Mosiuk	119,816	17,404	CR	Mullen	160,057	125
S	Moslehi	97,042	509	BG	Mulligan	95,081	14,029
TA	Mosley	125,673	7,629	GJ	Mullin	164,076	9,112
S	Moss	130,080	420	RG	Mullin	171,768	239
SB	Mossing	157,319	1,470	GW	Mullins	94,532	1,002
B	Mossop	137,221	4,669	S	Mullins	150,937	420
DJ	Mosure	99,325	5	CA	Munro	106,934	440
M	Motamedi	96,119	3,186	J	Munro	75,096	11,699
S	Motamedi Mohamm:	143,869	1,956	KC	Munro	200,736	2,085
A	Motamedi-Sedeh	108,829	473	TR	Munroe	109,112	576
D	Mott	130,550	19,239	T	Muratori	84,868	0
LM	Mott	134,838	586	BT	Murphy	149,436	2,568
RS	Mott	178,737	2,218	LP	Murphy	125,863	0
PJ	Mottishaw	167,955	2,149	P	Murphy	82,394	0
BA	Moul	176,460	6,536	WP	Murphy	122,243	0
JC	Mounsey	164,648	1,371	PJ	Murray	117,185	35,341
V	Mountain	87,856	70	SD	Murray	185,697	438
M	Mousavi-Jarrahi	118,199	687	D	Muschette	180,876	919

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
HR	Mussell	96,153	166	AL	Nelson	102,802	0
JC	Mutanda	83,162	0	CP	Nelson	98,401	12
RP	Mutukutti-Arachchig	171,493	473	EA	Nelson	163,444	1,485
CJ	Muzyka	104,514	0	EJ	Nelson	133,329	950
AT	Myers	133,387	188	GM	Nelson	142,425	2,812
MJ	Myers	128,983	0	J	Nelson	184,469	4,314
ME	Myres	129,804	864	JR	Nelson	201,350	420
CB	Mytting	132,862	1,181	ML	Nelson	81,827	250
RA	Nacionales	106,403	154	NR	Nelson	165,299	648
MR	Nadeau	118,631	462	TL	Nelson	118,948	0
RP	Nadeau	142,448	1,635	EJ	Nephin	126,904	244
R	Naghibian	172,514	2,718	L	Nepomuceno	81,953	0
M	Nagpal	202,108	1,128	B	Nera	84,152	2,698
DC	Nahulak	131,735	51,581	DJ	Nernberg	189,310	1,726
AB	Nair	115,488	1,056	V	Nesterov	86,863	2,760
JW	Naisby	141,659	155	DE	Neubeck	105,559	0
Z	Nan	115,043	920	J	Neufeld	150,972	2,773
JS	Nanra	105,068	473	GL	Neufeldt	150,741	50
MA	Naraine	81,551	0	A	Neuman	156,088	0
RK	Narayan	93,894	8,319	K	Nevissan	91,015	0
SD	Narayan	92,642	50	WJ	Newby	96,485	304
LY	Nasiri	92,174	0	PM	Newhouse	94,704	2,709
ST	Nassachuk	116,708	2,560	MR	Newland	152,644	1,445
K	Naunton	117,216	854	J	Newman	109,643	7,388
HA	Naveed	127,018	0	KF	Newman	102,500	93
MM	Nazer	99,623	473	TA	Newman	78,550	7,641
S	Nazim	92,282	595	B	Newson	130,970	475
BP	Neal	169,249	9,530	DJ	Newstead	124,953	13,125
RH	Neal	126,110	10,492	S	Nezafatkah	125,462	982
GT	Neary	169,121	1,369	SD	Nezil	102,690	3,326
T	Neary	111,830	1,197	KK	Ng	139,689	749
R	Neden	107,523	94	PC	Ng	91,099	0
T	Neighbour	100,689	399	S	Ng	90,500	3,455
VP	Neil	151,991	283	S	Ng	119,480	573
CE	Nelsen	92,486	583	SH	Ng	90,502	0

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TT	Ngo	145,694	168	SL	Noble	76,637	2,882
CM	Ngom	134,026	1,104	CR	Noel	110,037	6,787
T	Nguy	104,522	530	RP	Noga	104,565	9,900
A	Nguyen	103,975	0	CF	Nole	99,182	15,931
B	Nguyen	147,531	420	Z	Noorani	111,655	420
K	Nguyen	89,287	0	BW	Nordal	124,351	967
KV	Nguyen	89,359	0	JE	Norman-Martin	76,250	0
SP	Nguyen	80,557	0	AJ	Norris	131,135	1,120
TD	Nguyen	104,408	100	AS	Norris	102,863	363
TM	Nguyen	230,723	975	DD	Norris	104,207	8,355
IS	Nichifor	115,935	0	TJ	Norrish	194,315	6,756
W	Nichiporik	126,260	-145	SD	Northridge	103,715	0
MW	Nichol	177,697	182	T	Noskova	83,394	0
TR	Nicholas	104,964	1,366	G	Nowakowski	233,446	8,285
SW	Nichols	99,277	1,743	JJ	Nugent	233,666	274
T	Nichols	168,555	42,957	TW	Nugent	142,070	21,837
WR	Nichols	174,427	3,866	PT	Nundal	146,816	3,305
MP	Nickell	101,352	28	CA	Nunn	112,751	3,621
DT	Nielsen	98,169	655	W	Nustad	140,023	12,197
F	Nielsen	105,921	1,683	V	Nwokeji	131,866	4,085
KL	Nielsen	147,520	91	RA	Nyden	134,255	1,953
RC	Nielsen	177,978	495	CE	Nyrose	126,537	1,069
B	Nieto	81,318	0	JT	Nzambu	122,788	0
MK	Nijjar	147,561	1,418	BP	Oakley	129,988	1,490
LR	Nijjer	96,825	420	ZS	O'Brien	94,744	262
ML	Nikiforuk	99,441	0	D	O'Connor	109,505	57
MJ	Nikkel	177,229	7,673	DR	O'Dette	143,436	765
M	Nikmaram	113,567	0	BZ	O'Donnell	110,910	3,646
I	Nikolic	118,037	182	V	Odyegov	108,580	15,829
H	Nikolov	175,709	7,755	II	Ogbatue	102,424	231
MT	Nikolova	132,297	0	DA	O'Gorman	91,055	51
M	Nikoo	122,863	473	JM	O'Grady	151,597	0
BJ	Nipp	169,756	683	A	O'Hara	147,557	504
DJ	Nishi	112,910	452	E	O'Hare	125,790	19,953
S	Noble	97,719	146	KM	Ohman-Relph	142,633	3,784

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
S	Olafsen	81,711	14	A	Ormiston	197,001	9,643
DJ	Olan	142,147	828	BE	Orr	170,521	25
TF	Olan	93,894	250	JL	Ortiz	80,586	0
JT	O'Laney	197,158	1,895	M	Osborne	92,319	6,337
BM	Oldford	114,184	10,297	A	Osin	120,748	0
SE	Oldham	108,949	692	V	OSSIPCHUK	135,133	2,612
RE	Oldman	140,939	18,794	DH	Ostendorf	128,672	33,423
SA	Oleson	121,861	1,995	JR	Ostrinski	165,968	2,201
S	Olia	83,380	300	PF	Osuntokun	101,669	0
BT	Oliver	149,024	29,931	MT	Oswell	136,923	567
MD	Olivier	90,722	0	O	Ouahabi	176,781	8,347
BA	Olsen	133,422	1,209	D	Ouellet	137,746	2,131
NG	Olsen	85,474	0	K	Ouellette	97,796	41,117
HL	Olson	82,953	0	GJ	Oughton	82,465	0
JM	Olson	76,737	1,390	DT	Oussoren	138,079	4,622
SR	Olson	161,688	3,501	I	Ovechkin	104,700	2,826
SG	Olsson	75,955	425	SJ	Overton	84,202	60,147
O	Olund	128,570	946	T	Owen	82,344	714
TD	Olynyk	158,307	2,856	NF	Ozog	140,109	319
KM	O'Neil	141,351	1,552	L	Pabico	97,769	9,221
KD	O'Neill	103,791	0	RS	Pablico	86,316	0
DG	Ong	154,122	473	FG	Pabustan	78,162	0
I	Ong	118,684	473	RP	Pachchigar	129,417	420
JL	Ong	84,978	998	DP	Padron Pardo	110,047	478
RD	Onida	90,144	0	J	Paetz	96,790	729
YO	Onifade	165,526	473	R	Page	157,610	0
LA	Opatril	79,166	0	SC	Pai	197,911	473
K	Orchard	146,377	14,927	S	Pajouhesh	111,473	3,059
G	Orchiston	90,962	0	FM	Pakzat	116,645	1,328
BR	Organ	171,534	675	R	Pal	122,415	16,575
AM	Oriani	85,716	0	R	Paller	91,985	80
CK	O'Riley	473,097	3,712	EC	Palmer	111,060	0
KN	O'Riordain	112,680	300	GJ	Palmer	157,260	1,655
JL	O'Riordan	83,536	0	JA	Palmer	196,277	816
TB	Orme	104,582	6,061	JL	Palmer	94,353	177

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
O	Palmer	152,084	2,675	G	Parmar	274,520	3,028
SW	Palmer	99,371	5,379	J	Parmar	111,283	0
H	Pan	121,452	13,701	JS	Parmar	107,663	0
P	Pan	83,716	8	S	Parmar	181,894	712
Y	Pan	87,696	1,263	BG	Parsons	77,365	67
Z	Pan	154,822	473	JJ	Parsons	122,302	15,007
RI	Panattoni	110,312	651	ML	Parsons	97,631	22,487
BS	Pancho	132,868	610	WK	Parsons	120,966	221
DS	Pandher	117,446	13,779	CW	Partington	84,969	220
AS	Panesar	89,018	1,679	N	Parya	112,924	473
SM	Pang	104,017	2,583	RD	Pascoe	166,110	0
GS	Pannu	85,221	18,213	CD	Passey	135,138	438
JS	Pannu	121,973	388	D	Pastro	117,588	263
D	Papadoulis	180,326	698	KM	Patel	100,455	0
A	Papaspyros	106,837	246	M	Patel	134,021	1,669
D	Paphitis	102,874	473	NC	Patel	121,419	0
KL	Pappas	105,371	0	RR	Patel	81,399	12,465
PA	Paquette	138,413	4,367	KM	Patouillet	121,545	1,916
AJ	Paquin	144,988	374	SR	Patouillet	146,821	1,191
GP	Paradela	100,487	19,998	CW	Patterson	114,647	0
JA	Parco	96,658	4,791	DA	Patterson	83,463	0
ME	Pardhan	140,600	9,417	JL	Patterson	135,392	0
JJ	Pardiac	150,575	243	WL	Patterson	107,857	184
C	Park	91,866	473	AW	Pattinson	143,718	1,171
J	Park	77,392	350	JS	Patton	102,376	800
JA	Park	82,415	0	AW	Paul	115,291	0
BT	Parker	91,871	4,232	BJ	Paul	110,929	44
HJ	Parker	168,243	1,214	J	Paul	119,965	0
LS	Parker	95,215	107	JV	Paul	75,902	0
NA	Parker	167,278	6,750	RB	Paul	132,761	26,455
NP	Parker	111,495	8,625	SR	Paul	102,205	0
RK	Parker	177,771	895	GH	Paulson	83,437	58,518
V	Parkhouse	89,438	270	JD	Paulus	112,875	14
BJ	Parkin	157,048	5,136	BD	Pavlik	177,750	8,920
S	Parlee	88,757	473	RC	Pavlik	129,262	4,979

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
S	Pavlov	131,544	0	BR	Percival	105,116	1,936
S	Pavlovic	105,460	2,838	CG	Pereira	89,484	0
D	Pawlachuk	156,752	0	M	Perepolkin	115,968	207
ML	Pawlett	78,397	20,940	AT	Perera	108,019	1,055
AP	Paydar	100,758	1,248	T	Perewernycky	109,688	0
AV	Payne	148,632	0	TJ	Perigo	114,967	355
BR	Payne	146,142	1,472	GU	Perkins	126,616	13,127
DC	Payne	184,574	555	RW	Perkins	168,579	1,500
GA	Payne	95,080	0	L	Perkull	108,093	0
KR	Payne	116,412	0	JD	Peron	122,972	619
O	Pazukha	105,664	0	CJ	Perro	168,911	43,832
GR	Peachey	146,734	38,904	D	Perry	109,741	3,249
LK	Peacock	77,354	14	JR	Perry	138,840	7,687
S	Pearce	76,548	829	MJ	Perry	271,466	1,498
KD	Peck	302,244	1,416	RI	Perry	131,721	-1,150
BP	Peco	179,530	2,746	SB	Perry	124,974	932
MA	Pedersen	150,922	0	C	Pesic	98,110	1,413
KJ	Pederson	145,910	679	AA	Peters	142,768	2,158
MS	Pedley	123,582	473	B	Peters	126,984	2,023
BR	Peel	145,379	526	J	Peters	101,404	0
EM	Peetoom	138,329	233	MA	Peters	187,765	7,425
RJ	Peever	198,468	14	SM	Peters	164,982	2,857
CP	Pelletier	96,981	112	TL	Peters	187,536	1,940
MD	Pelletier	112,870	3,693	CB	Petersen	146,237	6,171
TJ	Pendergast	129,108	339	CL	Petersen	117,124	0
J	Peng	107,324	100	LR	Petersen	166,650	7,015
JS	Peng	120,345	4,001	E	Peterson	107,628	3,743
X	Peng	141,475	29,933	EJ	Peterson	76,049	0
GL	Pengilley	100,453	101	KA	Peterson	96,600	835
JR	Penman	106,392	110	NP	Petkau	139,488	1,418
O	Penner	123,408	1,472	SG	Petrie	101,087	0
W	Penno	103,426	336	M	Petrovic	122,160	1,254
R	Penrose	149,997	821	E	Petrucci	110,087	2,553
KR	Pepper	105,311	5,480	N	Petryshyn	75,779	1,281
NE	Pepper	129,553	0	DN	Pettet	156,686	0



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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
SA	Phair	89,997	2,071	BP	Plunkett	121,290	1,048
DA	Phalen	124,115	66,800	JD	Plunkett	127,608	324
L	Pham	95,949	473	KP	Po	119,978	745
L	Phan	140,993	1,036	DS	Pochailo	175,891	5,346
ST	Phang	132,112	9,796	S	Pocuca	120,441	71
MM	Phelps	78,823	3,843	JJ	Poirier	117,761	0
B	Phillips	83,311	0	RO	Poirier	117,273	2,953
CA	Phillips	138,854	542	W	Poirier	131,207	566
J	Phillips	170,370	2,701	CD	Poitrass	144,713	114
J	Phillips	96,955	400	RE	Poland	151,021	223
JN	Phillips	197,560	1,458	HL	Polkinghorne	94,570	0
BJ	Pierce	152,489	18,814	BC	Pollock	145,353	3,197
RD	Pierce	110,530	0	BJ	Pollon	105,966	15,175
FV	Pietila	112,633	196	RD	Pollon	173,951	326
P	Pietramala	150,830	1,098	GA	Polok	173,602	47
DL	Pigeau	95,904	0	M	Pomeroy	142,607	37,653
TJ	Pighin	129,681	227	HM	Pommier	164,777	873
A	Pigott	119,373	398	I	Poniz	129,597	269
J	Piilo	195,292	3,061	LA	Ponto	195,846	921
RJ	Pilkington	99,613	6,312	K	Poon	90,283	473
SD	Pilkington	149,567	6,070	MS	Pooni	100,467	0
AP	Pillay	91,813	0	PS	Pooni	177,307	2,502
PG	Pillay	124,141	1,519	RS	Pooni	126,431	214
LV	Pillon	192,925	127	K	Pooyafar	150,214	2,017
DG	Pilon	96,467	0	G	Pope	128,827	0
R	Pimer	133,864	50	DD	Popek	75,007	2,321
AJ	Pineau	181,218	5,288	KE	Popoff	216,096	0
J	Pinkenburg	138,336	5,490	GN	Porbeni	114,696	400
T	Pinkenburg	146,017	1,951	D	Porter	140,480	15,420
A	Pinksen	171,351	50	KL	Porter	101,459	75
S	Pinkus	136,497	0	A	Portillo	115,776	188
M	Piscociu	104,810	1,254	I	Portnova	124,884	966
CS	Pitt	96,777	100	J	Portras	126,305	91
RA	Planinshek	176,777	628	DJ	Potter	90,347	11,498
RK	Plawn	78,977	275	GR	Potter	124,866	3,099

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
MR	Potter	129,387	2,729	A	Provinciano	121,619	252
JC	Pottier	169,469	5,342	M	Prpic	184,281	482
CN	Poulin	115,487	7,306	DJ	Pruden	121,380	52,210
S	Pountney	178,523	1,546	PD	Pryce	108,151	0
M	Pourkeramati	112,574	473	AM	Pryse-Phillips	113,906	893
C	Powell	113,934	489	CP	Puleo	158,933	990
DI	Powell	133,735	291	AL	Pulford	146,179	701
C	Power	148,992	663	S	Pulford	147,986	1,593
J	Power	94,778	0	P	Pun	102,415	998
JF	Power	134,420	13,965	KJ	Punch	145,976	473
JR	Power	131,071	7,473	BJ	Purvis	124,239	4,713
VM	Power	158,497	998	J	Purych	107,573	57,690
SC	Pozzo	213,549	326	N	Pusayanawin	145,019	0
MD	Prachnau	112,161	14	L	Putrenko	88,494	0
AC	Pradhan	172,517	473	J	Qi	119,728	998
SL	Praught	125,721	276	Y	Qin	104,858	998
R	Presgrave	126,074	485	XJ	Qu	106,144	998
MA	Prestwich	152,701	410	XX	Qu	89,902	584
AD	Price	126,176	473	RG	Quakenbush	142,284	13,442
TW	Price	104,185	817	G	Quan	132,453	339
BA	Priest	84,056	2,929	JR	Quan	111,998	1,418
GL	Pringle	141,188	0	WJ	Quan	144,213	473
RG	Pringle	95,540	1,300	DJ	Quast	181,262	1,184
V	Prinja	148,570	3,086	SB	Quast	180,194	5,973
ND	Prior	169,981	683	CM	Quebral	82,986	0
SL	Prior	93,916	3,412	DJ	Queen	138,329	889
R	Proch	181,749	569	D	Querengesser	98,050	0
PR	Procter	93,793	19	T	Querengesser	94,320	0
S	Proctor	105,505	759	TJ	Quibell	150,136	0
JR	Profitt	103,032	420	AV	Quiddaoen	173,068	170
AG	Pronger	99,049	37,288	E	Quigley	78,682	8,151
M	Prosperi-Porta	205,640	935	GC	Quinlan	136,700	5,848
DM	Proudlove	130,776	40,378	CA	Quinn	137,457	591
KD	Proudlove	109,733	491	D	Quinn	137,307	0
ML	Prouse	120,966	296	R	Quinn	97,893	473

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
S	Quinn	209,420	1,106	AC	Ramirez	90,194	0
SP	Quinn	144,061	19,144	EV	Ramos	90,731	91
TA	Quinn	95,128	1,563	RA	Rampton	145,361	803
C	Quon	93,756	3,392	S	Ramsamy	80,652	0
JC	Quon	191,523	813	UA	Ramsoondar	136,117	719
SC	Quon	149,539	1,456	MU	Rana	120,532	1,831
TB	Raagner	101,824	0	JM	Rand	87,907	2,224
R	Rabiei-Talkhoncheh	113,866	7,590	A	Ranjbaran	90,724	473
DE	Racho	117,810	268	DG	Raposo	151,251	0
CJ	Racz	150,940	54,475	B	Rask	80,809	0
FF	Rad	102,392	3,560	LD	Rasmussen	107,429	21
BJ	Radloff	138,982	763	RG	Rasmussen	97,927	1,188
GL	Radmacker	104,327	1,265	H	Rasti Ekbatani	90,214	0
JG	Radmacker	126,410	37,467	RD	Rasul	120,238	650
DJ	Radom	122,786	686	DA	Rathlef	137,065	4,284
DE	Radwanski	118,173	1,762	M	Rathnayaka	85,527	536
A	Radziwon	131,421	1,227	DM	Ratnam	155,971	308
GD	Raga	160,533	2,361	MR	Rattray	111,294	2,874
V	Raghunathan	204,325	473	D	Ratzlaff	128,741	0
DS	Rahier	100,854	76	TW	Ratzlaff	122,391	6,149
SA	Rahman	125,350	1,256	W	Rauch	118,717	998
DB	Rahn	136,254	1,198	BN	Rauscher	130,795	2,161
ML	Rahn	96,909	903	JA	Rawluk	139,437	1,310
D	Rai	129,766	504	AM	Raymond	112,849	1,323
K	Rai	98,352	0	RM	Raymond	118,906	692
A	Rail	124,327	644	MH	Raza	131,608	0
PI	Raina	110,943	893	S	Razavi Darbar	155,299	635
R	Raja	172,470	0	D	Razlog	230,286	0
A	Rajora	145,871	2,180	WA	Readings	141,260	13,506
T	Rakhmatulina	82,208	0	BF	Receveur	137,794	449
PS	Rakhra	105,248	2,292	J	Redada	124,980	696
UC	Ram	132,380	14	KJ	Reddy	130,637	633
N	Rama	90,813	1,828	DL	Reed	152,899	33,998
A	Ramachandra	102,603	473	DR	Reed	130,764	20,474
HR	Ramgoolam	102,019	308	RC	Reed	169,096	4,880

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J	Regier	122,147	399	CM	Richards	225,788	3,361
IT	Rehmanji	114,096	220	D	Richards	120,331	8,884
S	Rehmat	145,910	2,440	G	Richards	84,000	12,988
IJ	Reichmuth	149,345	1,006	J	Richards	100,455	0
AC	Reid	92,748	1,805	KJ	Richards	143,964	1,489
DE	Reid	139,240	913	VL	Richards	102,947	0
DS	Reid	169,667	2	J	Richardson	139,957	12,350
J	Reid	77,534	4,084	D	Richter	140,397	0
JD	Reid	122,944	1,239	TE	Richter	113,448	917
JS	Reid	184,304	6,962	LI	Rico	221,349	536
MC	Reid	105,785	0	SB	Rideout	169,824	1,431
A	Reidy	102,733	487	RL	Ridsdale	120,146	9,462
MG	Reilly	91,411	100	K	Rieder	102,568	319
MD	Reimann	158,378	1,350	SM	Rieder	96,993	1,124
HM	Reis	110,287	40	CP	Riley	113,960	1,202
MA	Rejano	85,332	1,892	VC	Rimando Jr.	78,750	0
KD	Remfert	101,668	22,944	TW	Ringer	112,051	2,427
TJ	Remfert	191,499	9,663	GA	Ringham	110,135	1,488
C	Rempel	155,314	4,747	WP	Rink	126,148	50
VH	Rempel	131,166	0	DL	Rinvold	88,992	0
G	Ren	128,233	0	A	Rios	110,313	14,224
A	Rennie	84,598	875	CB	Ristimaki	152,654	12,020
JM	Rennie	128,818	0	IH	Ritchie	102,727	2,291
KP	Rennie	79,939	0	TD	Ritchie	152,366	899
WB	Renwick-Shields	90,023	14,975	KD	Ritson	104,154	50
C	Revell	122,406	161	JV	Rittinger	151,263	693
J	Reynolds	115,487	0	AF	Rivera	119,997	520
JW	Rhode	85,120	24,788	M	Riyanto	88,464	0
CC	Rhodenizer	176,839	847	T	Rizwan	122,158	1,106
DR	Rhodes	117,214	1,600	PA	Robbins	84,507	140
AF	Ribeiro	110,190	44,685	E	Roberge	77,520	315
R	Rice	122,826	588	HJ	Roberge	129,293	571
JD	Rich	197,185	490	JP	Roberge	203,754	276
K	Richard	148,448	3,376	CA	Roberts	179,203	1,850
M	Richard	102,831	0	CI	Roberts	163,969	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
ET	Roberts	116,584	0	CM	Roland	127,541	11,616
J	Roberts	216,888	2,283	R	Rolland	108,316	420
DG	Robertson	90,948	100	SA	Rollier	165,101	4,456
MW	Robertson	137,231	2,450	RL	Rollins	83,846	4,373
PH	Robertson	148,890	599	A	Roman	142,478	1,175
DA	Robilliard	140,190	5,621	MA	Romanczak	160,714	660
BM	Robins	117,324	6,368	B	Rombis	109,357	15,161
M	Robins	104,869	621	C	Rombough	93,971	2,703
ME	Robins	106,675	0	L	Romo Garcia	104,121	0
AP	Robinson	75,745	164	JC	Rood	87,562	1,920
DD	Robinson	155,294	473	S	Rooke	113,631	925
DR	Robinson	77,434	9,842	A	Rooney	182,613	713
DV	Robinson	153,496	734	MA	Rooney	78,658	0
J	Robinson	130,696	707	JE	Roote	90,991	0
KE	Robinson	78,832	584	JD	Rosborough	145,209	1,338
KJ	Robinson	84,319	0	KA	Rose	113,586	0
SJ	Robinson	101,643	8,325	NA	Rosenow	102,955	100
ED	Robles	94,257	105	MJ	Roset-Crawford	106,528	1,542
JR	Roblin	134,603	38	N	Roshandel Tavana	101,611	940
T	Roblin	144,531	6,354	CC	Ross	84,140	0
IM	Roby	151,672	755	CR	Ross	118,244	231
KD	Rochon	114,887	347	DT	Ross	147,762	43,254
EH	Rockl	95,872	154	T	Ross	76,685	0
RG	Roddick	120,740	745	V	Rossetti	89,461	601
GD	Rodgers	188,277	1,395	K	Rossouw	85,412	0
PL	Rodgers	91,857	220	K	Rossouw	128,738	1,031
JA	Rodney	148,824	15,447	SG	Rossouw	135,507	1,396
VM	Rodrigues	90,141	183	Z	Rossouw	112,640	175
DP	Rodriguez	134,001	0	S	Rostamirad	111,941	2,669
K	Roesch	160,565	36,176	S	Rostamirad	87,392	3,466
DM	Rogers	130,330	546	D	Roth	105,849	20,242
DS	Rogers	177,497	2,415	PA	Rother	158,593	409
LD	Rogers	158,275	8,988	SL	Rouse	197,864	21,225
TJ	Rogers	120,925	544	R	Routledge	161,402	1,005
J	Rojas	101,175	0	P	Rovere	87,577	1,093

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
K	Rowe	134,651	0	R	Sahota	165,832	250
QO	Rowe	116,569	1,433	RB	Sahota	115,444	0
RS	Rowe	139,715	17,873	RS	Sahota	102,448	762
M	Rowland	76,341	0	D	Sahu	117,194	233
IC	Rowlands	142,824	1,814	GS	Saini	80,289	812
GJ	Roy	133,805	893	DK	Sakamoto	138,441	1,152
O	Roy	80,006	290	JL	Saklofsky	79,652	0
NR	Ruben	86,710	469	JA	Salak	91,885	2,116
M	Rucker	120,520	0	HF	Salameh	83,643	25
CG	Ruckstuhl	167,669	16,248	A	Salaris	145,312	3,253
BT	Rud	144,144	3,290	AD	Salaveria	78,756	583
B	Ruhl	79,704	0	CM	Salazar	140,644	473
DM	Rumball	108,239	5,952	D	Saldanha	101,004	0
JC	Rupp	119,937	420	A	Salehi Parast	128,877	526
PL	Russell	200,202	10,083	PA	Saliken	130,997	18,585
R	Russell	196,755	24,738	QD	Salt	123,976	944
AP	Rutherford	142,274	0	M	Samadi Bahrami	122,213	597
NJ	Rutherford	211,460	420	L	Sami	75,895	25
NJ	Rutherford	94,363	9,042	MR	Sami	129,615	928
SC	Ruttan	77,649	750	MR	Sami	112,591	1,944
C	Ryan	209,092	2,205	BK	Samis	135,986	420
C	Ryan	243,224	3,990	D	Samonchik	115,383	2,725
L	Ryan	142,097	0	GS	Samra	130,432	0
RC	Ryder	223,403	11,045	NS	Samra	79,180	0
GB	Ryley	140,603	250	SA	Samson	106,859	470
R	Saari	207,777	763	JW	San	123,610	1,836
DM	Sach Johnston	219,299	107	A	Sanatizadeh	116,869	720
MA	Sadeque	130,057	2,018	CM	Sanchez	77,971	2,670
MC	Sadler	127,405	0	E	Sanchez	105,393	20,442
DL	Sadowski	94,976	216	N	Sanchez	100,274	520
M	Saha	134,563	420	RP	Sanchez	176,870	1,740
SP	Sahai	84,250	610	BJ	Sanders	137,632	198
I	Sahota	80,885	0	DS	Sanders	225,041	998
KS	Sahota	162,032	987	E	Sanders	80,683	529
L	Sahota	158,643	2,583	JC	Sanders	111,933	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
CA	Sanderson	164,681	2,592	A	Saseendran	130,800	0
M	Sandferd	81,320	501	DS	Sather	116,003	470
S	Sandferd	188,773	6,761	JL	Sathianathan	116,065	262
JP	Sandford	108,896	115	GS	Sathu	136,531	473
PH	Sandhar	127,361	473	KC	Sato	144,280	0
RK	Sandher	104,364	0	DM	Sauer	270,173	57
A	Sandhu	121,659	238	BJ	Saunders	162,938	813
A	Sandhu	113,933	0	CJ	Saunders	134,559	22,155
NS	Sandhu	128,006	675	S	Saunders	94,761	75
NS	Sandhu	149,984	562	DJ	Saunderson	107,762	42,284
PS	Sandhu	126,964	0	AP	Sauter	101,742	1,701
RK	Sandhu	79,742	583	BC	Sauter	122,665	17,685
RS	Sandhu	105,823	0	BJ	Savenkoff	109,171	889
RS	Sandhu	100,328	0	MJ	Savidant	198,942	716
KJ	Sandstrom	92,161	399	M	Savill	100,331	239
DW	Sandulescu	130,248	889	A	Sawamoto	96,282	25
C	Sandve	238,442	15	CC	Sawatsky	126,855	-2
SP	Sangha	96,828	0	GM	Sawatsky	274,812	1,289
H	Sanghara	83,117	0	MP	Sawatsky	195,032	21,747
AS	Sanghera	129,262	16	MB	Sawatzky	164,598	5,410
LE	Sanjenko	100,720	1,135	AT	Sawchuck	226,510	2,679
SV	Santa Maria	110,744	388	AR	Sawicki	85,931	14
HM	Santiago	76,637	0	P	Saxena	135,289	742
JN	Santiago	99,674	473	B	Sayson	75,191	694
RJ	Santiago	88,925	1,995	BA	Sbitney	120,825	1,027
G	Santlal	76,276	100	G	Scarborough	170,577	6,627
A	Santos	93,015	50	MH	Schaefer	96,922	708
N	Santos	199,682	15,044	ZI	Schaffer	127,343	1,955
P	Santos	99,505	225	PC	Scheck	125,666	602
GS	Sapple	103,187	8	HP	Schellekens	166,900	420
A	Saputra	140,442	0	AD	Schenk	136,408	1,806
N	Sarafraz-Shekari	141,483	6,505	M	Schissel	140,101	0
A	Sarroca	152,954	570	CM	Schmaltz	102,045	491
L	Sartor	100,573	1,995	CG	Schmidt	122,800	3,510
BJ	Sarvis	84,966	89	JA	Schmidt	104,601	2,103

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
J	Schmitz	118,979	115	AL	Seaton	184,958	8,788
RA	Schneider	83,470	10	GW	Sebastian	91,640	58,827
HR	Schnell	117,851	257	NR	Sebastian	204,361	1,496
R	Schoemeyer	123,472	0	M	Seblani	150,689	0
D	Schonewille	210,545	228	CS	Seddon	148,757	11,798
MW	Schootman	83,039	14	MS	Seery	142,881	3,200
BM	Schorn	121,012	0	E	See-Toh	122,493	1,948
SJ	Schroeder	119,822	6,318	LN	Segarty	120,623	11,970
RB	Schubak	232,500	1,698	M	Sehgal	120,548	1,981
MN	Schubert	117,989	1,978	DP	Seidel	117,177	2,493
GD	Schulte	97,431	165	QL	Seitz	86,098	0
M	Schultz	168,398	67,100	JS	Selesnic	90,367	5,036
PN	Schulz	115,587	75	A	Selnes	220,055	861
K	Schuman	84,973	629	D	Semenyna	109,494	2,997
SM	Schummer	93,048	0	CM	Semkew	127,770	1,131
EJ	Schwab	139,532	0	SP	Seneviratne	141,178	473
TJ	Schwartz	144,299	1,445	MR	Senk	219,958	691
DW	Schweb	223,604	1,944	AC	Senner	87,596	45
SL	Schweb	114,584	0	PM	Seo	135,413	0
L	Schwenning	140,061	0	MM	Seong	111,656	0
YM	Schwertner	76,122	0	DT	Sereda	113,487	1,463
C	Scott	79,994	2,132	DJ	Serhan	94,104	0
CA	Scott	113,505	9,018	LM	Serko	105,350	885
DD	Scott	172,446	1,160	B	Setiawan	172,124	0
JA	Scott	123,429	28	DW	Seto	150,349	1,955
MJ	Scott	144,280	0	EW	Seto	127,934	481
S	Scott	82,862	0	JK	Seto	139,658	0
SM	Scott	91,463	473	M	Seto	101,572	100
T	Scott	135,615	377	R	Seto	137,425	495
ND	Scott-Moncrieff	155,568	1,067	D	Setsikas	105,634	14
JG	Scouras	193,617	0	G	Sever	81,525	50
JL	Scultety	126,626	647	S	Sewell	85,889	190
AE	Seabrooke	108,953	225	DL	Sexton	79,541	0
DP	Seamer	140,555	50	I	Seyed	82,356	101
N	Sears	157,905	29,987	S	Shaabani	155,196	279



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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
M	Shadnia	120,557	599	JE	Shepherd	176,569	857
DA	Shafi	164,529	473	DM	Sherbot	173,143	440
K	Shah	86,448	473	PM	Sherrington	100,580	567
NP	Shah	136,709	766	KV	Sherry	114,880	856
M	Shahbazi	121,958	1,812	D	Shetty	141,329	0
S	Shahbazi	100,074	177	E	Shi	78,843	0
OS	Shahi	171,781	100	L	Shi	96,183	11,704
MS	Shahid	173,297	50	Y	Shi	88,189	473
S	Shahriary	117,087	5,221	JL	Shirley	125,252	1,983
S	Shahrokhi	88,185	0	ZM	Shivji	222,711	1,190
R	Shaikh	122,201	683	LW	Shockey	127,283	2,700
JC	Shak	142,381	1,348	RS	Shoemaker	203,545	4,598
TS	Shang	100,515	1,995	N	Shoja	116,159	1,314
GA	Shanks	108,454	1,248	BC	Shook	97,380	78
E	Sharifi	139,298	473	JA	Short	109,156	0
AK	Sharma	233,753	6,864	KA	Shrubsall	117,569	1,991
PS	Sharma	119,046	455	DL	Shtokalko	79,647	0
R	Sharma	140,919	2,146	C	Shu	123,910	473
YP	Sharma	108,408	473	X	Shuai	107,477	265
DA	Sharman	133,927	35	ES	Shudo	83,735	144
DN	Sharpe	86,833	0	MA	Shufelt	138,248	2,249
TF	Shave	113,390	2,713	CC	Shum	98,848	0
A	Shaw	141,448	0	W	Shum	132,509	473
KA	Shaw	146,327	1,098	EM	Shuster	188,737	462
B	Shearing	161,211	126	RL	Shuster	87,294	0
DN	Sheedy	145,898	0	D	Shyong	122,249	0
R	Sheergar	126,684	798	TW	Shyry	87,979	0
MR	Sheffer	126,354	968	RD	Sicotte	103,664	2,012
B	Shehyn	114,142	1,528	KS	Siddiqi	97,382	0
AH	Sheikh	136,745	473	SJ	Siddoo	108,448	0
B	Shen	152,471	473	A	Sidhu	139,071	125
J	Shen	95,797	0	AK	Sidhu	95,649	0
M	Shen	84,903	1,752	GK	Sidhu	81,758	0
P	Sheng	77,977	119	GR	Sidhu	78,137	0
J	Shepherd	98,714	3,896	PP	Sidhu	101,568	0

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
GS	Sidhu Brar	92,266	3,680	SL	Sinclair	157,991	3,701
DJ	Sidney	199,364	4,496	C	Singh	140,121	523
MJ	Sieber	117,979	530	D	Singh	145,117	6,985
RL	Siebert	145,284	3,133	G	Singh	182,742	550
RM	Siebold	134,155	838	P	Singh	109,136	588
BD	Siefken	110,215	473	B	Singh Joginder	162,742	473
PL	Siega	169,231	699	KA	Singleton	141,245	1,133
SJ	Siega	127,529	250	C	Sinnott	107,945	38,242
BM	Siemens	76,767	0	G	Siu	116,244	2,526
CK	Siew	165,260	473	JK	Siu	234,628	473
Z	Sigarchy	141,217	893	SK	Siu	119,612	998
KJ	Sikora	82,406	3,474	TK	Sivia	82,933	150
O	Siksik	133,411	250	JC	Skabeikis	130,686	893
CB	Sillje	182,663	12,224	KM	Skibo	122,679	197
DP	Sillje	131,303	5,948	LA	Skillen	83,965	986
TR	Sills	135,010	6,330	FT	Skoczylas	80,937	84
MP	Silva	127,982	450	JT	Slaco	131,071	0
SG	Silva	107,368	186	J	Slader	99,924	0
BC	Silver	100,258	0	KH	Slamang	134,676	1,361
GJ	Simmons	141,775	0	DW	Slamon	130,796	41,520
JV	Simmons	122,792	837	NF	Slaney	124,805	6,731
I	Simms	174,229	1,553	DB	Sloan	128,272	2,426
CC	Simoes	93,069	5,846	SL	Sloan	137,407	709
VB	Simons	143,054	4,038	JW	Slotte	149,614	11,875
JA	Simonsen	140,954	878	TD	Slotte	109,955	8,642
AD	Simpson	136,523	9,024	JA	Smajla	92,516	600
C	Simpson	110,501	305	GT	Small	114,490	57,021
CJ	Simpson	83,285	100	SM	Small	130,043	1,776
EL	Simpson	195,900	2,731	DG	Smart	145,786	2,241
J	Simpson	114,701	746	B	Smiley	114,399	499
JG	Simpson	98,336	3,266	JI	Smiley	172,428	0
LP	Simpson	79,303	3,556	N	Smirnov	136,141	2,048
LR	Simpson	161,397	9,434	BA	Smith	86,501	822
WG	Simpson	159,783	3,747	BJ	Smith	138,509	341
R	Sin Tak Lam	122,892	470	BN	Smith	86,137	5,299

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
CC	Smith	82,440	0	M	Smusz	135,702	14,894
CD	Smith	205,020	124	BM	Smythe	86,357	0
CG	Smith	191,793	492	EA	Snelling	114,464	866
D	Smith	100,163	693	C	So	101,757	473
DL	Smith	153,400	207	K	So	83,878	333
DL	Smith	124,024	839	JC	Sofield	245,330	5,165
DM	Smith	98,356	803	S	Soheil	81,366	428
DR	Smith	235,707	24,173	BH	Sokugawa	132,979	1,048
FN	Smith	107,619	499	K	Solari	161,955	1,371
GB	Smith	108,919	69	MM	Soliman	100,790	998
GS	Smith	115,412	1,003	DR	Solmundson	173,223	1,486
J	Smith	134,484	2,340	NM	Solmundson	111,353	420
JC	Smith	141,218	2,297	JO	Somerville	152,332	5,977
JM	Smith	94,743	8,783	TO	Somerville	185,422	7,968
JS	Smith	135,924	1,377	D	Son	108,644	50
K	Smith	110,155	1,674	T	Song	115,278	1,446
LF	Smith	92,575	944	V	Song	89,109	26
M	Smith	207,106	1,166	JA	Sonnenberg	175,266	3,485
MW	Smith	127,922	2,144	A	Soo Kaim	92,897	1,023
P	Smith	114,951	0	BM	Sopko	97,732	260
PS	Smith	144,970	0	CE	Sorace	155,908	0
R	Smith	165,471	473	WR	Sorto	112,291	420
RA	Smith	77,759	460	NS	Soulsby	78,456	3,114
RC	Smith	138,170	1,351	BA	Spalteholz	142,702	3,749
RC	Smith	154,331	1,180	RJ	Sparshu	164,521	0
RF	Smith	109,414	0	SC	Spence	101,579	12,809
RJ	Smith	130,465	75	CS	Spencer	141,248	57,986
RO	Smith	76,418	62	DR	Spencer	105,261	0
S	Smith	135,614	261	MW	Spencer	119,890	255
SC	Smith	167,269	1,396	R	Spencer	120,665	595
SE	Smith	142,205	0	MH	Spinney	158,059	1,302
TC	Smith	135,405	0	GE	Spray	81,494	302
TD	Smith	150,101	390	J	Spray	160,134	15,453
TW	Smith	96,128	2,062	CD	St Jacques	131,046	762
A	Smithson	140,708	0	DJ	St Onge	141,663	901

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G	Stables	83,810	0	DW	Stevens	205,470	50,905
A	Stacey	175,784	23,902	LA	Stevens	139,393	473
TG	Stack	197,494	134	M	Stevens	186,462	1,840
SS	Stadey	162,887	300	MP	Stevens	114,517	543
KJ	Stanczyk	130,278	7,133	NM	Stevens	141,646	728
JD	Standfield	116,862	0	AJ	Stevenson	136,644	626
CC	Stanhope	101,740	105	MV	Stevenson	133,553	83
CE	Stanway	89,247	0	DJ	Stewart	131,847	172
GD	Stanway	172,623	0	RD	Stewart	155,881	1,146
KW	Stanway	93,931	0	RP	Stewart	177,608	100
GI	Stark	217,893	0	SA	Stewart	95,120	59,831
JT	Stark	123,674	2,138	T	Stewart	114,541	1,273
L	Stark	93,039	0	TW	Stewart	184,460	6,943
GR	Starling	112,757	28,772	KW	Stich	119,130	315
JA	Stashyn	108,098	1,383	TA	Stiemer	147,497	1,415
DS	Stasiuk	112,167	10,554	MJ	Stiglic	100,536	28
AL	Stead	135,982	0	JC	Stites	193,701	3,724
JJ	Stead	98,557	10,055	MJ	Stobbe	136,213	3,464
AM	Steed	189,024	218	C	Stock	115,339	1,120
DJ	Steele	82,401	100	M	Stocker	119,401	2,706
MN	Steele	142,967	251	AM	Stockwell	92,073	2,365
SA	Steeves	78,276	-25	EM	Stoddard	107,782	489
TL	Stefan	134,491	1,728	L	Stoicescu	94,340	0
IV	Stefanova	118,523	279	HY	Stoichev	123,849	523
K	Steffen	111,313	0	L	Stojanovski	117,258	3,011
AB	Steidle	97,519	0	S	Stone	123,696	1,116
WA	Stein	161,603	888	JE	Stones	151,966	9,841
B	Stelzer	91,160	6,492	JM	Stott	150,771	524
CK	Stenerson	116,408	9,833	G	Stout	147,041	502
JR	Stephens	128,376	9,085	CR	Stoutenburg	139,468	502
CA	Stephenson	133,509	143	V	St-Pierre	113,236	998
NG	Stephenson	159,039	562	LA	Strachan	129,597	10,281
KA	Stern	99,285	245	WA	Strachan	120,808	3,837
RJ	Sterrett	168,737	26	LV	Strajescu	106,619	971
L	Stevanovic	148,635	1,255	DF	Strajt	117,462	473

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
PM	Streich	162,936	75	NM	Sweeney	148,382	979
DW	Strong	155,339	33	FM	Sweet	114,392	3,252
D	Strudwick	129,254	0	KS	Swidley	114,036	3,788
CG	Stuber	75,679	0	CW	Switzer	97,669	1,298
RK	Stuber	102,622	0	WD	Swoboda	148,626	4,880
BE	Stumborg	176,959	349	DA	Sy	122,917	1,255
K	Stunden	79,917	0	DJ	Sydor	149,225	473
H	Su	144,807	473	MJ	Sydor	89,400	0
Y	Su	125,792	5,137	EM	Syed	168,181	1,667
E	Sukkel	109,444	50	GH	Sykes	93,494	0
C	Sulentic	84,922	0	K	Symington	114,847	8,847
BJ	Sullivan	163,336	-3,550	JM	Sytsma	147,423	12,289
KA	Sullivan	152,000	356	R	Szabo	120,403	5,898
C	Sun	92,290	200	SK	Szameit	107,103	420
H	Sun	107,717	340	CN	Szeto	138,170	473
LT	Sun	98,643	0	S	Szeto	134,547	0
S	Sun	113,630	998	IE	Szpak	156,098	1,003
PS	Sundher	101,018	0	RK	Szutoo	95,374	739
BC	Sung	98,001	1,514	TV	Ta	146,594	473
CD	Surdu	120,279	943	YT	Ta	93,818	50
NM	Sutcliffe	86,062	643	JM	Taaffe	82,366	875
JK	Sutherland	88,082	277	BM	Tabe	185,928	950
RJ	Sutton	150,688	3,143	K	Tabesh	116,852	945
C	Suvagau	155,252	1,436	JG	Tabora	114,177	16,262
DL	Suzuki	94,911	150	AJ	Tache	101,019	473
L	Sveinson	99,387	0	L	Tagliafero	136,397	0
SV	Svendsen	121,985	16,746	CE	Tagseth	106,073	75
MJ	Svenson	108,201	2,655	N	Tahamtani Omran	83,204	1,668
SS	Sviridov	127,554	0	HH	Takai	101,273	250
DW	Swan	112,163	3,096	P	Talaba	102,632	75
RM	Swann	111,925	167	KB	Talbot	234,104	1,513
AW	Swanson	191,370	5,188	SE	Talbot	146,659	0
EA	Swanson	105,346	455	DS	Tam	107,146	1,995
LW	Swanson	106,652	111	GC	Tam	103,718	683
ME	Swanson	117,358	2,382	M	Tam	113,438	551

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
HR	Tamehi	140,302	481	KD	Taylor	103,812	0
DM	Tammen	183,435	0	KJ	Taylor	91,725	0
AC	Tan	158,147	609	MI	Taylor	113,398	320
JO	Tan	125,328	1,007	R	Taylor	103,288	0
LD	Tan	149,072	1,418	SM	Taylor	124,629	11,171
P	Tan	148,191	25,479	SR	Taylor	79,688	25
SP	Tan	76,291	1,500	A	Taylor-Lane	116,951	198
VC	Tan	78,578	0	SJ	Taylor-Lane	124,635	274
X	Tan	119,008	420	NR	Taylor-Reid	104,753	123
X	Tan	117,336	473	CR	Tazelaar	156,537	1,604
TK	Tanda	106,860	386	DL	Teasdale	115,715	30
G	Tande	93,941	475	IR	Tegart	120,357	5,560
B	Tang	75,182	0	DJ	Teichmann	136,161	3,068
GK	Tang	124,974	473	GK	Telford	101,045	0
I	Tang	77,905	885	RA	Temmer	106,032	0
K	Tang	94,763	492	AM	Terebka	103,892	420
SM	Tang	122,858	1,148	MC	Terpstra	127,670	41
W	Tang	90,579	0	SE	Testini	134,299	0
WW	Tang	90,365	0	J	Thai	76,424	1,446
XS	Tang	182,046	710	WW	Tham	105,728	4,496
F	Tang-Graham	111,544	1,907	B	Thandi	113,241	998
C	Tang-Miya	115,892	553	G	Thandi	120,077	0
S	Tani	99,121	240	L	Tharratt	77,511	0
S	Tanikanti	112,138	0	GC	Then	178,295	1,498
HA	Tannash	108,056	1,127	GN	Then	108,789	0
M	Tannenbaum	148,356	998	PJ	Therrien	144,123	488
DG	Tarampi	183,563	0	I	Theuring	84,342	0
SA	Tarbit	117,186	264	RA	Thibault	161,659	4,301
HG	Tarzwel	124,119	12,616	MS	Thielen	166,679	16,421
KL	Tarzwel	81,561	352	AM	Thiessen	83,419	3,980
LH	Tassone	161,526	31,708	CJ	Thiessen	132,515	0
CE	Taylor	92,668	523	SH	Thind	111,441	0
FH	Taylor	265,976	13,790	AF	Thomas	193,041	3,012
GJ	Taylor	129,446	1,179	BL	Thomas	79,913	0
JE	Taylor	104,415	34,633	DP	Thomas	132,109	26,966

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
DW	Thomas	205,381	26,067	EA	Titus	164,389	7,483
EM	Thomas	130,211	367	NI	Tjie	114,113	0
JT	Thomas	145,877	667	N	Tjiu	84,019	0
T	Thomas	111,566	0	JS	Tng	111,029	170
TM	Thomas	143,895	377	P	To	142,213	3,713
V	Thomas	175,283	3,338	JG	Tober	88,427	30
AM	Thompson	158,692	1,054	J	Todd	119,796	0
BT	Thompson	148,775	1,747	L	Todd	102,540	0
DR	Thompson	240,914	1,233	P	Tom	125,432	0
GF	Thompson	137,014	1,180	RC	Toma	81,824	733
GI	Thompson	128,819	0	CS	Tomlinson	124,572	0
JA	Thompson	79,406	102	MJ	Tompkins	143,075	385
JE	Thompson	123,555	100	SL	Tone	143,423	231
JE	Thompson	130,458	275	KP	Toner	180,986	2,849
JF	Thompson	145,646	1,076	A	Tong	112,982	0
KR	Thompson	107,530	27	BS	Tong	107,657	0
KS	Thompson	196,077	451	ET	Tong	100,790	1,880
LM	Thompson	219,637	364	KK	Tong	148,887	1,293
ML	Thompson	132,610	528	GM	Tonido	92,603	0
SG	Thompson	128,354	38	AR	Tonnellier	117,553	28,054
T	Thompson	83,233	197	SA	Toop	164,537	6,443
T	Thompson	158,019	18,865	EM	Toppazzini	100,477	0
WR	Thompson	145,642	333	RK	Toring	119,028	842
SL	Thomsen	85,334	0	PR	Torrens	107,365	13,351
BA	Thomson	113,763	1,081	CM	Tough	76,926	0
K	Thomson	160,291	7,950	M	Toussaint	161,675	473
E	Thorkelsson	90,916	0	G	Touwslager	121,095	645
MK	Thorsteinson	104,893	1,640	ML	Toward	97,543	1,514
G	Throop	112,810	0	KL	Townsend	118,876	2,258
B	Tian	83,169	1,939	JN	Tracey	93,607	346
N	Tilson	123,847	2,093	CG	Trafton	211,477	54,322
KK	Timmins	87,437	0	J	Tran	79,957	0
C	Timoffee	143,693	35,747	KP	Tran	78,243	998
GS	Ting	92,969	0	T	Tran	78,751	296
MJ	Tinholt	134,449	893	DW	Trapp	167,538	3,262

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
LJ	Trapp	108,841	176	JB	Turner	144,436	3,428
KK	Trarup	165,348	498	R	Turner	205,287	15,098
MP	Trarup	167,636	4,426	TJ	Turner	236,414	3,487
BM	Trathen	96,134	477	DL	Turney	120,343	0
AK	Travers	136,094	860	MF	Turpin	113,827	18,957
MJ	Travers	153,886	100	E	Turra	85,811	103
TR	Traviss	92,913	1,072	JK	Turvey	169,073	5,025
JL	Tremblay	78,773	0	PS	Tutt	167,991	755
KG	Trent	131,410	207	JG	Tuttle	86,190	0
RD	Trent	151,598	0	AR	Tuttosi	184,942	22,372
CM	Trigardi	109,057	0	SC	Tutty	154,019	1,360
K	Trivedi	88,212	1,271	SA	Twa	102,032	508
SA	Trobacher	146,013	0	MG	Ty	112,076	9,565
J	Trudeau	114,565	0	J	Udell	118,166	9,702
P	Trueman	84,399	664	E	Udma	110,932	793
T	Truhn	152,843	424	EA	Udovich	111,967	0
RT	Truong	132,025	0	AC	Ugalino	92,827	0
PT	Trustham	157,964	3,038	IE	Uittenhout	83,233	0
AK	Tsang	132,183	6,805	NA	Uittenhout	107,839	473
TH	Tsang	157,677	893	KT	Um	106,633	0
AK	Tse	96,162	0	CN	Umenyi	128,513	683
EK	Tse	111,157	0	RG	Underwood	137,603	0
JH	Tsukishima	113,443	23,771	JP	Unger	159,352	466
AG	Tu	130,545	0	R	Urbanowski	103,399	3,694
AD	Tuck	141,133	14,307	D	Urosevic	90,180	505
D	Tulsie	100,059	5,758	R	Urrutia	90,559	541
CA	Tuma-Wilson	146,399	4,227	J	Utsunomiya	117,723	500
C	Tung	102,306	125	P	Vadgama	123,481	0
T	Tung	107,540	0	PM	Vadgama	108,582	0
TM	Turko	147,249	11,499	WF	Vaide	84,715	0
AM	Turnbull	119,348	6,214	RA	Vaillancourt	112,368	2,812
CK	Turnbull	148,490	0	D	Vaillant	97,370	347
R	Turnbull	170,733	1,941	FM	Valderrama	103,274	316
AJ	Turner	97,867	2,367	RA	Valdez Noguez	97,964	514
BM	Turner	77,976	1,026	A	Valente	114,421	2,546



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REMUNERATION				EXPENSES				REMUNERATION				EXPENSES			
F	Valli	105,664	1,832	E	Veloso	132,595	893								
CM	Van Camp	161,795	5,837	CR	Venasquez	120,099	75								
T	Van De Ruitenbeek	140,706	530	J	Vennesland	118,973	0								
EW	Van Den Born	173,897	805	C	Verdi	120,551	0								
JW	Van Den Born	189,242	1,927	JR	Verhage	133,836	3,848								
RV	Van Den Broek	90,716	0	SV	Verjee	176,193	731								
L	Van Der Velden	104,043	1,940	D	Vermette	99,851	0								
W	Van Gassen	161,481	2,155	J	Verna	124,261	530								
J	Van Groningen	146,742	0	JD	Verney	168,348	17,149								
DM	Van Huizen	145,839	457	BL	Vernon	111,033	47,396								
B	Van Lare	113,611	0	CJ	Verschoor	104,087	0								
TA	Van Loon	114,804	10,933	MW	Verschoor	113,783	868								
H	Van Oort	113,075	2,021	BJ	Vey	161,436	28								
GA	Van Os	106,055	1,225	JP	Vicente	170,460	321								
MD	Van Slageren	123,425	300	RR	Vieira	118,700	50								
RK	Van Vliet	158,909	2,823	KF	Vigeant	155,426	0								
RS	Van Vliet	162,410	664	PC	Vigneault	128,619	250								
J	Vandenbossche	117,168	0	PJ	Viitasaari	93,423	0								
JM	Vandenbrand	136,020	7,816	RG	Vila-Vergara	101,142	102								
RL	Vander Zwan	141,293	9,933	L	Villa	154,136	0								
M	Vanderkwaak	136,469	473	AM	Villanueva	110,403	473								
J	Vandermaar	184,121	10,643	J	Villanueva	190,315	29,633								
LH	Vanderzwaag	118,294	3,431	EJ	Villanueva Magni	129,359	473								
JR	Vanegas	83,026	0	ES	Villarreal	168,582	2,219								
JJ	Vanjoff	111,412	4,139	R	Vine	150,438	8,276								
CK	Varco	76,617	2,666	V	Vinnakota	137,464	473								
EL	Varga	98,819	2,275	NC	Vipond	153,070	2,540								
R	Varga	90,460	2,737	JP	Vo	91,089	547								
LW	Vargas	133,066	473	LR	Voerman	197,027	23,492								
LW	Varhanik	75,494	0	JS	Volpatti	140,518	72								
O	Vasylev	106,208	998	BO	Von Bargaen	185,131	587								
JL	Vatcher	108,913	9,283	CD	Von Hagel	112,708	0								
S	Vazinkhoo	169,302	3,219	DT	Von Hollen	152,305	1,530								
CJ	Veary	153,214	665	SE	Von Minden	173,442	749								
DJ	Velkjar	137,686	2,800	K	Von Muehldorfer	151,748	7,348								

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
JM	Vos	152,680	1,560	CM	Walls	174,684	6,319
EA	Vowles	143,062	66	CJ	Walsh	175,737	0
LB	Vozniak	96,995	769	DR	Walsh	202,859	0
R	Vranesic	133,237	14	JA	Walsh	248,962	998
BT	Vrecko	126,903	473	KL	Walsh	116,703	0
V	Vujicic	113,723	473	AR	Walter	101,814	1,816
M	Waardenburg	164,474	8,239	BS	Walter	129,425	0
CR	Wade	173,473	10,009	KH	Walters	126,928	252
BK	Waechter	127,903	1,165	J	Wams	91,196	6,929
A	Wagner	139,012	473	KC	Wan	112,527	643
FT	Wagner	120,329	-201	Z	Wan	179,391	5,741
GS	Wagner	172,405	3,234	BZ	Wang	139,582	473
JM	Wagner	163,477	2,109	C	Wang	107,589	1,116
KS	Wagner	109,447	1,254	C	Wang	75,995	0
WM	Wagner	128,207	56,966	G	Wang	179,882	573
JA	Wahl	235,773	2,844	H	Wang	164,028	14,718
A	Wai	114,186	443	J	Wang	145,021	998
CA	Waite	298,295	18,065	J	Wang	118,879	473
KL	Waiz	202,582	534	J	Wang	85,309	0
PE	Walcher	123,133	7,956	J	Wang	89,945	420
AM	Walker	123,565	1,753	L	Wang	114,110	571
BJ	Walker	198,121	8,490	M	Wang	162,083	3,340
JM	Walker	124,516	322	P	Wang	104,944	1,995
MB	Walker	109,550	617	Q	Wang	140,051	197
SP	Walker	79,358	2,779	Q	Wang	136,829	958
J	Walker-Larsen	107,871	181	Q	Wang	115,635	523
CJ	Walks	95,503	736	Q	Wang	118,967	1,925
DA	Wall	85,504	315	SS	Wang	121,419	220
KW	Wall	130,872	1,301	W	Wang	131,307	473
KJ	Wallace	150,139	2,417	W	Wang	125,064	473
LC	Wallace	92,628	4,222	X	Wang	93,070	366
MB	Wallace	168,791	824	Y	Wang	153,826	0
WR	Wallace	112,811	35,279	Y	Wang	96,517	998
RK	Waller	198,482	506	Z	Wang	120,616	2,485
K	Wallin	107,953	1,434	Z	Wang	98,505	679

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
GS	Waraich	113,059	0	J	Webber	141,223	3,438
AL	Ward	196,988	683	FA	Weber	123,459	473
BR	Ward	208,733	1,881	EL	Webster	97,056	0
CL	Ward	140,973	72,239	J	Webster	117,021	633
GA	Wardrop	120,583	10,688	EK	Weclaw	169,284	763
KJ	Wardrop	228,548	1,323	SM	Weeks	132,532	250
T	Wareham	148,872	13,908	C	Wei	128,645	496
RJ	Wark	123,587	829	CM	Weiler	158,550	1,202
DB	Warner	175,727	420	DJ	Weir	89,497	0
RN	Warner	120,505	2,607	D	Weisbom	121,507	208
DA	Warren	158,164	9,753	TJ	Weisgerber	75,649	1,123
WM	Warwick	108,714	4,435	DG	Weiss	116,863	1,026
SL	Wasylik	94,421	0	SJ	Weiss	139,783	0
GR	Wasyliw	117,313	943	A	Wells	171,826	931
AA	Watanabe	107,396	50	DV	Wells	193,322	6,516
PR	Waters	191,368	44,883	MR	Wells	79,547	727
CL	Watrich	173,437	399	SG	Wells	121,010	2,657
A	Watson	239,013	9,416	SJ	Wells	181,644	5,087
BH	Watson	80,292	100	T	Wells	160,204	0
CL	Watson	111,797	793	C	Welsh	77,010	11,281
JC	Watson	127,813	6,337	G	Wen	117,475	2,433
JS	Watson	121,327	6,145	W	Wen	133,131	2,063
JW	Watson	108,769	1,517	X	Wen	135,244	473
RC	Watson	175,864	1,995	MJ	Wenzlaff	128,866	1,056
RD	Watson	101,892	25	HA	Weremi	100,164	5,129
SL	Watson	82,797	53	ML	Wersta	86,890	0
TI	Watson	171,326	424	RK	Wertz	166,655	4,498
C	Watt	110,950	0	NM	Wesley	79,197	635
DE	Watt	162,653	-920	TG	Weslowski	118,670	250
BJ	Way	77,370	0	GL	West	109,172	494
SJ	Way	113,713	271	TG	Westbrook	86,963	453
TS	Weatherston	103,178	8,073	L	Westervelt	120,696	0
CD	Weatherston	112,595	17,528	TM	Westgate	112,592	1,780
AR	Webb	100,894	250	A	Westmacott	109,420	398
SL	Webb	113,729	0	DM	Westmacott	173,752	41,690

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
CB	Weston	96,266	520	A	Wijaya	135,688	0
LJ	Weston	118,556	216	DS	Wijeratne	103,155	1,325
ST	Weston	110,946	0	NW	Wild	152,031	2,754
AS	Weststeyn	125,184	200	CA	Wilhelmsen	95,527	1,779
C	Weyell	178,660	831	JR	Willey	98,621	9,600
DE	Wharf	146,373	0	C	Williams	128,976	1,008
S	Wheatley	114,503	563	D	Williams	102,889	0
CP	Wheeler	132,279	11,759	DA	Williams	152,684	2,787
RH	Wheeler	125,182	1,747	DB	Williams	90,268	126
JR	Whissell	97,372	0	DM	Williams	134,731	36,667
BA	White	82,343	0	FB	Williams	113,344	643
DD	White	77,387	5,355	GS	Williams	93,952	749
GC	White	163,487	1,347	H	Williams	112,093	0
GM	White	75,019	150	JD	Williams	157,433	718
IH	White	132,450	15,653	L	Williams	176,267	500
M	White	86,207	475	N	Williams	115,942	32
RA	White	163,189	1,138	OR	Williams	201,144	1,892
S	White	129,403	11,178	W	Williams	137,047	5,534
LK	Whitney	95,856	0	SM	Williamson	137,201	0
JS	Whitson	152,701	0	TD	Williamson	163,938	31,409
CH	Whittaker	217,705	0	BK	Willington	112,612	0
RL	Whittaker	206,750	2,565	KM	Willis	120,663	125
A	Whitteker	167,751	19,441	MR	Willox	153,388	214
TA	Whorley	99,635	24	RM	Wilmsmeier	104,356	0
E	Wichmann	132,430	400	AE	Wilson	126,450	105
MP	Wick	101,294	0	AL	Wilson	101,834	189
BR	Widmer	88,144	22	BS	Wilson	134,793	1,312
J	Wiebe	100,354	231	DC	Wilson	136,817	473
SP	Wiebe	142,891	58,899	DE	Wilson	117,518	1,437
JB	Wiech	180,878	9,491	DR	Wilson	126,209	7,629
J	Wiedman	92,037	530	JP	Wilson	163,769	18,714
D	Wiens	128,779	4,571	MA	Wilson	104,830	0
KK	Wiens	83,290	1,019	MR	Wilson	230,880	1,385
CR	Wiggins	79,948	139	SJ	Wilson	130,361	825
AJ	Wight	113,708	13,012	TR	Wilson	172,942	1,535

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JD	Winchester	175,930	14,330	DW	Wong	351,439	2,240
DC	Winkel	111,261	1,476	FC	Wong	128,788	609
DJ	Winkelmann	78,804	3,973	H	Wong	117,579	1,943
KJ	Winkelmann	83,423	0	H	Wong	174,398	6,057
TS	Winnicky	130,483	2,870	J	Wong	127,241	573
LN	Winstanley	146,402	3,538	J	Wong	111,642	583
PG	Winter	118,684	0	JL	Wong	104,304	1,435
TL	Winter	120,752	0	KF	Wong	93,444	473
AW	Withers	163,767	1,748	KK	Wong	94,204	1,056
CN	Withers	92,079	549	MT	Wong	135,979	645
DR	Witt	134,991	9,747	R	Wong	142,215	0
MA	Wiwchar	155,445	391	R	Wong	134,644	242
ED	Wodinsky	77,053	0	SK	Wong	125,850	2,163
C	Woeste	100,709	282	T	Wong	121,538	11
GE	Woeste	81,634	178	TM	Wong	107,977	100
S	Wogan	156,584	2,471	TS	Wong	100,517	0
L	Wohlford	124,385	1,060	V	Wong	100,006	3,248
MJ	Woiken	138,660	75	P	Woo	138,030	1,911
SM	Woiken	102,653	2,519	V	Woo	102,690	140
DT	Wolanski	131,262	150	BJ	Wood	113,056	3,659
BJ	Wolosnick	186,701	289	MD	Wood	90,982	0
HM	Wolter	156,678	869	GW	Woodbury	125,675	1,023
A	Wong	87,217	250	TJ	Woodcock	119,612	11,723
A	Wong	82,515	0	S	Woodford	121,710	0
A	Wong	85,725	841	BJ	Woodruff	153,349	27,763
AC	Wong	102,554	0	BM	Woodward	212,934	4,750
AW	Wong	100,463	0	R	Woodward	117,836	0
AW	Wong	127,192	233	CE	Woolfries	169,206	0
BS	Wong	153,933	890	E	Worden	168,021	473
BY	Wong	192,183	1,110	JT	Worden	136,536	1,618
C	Wong	104,257	133	KC	Wotten	81,686	36,524
C	Wong	137,117	473	DW	Wou	108,177	1,790
C	Wong	124,805	473	J	Wou	141,407	1,592
C	Wong	226,849	15,279	MA	Woudwijk	121,768	7,823
C	Wong	90,334	13,782	MN	Woznesensky	91,348	103

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
AL	Wozny	151,906	0	H	Xu	90,753	1,464
TG	Wray	163,450	1,234	J	Xu	101,811	524
CJ	Wreggitt	178,936	5,568	X	Xu	136,337	6,216
A	Wright	143,890	1,146	PG	Yaco	108,252	998
AN	Wright	222,329	3,276	K	Yagelniski	110,590	525
BA	Wright	127,959	71,768	L	Yahav	146,623	583
DO	Wright	119,661	908	A	Yahosseini	128,196	2,169
KK	Wright	112,618	5,073	S	Yamabata	99,907	0
S	Wright	164,349	1,515	B	Yan	88,740	2,677
WJ	Wright	125,455	558	H	Yan	151,914	160
C	Wu	138,763	473	J	Yan	96,423	50
G	Wu	143,393	2,244	L	Yan	179,945	3,233
J	Wu	212,777	1,237	M	Yan	108,768	998
W	Wu	87,912	0	N	Yan	135,106	5
X	Wu	113,837	0	X	Yan	122,937	473
L	Wutschnik	120,543	998	AI	Yang	107,269	1,292
DJ	Wyant	113,640	0	L	Yang	134,688	492
JN	Wyatt	76,063	0	Y	Yang	120,358	532
SD	Wylie	166,484	2,303	YE	Yang	90,271	0
SP	Wymer	101,508	25	Z	Yao	180,599	473
BM	Wynne	117,058	1,048	NC	Yap	90,223	0
M	Wynne	232,632	1,147	DE	Yarjau	108,618	43,988
T	Wynsouw	163,956	1,882	JR	Yarjau	159,300	267
X	Xi	117,391	473	BT	Yasinowski	184,836	875
D	Xiang	114,449	1,040	JS	Yathon	85,488	0
L	Xiao	93,945	285	L	Yau	120,625	492
MH	Xiao	138,520	3,657	SC	Yau	106,760	473
Y	Xiao	128,143	473	SA	Yaworski	105,783	4,945
Y	Xie	112,207	1,148	A	Yee	185,159	1,489
X	Xing	120,565	0	K	Yesilcimen	94,204	43
C	Xiong	129,008	3,801	DC	Yeung	111,649	458
W	Xiong	93,860	0	H	Yeung	95,254	998
C	Xu	119,196	1,568	W	Yeung	122,199	1,103
H	Xu	145,798	573	J	Yick	143,077	419
H	Xu	122,105	1,573	R	Yim	101,046	998

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
T	Yim	114,843	1,574	DA	Yuill	164,495	3,837
Y	Yin	88,658	0	F	Yusuf	160,684	853
EC	Yip	111,127	998	PT	Ywaya	129,839	2,942
K	Yip	99,013	0	T	Yzerman	107,607	1,711
T	Yip	91,319	1,235	J	Zabala	127,416	3,439
Y	Yip	85,293	195	P	Zabeti	136,635	893
EW	Yiu	108,238	596	BJ	Zabierek	105,617	50
B	Yochim	101,152	9,916	JE	Zabkar	119,218	420
J	Yonadim	75,084	3	BA	Zacharias	243,302	0
R	Yonadim	163,631	11,631	LS	Zachow	224,813	5,800
S	Yoon	160,939	12,535	DP	Zack	158,224	1,014
IC	Yorkston	83,500	0	JG	Zadra	144,361	473
RA	Yost	136,236	29,792	T	Zagumenna	191,871	473
J	You	125,812	5,087	AC	Zaine	92,783	0
A	Young	127,898	2,170	HA	Zaka	109,220	1,174
BG	Young	141,501	25,545	JN	Zarin	192,686	473
C	Young	155,409	2,241	S	Zarin	87,302	48
EB	Young	109,375	549	ED	Zaruk	216,881	13
EW	Young	147,138	473	JL	Zathureczky	99,427	433
K	Young	77,895	379	H	Zavoral	116,053	14
KE	Young	186,885	0	N	Zazubek	109,082	420
LE	Young	92,600	474	MW	Zeller	153,504	473
LP	Young	92,051	156	SM	Zemenchik	169,929	4,168
ML	Young	109,792	14,051	RJ	Zemlak	107,110	2,134
RA	Young	78,705	4,296	R	Zeni	149,760	3,340
SJ	Young	100,581	998	TA	Zerr	77,857	3,371
TM	Younger	93,379	175	F	Zhai	151,772	473
L	Yu	146,330	549	W	Zhan	135,700	236
LM	Yu	143,669	473	Z	Zhan	110,401	473
M	Yu	127,744	225	A	Zhang	141,120	1,143
R	Yu	99,517	998	B	Zhang	98,889	20,116
RA	Yu	127,320	0	C	Zhang	96,048	473
Y	Yu	118,172	473	D	Zhang	111,622	0
BP	Yuan	128,966	14	D	Zhang	79,765	14,048
J	Yuen	113,246	2,176	H	Zhang	119,322	2,020

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
J	Zhang	98,830	267	J	Zhu	100,789	9,059
J	Zhang	89,419	0	P	Zhu	91,233	0
L	Zhang	112,088	473	Q	Zhu	173,508	473
L	Zhang	138,942	473	V	Zhu	118,299	1,933
M	Zhang	115,601	473	Z	Zhuang	94,212	1,092
M	Zhang	90,659	578	DP	Zibauer	105,948	741
S	Zhang	87,508	4,301	MJ	Zieske	144,126	837
WW	Zhang	102,184	1,894	LI	Zilberman	87,465	105
X	Zhang	81,470	0	V	Zilberman	111,600	873
X	Zhang	171,946	473	TO	Zilcosky	112,559	6,180
X	Zhang	86,471	0	E	Zimmerman	104,774	0
X	Zhang	150,284	396	JA	Ziola	170,784	11,347
XX	Zhang	147,746	473	DP	Zobel	127,936	2,225
Y	Zhang	149,098	882	DM	Zoerb	188,263	51
Y	Zhang	137,598	9,993	A	Zolis	162,009	9,023
C	Zhao	116,142	473	M	Zou	176,890	473
H	Zhao	132,539	759	M	Zrinyi	95,413	0
H	Zhao	162,812	684	MJ	Zulak	114,683	0
J	Zhao	86,187	998	C	Zuo	127,620	473
J	Zhao	85,105	2,136	C	Zurak	233,749	7,320
Q	Zhao	144,850	0	GI	Zylstra	132,778	2,210
Q	Zhao	120,439	4,638				
Z	Zhao	91,033	642				
BS	Zheng	137,432	1,498				
YG	Zheng	139,610	1,418				
H	Zhong	89,988	0				
C	Zhou	134,031	1,418				
D	Zhou	96,868	5,562				
J	Zhou	135,737	764				
J	Zhou	90,382	1,097				
X	Zhou	85,561	247				
Y	Zhou	138,438	1,541				
Z	Zhou	84,084	0				
H	Zhu	164,665	778				
H	Zhu	123,767	5,865				



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	REMUNERATION	EXPENSES
<b>Consolidated total of other employees with remuneration of \$75,000 or less</b>	<b><u>101,766,542</u></b>	<b><u>1,428,890</u></b>
<b>Total</b>	<b>781,675,896</b>	<b>19,780,396</b>
<b>Receiver General for Canada (employer portion of EI and CPP)</b>	<b>27,644,442</b>	

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0662836 BC Ltd	40,060	670937 BC Ltd	25,410
0697864 BC Ltd	221,919	676222 BC Ltd	102,922
0723024 BC Ltd	131,802	676376 BC Ltd	95,775
0758311 BC Ltd	222,231	679692 BC Ltd	287,360
0760506 BC Ltd.	42,008	686149 BC Ltd	30,534
0765198 BC Ltd	28,140	A Edward Stedman Consulting Inc	313,268
0771803 BC Ltd	53,749	A Lanfranco And Associates Inc	43,579
0798619 BC Ltd.	240,006	A.E.W. Limited Partnership	30,637
0820744 BC Ltd	48,815	A.T. Maintenance Plus Contracting	1,214,951
0914716 BC Ltd	91,486	AAA Field Services Ltd	63,452
0936408 BC Ltd	99,015	Aarc-West Industrial Insulation Inc	132,373
0956411 BC Ltd	73,304	AB Edie Equities Inc	100,571
1000781 BC Ltd	52,640	ABB Enterprise Software Inc.	2,667,787
1033394 BC Ltd	79,090	ABB Inc.	6,854,028
10647802 Canada Ltd	1,308,543	ABB Power Grids Canada Inc	21,224,420
1081239 BC Ltd	68,928	Abbotsford Concrete Products Ltd	54,886
1085140 BC Ltd	1,997,782	ABC Industries Ltd	77,098
1157562 BC Ltd	46,523	Abernethy Contracting	346,728
1164376 BC Ltd	180,989	Able Irrigation Ltd	40,868
1169249 BC Ltd	143,780	Acclaro Management Corporation	79,191
1672 Holdings Ltd.	45,797	Accurate Gauge Ltd	62,319
1793278 Alberta Ltd	200,343	ACI Argyle Communications Inc	44,550
2012345 Alberta Ltd	135,444	Acklands-Grainger Inc.	4,622,161
211 British Columbia Services	32,083	Acme Janitor Service Ltd	38,792
228100 BC Ltd	49,123	Acres Enterprises Ltd	159,429
24/7 Customer Canada Inc	91,875	Action Environmental Services Inc.	686,272
3DInternet	165,827	Acuren Group Inc.	77,893
4 Evergreen Resources LP	8,941,598	Adams Lake Indian Band	46,253
4 Season Maintenance Ltd.	39,581	AddEnergie Technologies Inc	381,746
44550 SOUTH SUMAS INC	156,897	Adecco Employment Services Limited	989,800
4-D Warner Enterprises Ltd	49,529	Adept Vegetation Management Inc.	5,387,934
4th Utility Inc	63,134	Adobe	39,290
558814 BC Ltd	246,383	ADR Education	156,955
606225 BC Ltd	155,167	Advanced Eco-Solutions Inc	29,000

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Advanced Energy Systems 1 LP	1,537,348	Allnorth Consultants Limited	390,268
Advanced Energy Systems II Limited	668,076	Allpoints Fire Protection Ltd	96,672
Advanced Excavating and Utilities	411,455	Allteck Limited Partnership	110,091,578
Advanced Grounding Concepts	37,097	Allwest Reporting Ltd.	202,154
Advanced Powerlines Ltd.	54,268	Alouette River Mngt. Society	170,121
Advanco Electric Ltd	1,339,213	Alpha Technologies Ltd.	204,791
AE Concrete Products Inc	7,839,333	Alpine Aerotech LP	36,334
AECOM Canada Ltd	49,026	Alpine Country Rentals Ltd	28,797
Aecom Technical Services Inc	191,459	Alpine Pole Maintenance Inc	421,186
Aecon Infrastructure Management Inc	300,000	Alstom Grid LLC	5,026,096
Aecon-Flatiron-Dragados-EBC	409,135,492	Altec Industries Ltd.	7,079,309
Aerodraw Drafting Services	38,752	Altien Ltd	679,803
Aerotek ULC	5,187,763	Altus Group Limited	77,117
Aevitas Inc	2,563,144	Amac Equipment Ltd.	31,433
AFL Telecommunications Inc	104,299	Amazon	427,375
Aggreko Canada Inc	1,629,495	Amber Flower Ridington	70,660
Aggressive Tube Bending Inc.	34,586	Amec Cutting & Coring Ltd	71,453
Agrium Canada Partnership	1,043,323	American Society for Testing and Materials	54,449
AIG Insurance Company of Canada	485,529	American Superconductor Corp	853,930
Air Liquide Canada Inc.	132,515	Ampco Manufacturers Inc	94,141
Air Liquide Global E&C Solution Canada LP	352,771	Ampjack Industries Ltd	263,789
Airspan Helicopters Ltd	922,876	Andrew Sheret Ltd.	90,839
Albarrie GeoComposites Limited	1,100,858	Andritz Hydro Canada Inc	792,241
Alberni-Clayoquot Regional Dist	61,097	Angie Watson	30,400
Alberta Biodiversity Monitoring	41,452	Anixter Canada Inc.	4,587,510
Alberta Electric System Operator	2,065,777	Anixter Power Solutions Canada Inc	51,066,487
Alberta Governor Service Inc	75,638	Annex Consulting Group Inc	4,852,873
Alda Development & Leasing Ltd	57,960	Ansan Industries Ltd.	3,328,067
Alexander Brajak	32,787	Antares Project Services LLP	225,548
Alfa-Laval Inc	34,778	Antiquus Archaeological Consultants	33,707
All Power Construction Ltd	133,762	Aon Canada Inc	32,560
All Safe Traffic Control Inc	378,152	AP&M Holdings LLC	61,808
All Seasons Motor Sports Ltd	83,198	Apollo Forest Products Ltd	25,523
Alliance Traffic Group Inc	1,688,279	APP Engineering Inc.	148,257
Alliant Consulting Ltd	78,750	Applied Industrial Technologies LP	32,597

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Aq'am First Nation	31,440	ATB Riva Calzoni Hydro Canada Inc	24,194,123
Aqua-Bility Projects Ltd.	308,800	ATC Power Corporation	596,857
Aquaterra Corporation Ltd.	112,576	ATCO Energy Ltd	25,002
Arbor-Art Tree Service Ltd	223,230	ATCO Structures & Logistics Ltd.	36,226
Arborwest Consulting Ltd.	564,844	ATCO Two Rivers Lodging Group	84,085,605
ARC Resources Ltd	1,800,741	Atlantic Industries Ltd	364,886
Archer CRM Partnership	186,375	Atlantic Power Preferred Equity Ltd	51,154,671
Arcose Consulting Ltd	94,713	Atlas Copco Compressors Canada	82,729
ArcTech Welding & Machining Ltd.	131,790	Attridge Contracting Ltd	930,270
Arctic Arrow Powerline Group Ltd	5,603,187	Aura Health and Safety Corp	310,372
Ardill's Ranch Ltd.	39,420	Ausenco Engineering Canada Inc	2,635,057
Arete Safety & Protection Inc.	40,361	Austeville Properties Ltd	135,000
ARI Financial Services Inc.	43,470,605	Austin Engineering Ltd	64,038
Ariba Inc	1,121,500	Autodesk Inc.	101,617
Aritzia LP	59,534	AutoGrid Systems Inc	153,215
Armstrong Crane & Rigging Inc.	719,615	Automata Industrial Consulting Ltd	67,180
Armtec Inc	89,527	Avanade Canada Inc	5,544,292
Arrow Lakes Power Corporation	74,482,477	AvePoint Inc	58,500
Arrowhead Holdings Ltd	30,470	AW Fireguard Supplies (1991) Ltd	35,165
Arteche USA Inc	143,472	Awesense Wireless Inc	1,163,062
Ascent Helicopters Ltd	3,717,018	Azimuth Consulting Group Inc.	220,011
Ashlu Creek Investment LP	16,394,196	Azmeth Forest Consultants Ltd.	175,925
ASI Group Ltd	1,497,921	B & T Line Equip. Testers Ltd.	376,338
Aski Reclamation Limited Partnership	520,030	B.A. Blacktop Ltd.	216,461
Aspect Software Inc	65,051	B.A. Blackwell & Associates Ltd.	385,319
Aspen Planers Ltd.	41,052	B.C. Hydro Pension Plan	50,255,742
Asplundh Canada ULC	15,947,539	B.C. Pavilion Corporation	78,750
Assa Abloy Entrance Systems Canada	169,385	B.C. Wildlife Federation	183,724
Associated Engineering(B.C.)Ltd	203,893	BA Dawson Blacktop Ltd	40,353
Associated Environmental Consultants Inc	39,423	Bad Ventures Ltd	749,684
Associated Fire Safety Group Inc.	35,160	Badger Daylighting LP	178,126
Association of Major Power Customers of BC	418,395	Bagwell Supply Ltd.	83,713
Association of Professional Engineers & Geoscientists	104,934	Bailey Helicopters Ltd.	154,754
ASTC Science World Society	120,000	Baiocco Ventures Ltd	39,543
AT&T Global Services Canada Co	34,253	Baker Creek Estates Ltd	38,343

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Bandstra Transportation Systems Ltd	103,979	Bella Coola Backhoe Ltd	107,866
Banngate Holdings Ltd	26,156	Bellavance Welding Ltd.	135,490
Barr Creek Limited Partnership	1,269,749	Bennett Jones LLP	153,576
Barr Plastics Inc.	545,158	Bennett Land Surveying Ltd	139,444
Barry's Bulldozing Ltd.	32,884	Bentallgreenoak (Canada) GP Ltd	85,672
Baseline Archaeological	218,608	Best Buy Canada Ltd.	130,234
Basler Electric Company	46,517	Beverly Joanne Genzel	41,486
BAT Construction Ltd	99,948	BGC Engineering Inc	1,586,191
BBA Engineering Ltd	3,584,854	BGIS Global Integrated	15,895,906
BBA Field Services Ltd	1,001,488	BHD Instrumentation (BC) Ltd	245,463
BBA Inc	46,408	Bidgely Inc	102,430
BC Common Ground Alliance	26,250	Big League Utilities Corp	60,695
BC Conservation Foundation	278,494	Big Silver Creek Power Limited	18,085,014
BC Fasteners & Tools Ltd.	88,510	Bigfoot Crane Company Inc	30,380
BC Housing Management Commission	880,004	BigSteelBox	76,260
BC Hydro Power Pioneers	213,000	Birchdale Ecological Ltd.	39,900
BC Institute of Technology	209,893	Bird Studies Canada	29,390
BC International Commercial Arbitration Centre	50,388	BitSight Technologies Inc	150,731
BC Non-Profit Housing Association	153,668	Bizzie B's Cleaning	41,761
BC One Call Limited	304,202	Black & McDonald Ltd.	1,332,636
BC Public Interest Advocacy	281,053	Black Press Group Ltd	43,485
BC Sustainable Energy Association and Sierra Club	259,408	Blackbird Environmental Ltd	377,676
BCIMC Realty Corp and Mount Lehman Road Properties	804,000	Blackcomb Helicopters LP	3,316,508
BCIMC Realty Corporation West Properties	61,443	Blackridge Solutions Inc	30,162
Bear Creek Contracting Ltd	613,205	Blackwood Building Centre Ltd	55,374
Bear Hydro Limited Partnership	9,857,965	Blake Cassels & Graydon LLP	249,721
Bear Mountain Wind Limited Partnership	21,049,027	Blanchard Training & Development Canada Ltd	350,180
Beaver Electrical Machinery Ltd	132,804	Block's Commercial Kitchen Equipment Services Ltd	25,999
Beckwith Electric Co. Inc.	91,336	Bloomberg Finance L.P.	88,952
Bee Clean Building Maintenance	824,430	Blue Max Drilling Inc	98,153
Bekham Enterprises Ltd	26,128	Blue Sapphire Contracting Ltd.	38,217
Beldon Sales Ltd.	173,710	Blue Universe Communications Ltd	662,752
Bell Canada	68,631	Blueberry River Enterprises LP	737,191
Bell First Aid Services Inc	328,454	Blueberry River First Nations	448,127
Bell Machinery Ltd	25,634	BNBK Contractor Ltd	517,926

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Bonaparte Indian Band	32,205	Bureau Veritas Commodities Canada Ltd	31,152
Bonneville Power Administration	33,070,229	Burgess Plumbing Heating	36,946
Bookboon.com Ltd	58,565	Burnaby Blacktop Ltd	60,620
Boondock Development Ltd.	75,714	Burns & McDonnell Canada Ltd	348,621
Boralex Ocean Falls LP	4,070,245	Business Council Of B.C.	44,625
Borden Ladner Gervais LLP	6,641,177	Busy Bee Cleaning	68,092
Borradaile Contracting And Inspection Service Ltd	366,060	Butler Ridge	160,534
Boston Bar Ltd. Partnership	2,267,478	Butler Ridge Energy Services (2011)	94,357
Boulder Creek Power Limited	8,764,765	C & C Beachy Contracting Ltd.	25,930
Bowen Island Municipality	106,242	C & D Technologies Inc.	195,121
Box Canyon Hydro Corporation	5,474,892	C 4 Distribution Group Inc.	27,248
BPP CA Industrial Owner 3 Limited	463,229	C Marshall and Associates Inc	86,525
BQAS Ventures Ltd	105,055	C. Norman Trenching Ltd.	725,808
Brainhunter Systems Ltd	1,309,678	C.G. Brooks Contracting	107,893
Brendan McEwen	65,434	C.J. Ledgers	44,636
Brent Collins	137,039	Cadillac Fairview Corporation Ltd.	200,047
BRG Projects Ltd.	114,630	California Independent System	159,253
Brian Gould Consulting Inc	49,251	Callisto Integration Ltd	633,929
Brian McClay & Associates Inc	32,766	Cam Tran Co Ltd	43,308,721
Bridge River Indian Band	533,801	Campbell River Common Shopping Centre	288,466
Bridgehead Security Consulting Inc	38,598	Campbell River Salmon Foundation	235,132
Brilliant Expansion Power	31,098,490	Campbell Scientific (Canada)	83,808
Bristol Global Mobility Limited	165,497	Canada Green Building Council	48,090
Britco BOXX Limited Partnership	766,229	Canada Metal (Pacific) Ltd.	88,082
British Columbia Ferry Services Inc	35,595	Canada NDE Technical Services	141,762
British Columbia Safety Authority	79,064	Canada Post Corp.	6,198,560
British Columbia Utilities Commission	6,366,163	Canadian Association of Consulting Energy Advisors	40,439
British Hydraulics Ltd	39,553	Canadian Dewatering LP	75,408
Brock Canada West Ltd.	387,916	Canadian Dry Storage Ltd	69,324
Brock White Canada Company	79,311	Canadian Electricity Association	347,513
Brogan Safety Supplies	59,824	Canadian Energy Vancouver	253,057
Brooklynn Contracting Ltd.	185,338	Canadian Forest Products Ltd.	86,397
Brown Miller Power LP	5,861,517	Canadian Helicopters Ltd.	2,590,564
Building Officials Association	104,035	Canadian Home Builders Association	123,480
Building Owners & Managers	26,250	Canadian Hydro Developers Inc.	8,001,175

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Canadian Linen & Uniform Service	74,142	Carrier Lumber Ltd	605,684
Canadian National Railway Co.	401,039	Carter Pontiac Buick	27,661
Canadian Pacific Railway Company	142,190	Cascade Energy Inc	352,724
Canadian Softwood Inspection Agency Inc	53,237	Cascade Raider Holdings Ltd	52,132
Canadian Standards Association	296,094	Cascadia Instrumentation Inc.	58,455
Canadian Tire Corporation Limited	378,258	Castle Mountain Hydro Ltd.	3,560,161
Canam Bridges Canada Inc	111,486	Catalyst Paper Corporation	20,592,436
CanaSteel Rebar Services Corp	92,723	Catelli Foods Corporation	128,492
Canda Six Fortune Enterprise Co Ltd	37,404	Catherwood Towing Ltd	3,070,008
Can-Dive Construction Ltd.	45,806	Cause and Affect Design Ltd	49,744
Canem Systems Ltd.	31,914	Cayoose Creek Indian Band	486,121
Canfor Pulp Limited	22,231,762	Cayoose Creek Power LP	2,795,049
Canlin Resources Partnership	1,100,000	Cayuse Flats Transportation	117,437
CanMine Contracting LP	67,360	CBV Collection Services Ltd	95,584
Canoe Creek Hydro Limited	1,534,957	CCI Canadian Circuits Inc	44,564
Canplas Industries Ltd.	37,766	CD Nova Ltd.	156,073
Canruss Paramedic Oil Services Ltd	658,380	CDW Canada Inc.	449,226
Cansel Survey Equipment Inc	48,846	CEATI International Inc	414,730
CanStore Rentals Ltd.	30,062	Cedar Road Bioenergy Inc	388,292
Cantalk (Canada) Inc.	66,957	Cedar Tree Investment Canada Inc	38,697
Cantega Technologies Inc	437,941	Cedars at Cobble Hill	159,666
Cantex-Okanagan Construction Ltd	47,829,196	Celtic Reforestation Services Ltd	54,814
Capco Construction Services Ltd	128,600	Central Cariboo Disposal Services	25,888
Cape Scott Wind LP	54,166,829	Central Island Powerline Ltd.	7,564,857
Capilano University	195,383	Central Kootenay Invasive Species	47,049
Capital City Paving Ltd	951,242	Central Park Developments Inc.	1,273,711
Capital Grid Services Corp	156,295	Centrix Control Solutions LP	118,102
Capital Now Inc	558,113	Century 21	72,479
Capital Power LP	92,448,530	Century Plastics Ltd.	106,943
Capital Regional District	1,058,311	Ceragon Networks Inc	125,579
Capital Tree Service Inc	2,493,072	CES Engineering Ltd.	48,720
Carbon60 Operating Co Ltd	59,371	CGI Information Systems and Mgmt Consultants Inc	4,646,213
Care Systems Services Ltd	118,560	Change Champions Consulting Inc	613,254
Cariboo Power Flagging Ltd	846,029	Chant Limited	113,033
Cariboo Pulp & Paper Company	13,549,176	Chartered Professional Accountants of BC	64,008

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Chartwell Consultants Ltd	4,306,769	City Of Nanaimo	2,882,912
Cheam First Nation	58,498	City of Nelson	3,014,522
Checkmate Fire Prevention Inc	90,689	City of New Westminster	463,875
Chemtrade West Limited Partnership	105,000	City Of North Vancouver	1,762,508
Chevin Fleet Solutions LLC	57,215	City Of Parksville	179,998
Chew Excavating Limited	35,458	City of Pitt Meadows	337,259
Chinook Scaffold Systems Ltd.	467,350	City Of Port Alberni	882,188
Chipmunk Holdings Ltd	52,528	City of Port Coquitlam	732,298
Chris' Crane Service	196,584	City Of Port Moody	1,548,276
Chu Cho Environmental LLP	181,624	City of Powell River	631,452
Chu Cho Industries LP	1,019,546	City Of Prince George	2,527,298
Cindy Willson	34,503	City Of Prince Rupert	346,199
Cintas Corporation	176,146	City Of Quesnel	919,109
Cisco Systems Capital Canada	687,470	City Of Revelstoke	4,193,353
Citrix Systems Inc.	230,720	City Of Richmond	6,058,101
City Green Solutions Society	92,150	City of Salmon Arm	480,239
City Of Abbotsford	4,635,922	City Of Surrey	23,020,106
City of Armstrong	104,040	City Of Terrace	735,191
City Of Burnaby	11,437,366	City Of Vancouver	29,664,375
City of Campbell River	3,650,581	City of Vernon	1,767,610
City Of Castlegar	80,431	City Of Victoria	2,378,556
City Of Chilliwack	2,002,828	City of West Kelowna	642,324
City of Colwood	181,280	City of White Rock	252,745
City Of Coquitlam	3,878,784	City Of Williams Lake	377,361
City Of Courtenay	643,204	City Transfer Inc.	31,790
City Of Dawson Creek	1,339,018	CJ Logging	49,035
City Of Delta	5,521,450	Clarivate Analytics (US) LLC	94,397
City of Duncan	70,665	Clarkson University	49,117
City Of Fort St. John	1,971,175	Clean Energy Association of BC	359,440
City Of Kamloops	2,574,944	Clearbrook Cycles Limited	31,630
City Of Kimberley	122,135	Clearesult Canada Inc	653,652
City of Langford	585,846	ClearLead Consulting Ltd	40,915
City Of Langley	349,533	Cleartech Industries Inc.	41,369
City of Maple Ridge	2,206,697	Cleaveland Price Inc	112,381
City Of Merritt	350,710	Clowhom Limited Partnership	7,516,170



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CMH Underground Utilities Ltd	1,446,698	Consortium for Energy Efficiency	123,258
Coal Island Ltd	41,891	Consus Management Ltd	920,324
Coast Cutting & Coring Ltd.	45,899	ContainerWest Manufacturing Ltd	108,902
Coast Mountain Bus Co. Ltd.	210,330	Contemporary Office Interiors Ltd	1,450,901
Coast Mountain Hydro Limited	137,706,001	Content Strategy Incorporated	141,948
Coast Powerline 2005 Ltd	283,567	Conway Electric Inc	30,080
Coast Range Concrete Ltd.	27,327	Conwest Contracting Ltd	2,643,711
Coastal Gas Link PL LP	115,005	Cooper Industries (Electrical) Inc	4,304,000
Coastland Wood Industries Ltd	200,211	Copcan Civil Ltd	1,775,621
Coastline Cleaning Services Ltd	27,680	COPE Local 378	239,524
Cogent Industrial Technologies Ltd.	233,156	Copper Bay Concrete Ltd	218,915
Cold Country Towing & Traffic	251,555	Copper Mountain Mine (BC) Ltd	330,096
Colebran Vegetation Ltd	139,291	Copperleaf Technologies Inc.	521,717
Colliers International Realty	73,570	Coquihalla Development Corporation	130,000
Colliers Project Leaders Inc	3,677,772	Coral Canada Wide Ltd	95,958
Columbia Shuswap Regional Dist.	2,355,877	Core Extension Health & Safety Company Ltd.	31,224
Columbia Valve & Fitting Ltd	119,757	Corelogic Facility Services	27,986
Commerce at Citi Holdings Ltd	214,159	Corp of the City of Cranbrook	485,991
Commercial Energy Consumers Association of BC	402,833	Corp Of The City Of Fernie	237,523
Commercial Truck Equipment Corp	822,771	Corp Of The Village of Burns Lake	135,318
Community Energy Association	788,819	Corp. Of The City Of Enderby	45,624
Comox Pacific Express Ltd.	38,340	Corp. Of The Dist. Of Oak Bay	173,484
Comox Rentals & Recreation Ltd	40,862	Corp. of the Village of Cumberland	47,642
Comox Valley Project Watershed Society	56,724	Costco Wholesale Canada Ltd.	316,908
Comox Valley Regional District	52,369	Coupa Software Inc	55,505
Compass Group Canada Ltd.	94,527	Covanta Burnaby Renewable Energy	6,900,650
Compass Resource Management	45,629	Cowichan Tribes Superintendent In Trust	50,800
Compugen Inc.	31,251,458	Cox Taylor	78,384
Concert Real Estate Corporation	314,038	Craig McCook	67,030
Concert Realty Services Ltd	62,072	CraneEx Services Inc	35,302
Concorde Specialty Gases Inc.	63,185	Craneium Inc	2,074,315
Confederated Tribes of Colville	107,451	Creative Energy Vancouver Platforms	135,750
Confluence Resource Management Inc	32,788	Credit Bureau of Vernon Ltd.	187,010
Conifex Power Limited Partnership	22,052,038	Crescent Bay Construction Ltd.	127,137
Conquer Contracting Ltd	77,414	Creston Valley Wildlife	457,005

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Crew Energy Inc	160,403	DC Design Ltd	1,530,458
Critical Systems Labs Inc	135,223	DC Welding & Fabrication Ltd.	97,340
Crossroads Hwy Services Ltd	26,518	Debra A Lamash & Associates Ltd	28,074
Crystal Lee Johnson	41,496	Deetken Enterprises Inc	118,466
CSP Management Ltd	190,156	Deloitte LLP	7,789,335
Cullen Diesel Power Ltd.	1,031,476	Delphine's Traffic Control	127,788
Culliton Creek Power Limited Partnership	7,975,329	Delta Infrared Services	30,114
Cumberland Community Forest Society	44,000	Deltares USA Inc	93,207
Cummins Canada ULC	521,624	Dene Tha' First Nation	86,524
Curtis Personalized Health	136,691	Denis Elmer Matheson	29,500
Custom Air Conditioning Ltd.	103,500	Denis Francoeur Backhoeing Ltd.	567,612
Custom Dozing Ltd.	445,114	Denman Digital Inc	39,900
Cycle North Enterprises Ltd	27,715	Dependable Turbines Ltd	894,915
Cyclone Hydrovac Ltd	304,417	Design Group Staffing Inc	35,554
Cyclone Logistic Solutions	108,052	Developmental Disabilities Assoc	52,128
Cyient Canada Inc	296,800	DHL Express (Canada) Ltd	33,160
Cyme International T&D Inc.	51,584	Diamond 'D' Contracting Ltd.	442,612
Cypress Forest Consultants Ltd	151,500	Dick's Lumber & Building Supplies Ltd.	66,353
D. Andres Quality Construction	355,220	Dig Right Enterprises Ltd.	735,151
Dado Designs Inc	26,562	Digger Civil Contractors Ltd	87,404
Daigle Marine Inc	102,330	Diggers Impact Ltd.	33,100
Daiya Foods Inc	441,000	Diligent Canada Inc	52,336
Dam Helicopters Inc.	124,318	Dillon Consulting Ltd.	137,938
Damsolve Limited	34,650	Dilo Co. Inc.	506,088
Dandzen Development Limited Partnership	107,821	Direct Energy	82,275
Daniels Electronics Ltd.	36,065	Direct Equipment West Ltd.	39,531
DataCore Mail Management Ltd.	628,473	Discovery Crane Rental Ltd.	80,861
Dave's Backhoe Service	113,248	District Of 100 Mile House	182,087
Davey Tree Expert Co. of Canada	6,718,783	District of Barriere	62,054
David Abramowski	42,196	District of Central Saanich	607,811
David Pixley	89,082	District Of Chetwynd	211,213
David Robinson	167,565	District of Clearwater	127,221
Davis Environmental Ltd	159,974	District Of Coldstream	197,204
Dawson Creek Realty Ltd	36,000	District Of Elkford	238,785
DB Services Of Victoria Inc	26,258	District Of Fort St. James	88,346

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District Of Highlands	120,829	Dixon Networks Corporation	88,416
District Of Hope	245,252	DJ & J Enterprises Ltd.	26,288
District Of Houston	228,751	DL Safety Consulting Ltd	259,005
District Of Hudson's Hope	6,763,147	DM Fourchalk Property Consultants	56,897
District Of Invermere	79,396	DMD & Associates Ltd.	3,690,044
District Of Kent	460,159	DNA Data Networking and Assemblies	653,093
District Of Kitimat	264,083	DNV GL Energy Insights USA Inc	176,002
District of Lake Country	745,040	Doble Engineering Co.	810,563
District of Lantzville	175,599	Dogwood Transport Ltd.	122,534
District Of Lillooet	776,300	Doig River First Nations	533,471
District of Logan Lake	557,631	Dokie General Partnership	45,244,903
District Of Mackenzie	2,539,100	Domain7 Solutions Inc	155,955
District of Metchosin	115,537	Domcor Health Safety & Security Inc	3,921,769
District Of Mission	3,479,540	Domino Highvoltage Supply Inc	665,122
District Of New Hazelton	50,612	Domtar Inc.	34,136,052
District of North Cowichan	2,053,725	Domtar Pulp & Paper Products Inc.	26,831
District Of North Saanich	302,623	Don Charlton Ltd.	112,695
District of North Vancouver	6,241,430	Donald's Machine Works Ltd.	291,321
District of Peachland	72,612	Donna's Northern Connection Ltd	133,387
District Of Port Edward	292,455	Doran Taylor Power Partnership	1,319,094
District Of Port Hardy	161,539	Double Barrel Industries Inc	75,956
District of Saanich	2,972,447	Doubletree Systems Inc	39,409
District of Sechelt	212,646	Douglas College	36,059
District of Sicamous	96,831	Douglas Mauger	109,242
District Of Sooke	254,602	Doumont Welding Ltd	120,549
District of Sparwood	513,700	Downie Timber Ltd.	56,587
District Of Squamish	1,376,967	DP Digital Precision Metrology Inc	38,985
District Of Stewart	145,791	DPS Telecom	116,531
District Of Taylor	535,378	Dr. Gail Atkinson	73,710
District Of Tofino	58,566	DriverCheck Inc	35,509
District Of Tumbler Ridge	313,446	Driving Force	1,660,160
District of Ucluelet	51,369	Dromadaire Geo-Innovations Inc	29,139
District Of Vanderhoof	255,973	Drop Marine Inc	264,320
District of West Vancouver	868,251	DTN LLC	145,164
Diversified Environmental Serv.	106,216	Ducks Unlimited Canada	159,047

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Dudley Thompson Mapping Corporation	161,129	Edgett Excavating Ltd	273,803
Dunbar Landscape Services Ltd.	50,694	EDI Environmental Dynamics Inc.	536,625
Duncan Kent & Associates Ltd.	403,494	EDS Pumps & Water Treatment Ltd	75,393
Duncan's First Nation	70,720	Eecol Electric Corp.	3,606,718
Dunsky Energy Consulting	87,143	Eelo Solutions Inc	41,475
Duz Cho Construction Limited	39,181,572	EJ Canada ULC	492,409
DWB Consulting Services Ltd	244,634	Elaine Hassell	130,299
Dynamic Attractions Ltd	77,133	ELC Security Products	29,470
Dynamic Avalanche Consulting Ltd	124,567	Electranix Corporation	210,000
Dynamic Isolation Systems Inc	440,694	Electrical Energy Training Group	252,424
Dynamic Rescue Systems Inc	357,265	Electro Rent LLC	27,127
E Lees & Associates Consulting Ltd	57,273	Electro Sonic Group Inc	49,817
E Source Companies LLC	76,179	E-Licensing BC	58,365
E.B. Horsman & Son	370,183	Elim Housing Society	43,505
E.U.I. Diesel Service Ltd	30,304	Elizabeth Summer	322,727
Eagle Nest Construction Ltd	1,060,875	Elster Solutions Canada Inc	253,376
Eagle Ridge Forestry Ltd	105,117	EmbedUR Systems Inc	96,895
Eagle Vision Video	239,160	EMC Corporation Of Canada	835,005
Earth Vac Environmental Ltd.	442,943	Empirica Infrastructure Inc	2,627,429
East Kootenay Cleaners	27,450	Emporium Builders Supplies Ltd	143,530
East Kootenay Invasive Species	75,804	Empowered Homes Inc	282,480
Eaton Industries (Canada) Company	7,601,771	Emspec Inc	55,650
Ebco Industries Ltd.	2,488,199	Energetic Traffic Control Ltd	221,012
EBSCO Canada Ltd	36,718	Enervac International ULC	763,995
Eby & Sons Construction Ltd.	52,094	Engine Digital Inc	567,077
Ecodyne Limited	88,218	EnGlobe Corp	1,928,937
Ecofish Research Ltd	1,122,793	Ennadai Woodworks Inc	50,316
Eco-fitt Corporation	1,983,152	EnPower Green Energy Generation LP	2,282,484
Ecofor Consulting Ltd.	3,598,394	Enterprise System Solutions Inc	128,076
Ecolighten Energy Solutions Ltd	143,703	Eos Lightmedia Corporation	66,150
EcoLogic Consultants Ltd	87,757	EPRI	346,918
Ecometric Research Inc	143,594	Equifax Canada Co	166,416
Ecora Engineering & Resource Group	186,362	Equinox Software Design Corporation	1,057,468
Ecoscape Environmental Consultants	92,017	ErgoRisk Management Group Inc	98,486
Ed and June Sykes	812,673	Ericsson Canada Inc	315,333

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Ernst & Young LLP	1,726,746	Forest Power Sports Ltd	34,712
ESC Automation Inc.	76,339	Forge Labs Inc	39,270
Esketemc First Nation	79,738	FORME Ergonomics & Workplace	38,535
Evans Consoles Corporation	207,590	Formula Contractors Ltd	9,116,572
Evergreen Building Maintenance Inc	158,962	Forney Corporation	89,864
Evolve Engineering Inc	51,950	Fort St James Green Energy LP	13,141,289
Exton and Dodge Land Surveying Inc	104,872	FortisBC Energy Inc	26,639,739
Extreme Safety & Services Ltd	232,418	Foundex Explorations Ltd.	4,761,660
F & F Concrete Ltd.	27,812	Four Directions Management Services	81,806
F & M Installations Ltd	22,539,511	Fourth Wall Consulting Inc.	35,280
Factiva Limited	60,615	FR Rentals Ltd	44,606
Falcon Equipment Ltd.	3,386,910	Franklin Covey Canada Ltd	129,041
Fasken Martineau DuMoulin LLP	5,045,484	Fraser Basin Council Society	374,019
FAST First Aid & Survival	117,411	Fraser Burrard Diving Ltd	120,045
Fastenal Canada Ltd.	30,724	Fraser Health Authority	178,634
Finnair Ltd.	2,532,164	Fraser Valley Regional District	199,641
Finning International Inc.	3,708,098	Fraserway RV Limited Partnership	26,943
Firefin Enterprises	616,338	Fred Thompson Contractors (1991)	24,768,703
First Nations Energy & Mining Council	50,000	Freshpoint Vancouver Ltd	39,197
First Quartile Consulting LLC	77,398	Freshwater Fisheries Society of BC	335,189
FIS	78,491	Freshworks Studio Inc	644,508
FIS Avantgard LLC.	108,502	Frontier First Aid Services Ltd	62,776
Fisher Resource Efficiency Solutions Company Ltd	32,760	Frontier Law	37,081
Fitzsimmons Creek Hydro Limited	2,965,101	Frontier Power Products Ltd.	78,520
Flameguard Safety Services Ltd.	53,324	Frontline Medical Services	108,339
Flatiron Dragados Joint Venture	2,705,642	FRP Engineering Ltd	84,600
Flatiron-Graham	1,036,875	Fujitsu Consulting (Canada) Inc.	29,248,669
Fleming Tree Experts Ltd	885,572	Fujitsu Network Communications Inc	156,196
Flextrack Inc	1,745,258	Furry Creek Power Ltd.	2,514,942
Flightdeck Media Inc	71,993	G N Johnston Equipment Co Ltd	72,615
Flynn Canada Ltd	105,322	G&W Canada Inc	130,025
FNX-INNOV Inc	489,312	Gail Force Cleaning Services	190,817
Foisy Enterprises	85,199	Gap Wireless Inc	162,840
Fonex Data Systems Inc.	73,437	Garnett Wilson Realty Advisors Ltd	93,870
Forbes Bros Ltd	33,045,538	Garth's Electric Co. Ltd.	50,847

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Gartner Canada, Co.	210,000	Gorman Bros Lumber Ltd	149,134
Gary Young Agencies Ltd	42,885	GOTraffic Management Inc	4,790,570
Gasfield Plumbing and Heating Ltd	30,129	Gottler Bros. Trucking & Excavating Ltd.	55,003
GE Energy Management Services LLC	790,032	Gowling WLG (Canada) LLP	1,357,935
GE Intelligent Platforms Canada Company	93,519	Graf Excavating Co. Ltd.	1,173,232
GE Multilin	383,256	Graham Woodworking Inc	406,973
GE Oil & Gas Canada Inc	180,055	Grand & Toy Limited	432,257
GE Packaged Power Inc.	2,782,665	Gratto Electrical Services Inc	207,198
Geier Waste Services Ltd.	79,275	GRC Consulting Inc	89,250
General Credit Services Inc.	132,982	Great Bear Initiative Society	199,500
General Electric Canada	1,452,316	Great Northern Way Campus Ltd	54,760
General Electric International Inc.	63,978	Greater Vancouver Associate Stores	36,837
Genesis Systems Corporation	40,697	Greater Vancouver Powersports Inc	46,573
Genics Inc.	515,200	Greater Vancouver Regional District	93,910
Geonorth Engineering Ltd.	252,712	Green Motors Practices Group	157,150
Georgia Tech Research Corporation	42,099	Greenbank Environmental Inc	307,680
Geotab Inc	43,337	Greenstep Solutions Inc	52,920
Geotech Drilling Services Ltd.	227,901	Greg Thompson	25,345
GeoVerra Inc	1,011,763	Gregg Distributors Ltd	272,166
Gerald Peters Ventures Ltd.	33,774	Greta's Class Act Services	49,110
GFL Environmental Inc	297,004	Grid Solutions Canada ULC	2,967,126
Gibraltar Mines Ltd	61,127	Ground-It.Com Consulting Ltd.	65,928
Gisborne Industrial Construction Ltd.	522,041	Groundswell Group Inc	3,669,873
Gitga'at First Nation	482,525	Grouse Mountain Ranch Ltd	239,061
Glenn Power Contractors (1994) Ltd	232,803	Guardians of Mid Island Estuaries	46,700
GLJ Petroleum Consultants Ltd	31,500	Guidehouse Canada Ltd	116,305
Gloo Studios Inc	136,345	Guillevin International Co.	915,043
GM Ballard & Associates Ltd.	99,344	Gunn Consultants Inc	55,553
GMC Projects (450 Gore) Inc	65,004	Gunnebo Canada Inc.	36,764
Gold Hook Crane Service	42,921	Gunson Power Corp	50,124
Goldbridge Mills Ltd.	641,287	G-Van Catering and Consulting Inc	57,273
Golder Associates Ltd	4,605,866	GVIC Communications Corp	40,373
Gordon Craig	65,625	Gwen Johansson	494,879
Gordon Crane & Hoist Inc.	49,573	Gwil Industries Inc.	166,168
Gordon Gentles	73,245	H & H Welding Fabrication & Rental	527,945

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H Jean Cho	67,100	Herold Engineering Ltd.	63,114
H.V. Diagnostics, Inc.	81,678	Hewlett Packard Enterprise	270,402
H2X Contracting Ltd.	1,166,873	HFG Global Management Corp	43,892
Haa-ak-suuk Creek Hydro Limited	1,899,599	HHS Drilling & Blasting Ltd	98,116
Halfway River First Nation	410,404	Hiballer Marine Ltd	48,038
Halfway River Frost LP	23,828,100	High Tide Tours & Water Taxi Ltd.	282,915
Halfway River IDL Ltd Partnership	4,843,401	Highland Foundry Ltd	44,623
Halfway River International	3,345,765	Highland Powerlines Ltd	136,394
Hallwood Milham Technologies	39,577	Hilti (Canada) Corporation	328,481
Hamazaki Wong Marketing Group	141,436	HMI Construction Inc.	7,336,206
Hammond Power Solutions Inc.	25,440	HNT Mart Ltd	91,952
Hapam Bv	93,463	Holman Exhibits Limited	180,320
Harris Steel ULC	496,871	Holt Renfrew & Co Ltd	46,078
Harrison Hydro Limited Partnership	50,361,536	Home Depot Canada Inc.	1,107,643
Harrison Industrial Contracting Ltd	850,844	Home Hardware Stores Ltd.	106,460
Hartman Walsh Canada ULC	13,161,455	Home Performance Stakeholder Council Association	437,325
Harvey Rescue Services Inc	68,635	Homebuilders Association Vancouver	26,250
Hatch Ltd.	814,259	Homewood Health Inc	34,300
Hauer Creek Power Inc.	788,914	Hootsuite Media Inc	119,018
Hazelwood Construction Services Inc	2,931,157	Horizon Climate Controls Ltd.	28,244
Hazmasters Inc	503,135	Horizon Recruitment Inc	11,013,839
HBH Land Surveying Inc	146,236	Hoskin Scientific Ltd.	149,401
Heartwood Services Inc	817,723	Hotel Georgia (OP) Limited	29,743
Heather M Cane	369,252	Houle Electric Limited	5,384,657
Heather Wilson	516,969	Houweling Nurseries Property Ltd.	3,445,680
Hedberg and Associates Consulting	377,681	Howard Marten Fluid Technologies	77,758
Hedgehog Technologies Inc	113,726	Howard Pierre	30,136
Heenan Tree Service Ltd.	1,450,192	Howe Sound Drill. & Blast. Ltd.	137,172
Heiltsuk Nation	408,000	Howe Sound Pulp & Paper Corporation	44,444,881
Helical Pile Solutions Ltd	76,239	Hub International Canada West ULC	3,164,436
Hemlock Printers Ltd.	697,240	Hubbell Canada ULC	111,678
Hemmera Envirochem Inc.	1,710,327	Hudson's Hope Hardware & Building Supplies	100,256
Herc Rentals	69,978	Hugh Tuttle Engineering Ltd	36,187
Hercules SLR Inc	258,562	Hunter Creek Hydro Limited	3,781,740
Heritage Office Furnishings Ltd	508,745	hvGrid-tech Inc	262,564

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Hydrodig Canada Inc.	335,929	Inland to Island Social Enterprise	137,162
Hyper Toys (2007) Ltd	49,092	Innes Hood Consulting Inc.	83,265
Hyseco Fluid Systems Ltd.	101,501	Innovative Interfaces Inc	30,532
Hyundai Elec & Energy Sys Co Ltd	15,294,546	Innovative Office Products LLC	60,218
Ian Christopher Ramsay	246,310	InPower BC General Partnership	49,997,059
Ian Martin Limited	2,154,978	Insight Energy Ventures LLC	139,516
IBEX Construction Ltd	532,884	Insite Information Systems	41,501
IBM Canada Ltd.	420,491	InStream Fisheries Research Inc.	1,710,289
ICIS	123,166	Insurance Corporation of B.C.	111,899
ICS Great Western LP	331,514	Integral Group Engineering (BC) LLP	117,023
Ida Keung	72,653	Integration Solution Services Inc.	1,988,551
Ideal Gear & Machine Works Inc	33,555	Interface Forestry Ltd	144,862
IDL Projects Inc.	332,945	Interfor Corporation	192,596
IEEE	84,481	Interior Duct Cleaning Ltd	29,131
Ignite Technical Resources Ltd	93,957	Interior Health Authority	192,061
IIA Quality Services LLC	38,757	Inter-Kraft Contracting Ltd.	140,347
Ilpea Industries Inc	42,815	International Surfaces Technologies Inc	44,103
IMA Solutions Inc	40,483	Intertek Inspection Services Ltd	124,435
Imacan Management Centres	44,363	Invair Systems LLC	39,381
Image Uniforms Inc	224,102	Inventa Sales & Promotion Inc	26,361
Image-Pro Marketing Ltd.	52,756	Inventronics Limited	41,269
Imperial Oil Limited	10,763,496	Ipex Electrical Inc	42,933
Imperial Parking Canada Corporation	153,151	IPKeys Power Partners LLC	146,648
Indeed Ireland Operations Ltd	66,359	Iris Power LP	141,225
Independent Concrete Ltd	202,221	Iron Mountain Incorporated	323,582
Indian Isle Const. (1982) Ltd.	32,267	Irwin's Safety & Industrial Labour Services Ltd	1,022,812
Industra Construction Corp	140,327	Ise Consulting Group	442,351
Industrial Forestry Service Ltd	78,724	Island Corridor Foundation	100,000
Industrial Software Solutions ULC	80,397	Isograph Inc	32,793
Industrial Trades Group Ltd.	1,797,850	Itafos Conda LLC	425,532
Infosat Communications LP	580,339	ITB Subsea Ltd	283,897
Infracon Construction Inc	118,158	ITM Instruments Inc.	369,721
Iniven LLC	131,769	Itron Canada Inc.	27,783,771
Inlailawatash GP Ltd	2,049,757	It's On Electric Company Inc	1,476,402
Inland Control & Services Inc	324,748	Ivanhoe Cambridge II Inc.	171,630



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Ivanhoe Loader Service	122,248	Kafrit NA Ltd	55,266
IVL Contracting Ltd.	407,124	Kal Tire	80,415
J & R Services	103,445	Kalmar Construction Ltd	54,770
J R Industrial Supplies Ltd	85,847	Kambo Energy Group Inc	163,491
J. Wilkins Consulting Ltd.	1,696,392	Kamea Contracting Ltd	143,237
J.L.'s Excavating Ltd.	127,439	Kamloops Indian Band	46,553
Jacob Bros. Construction Inc	645,757	Karamtara Engineering PVT Limited	252,655
Jake-Jay Construction Ltd	143,758	Kasian Architecture Interior Design	1,344,930
Jamie Creek LP	5,613,104	Kato and Associates Research Ltd	54,495
Jamie Shane Contracting	237,344	Katzie Development Limited	37,036
Janox Fluid Power Ltd	442,060	Katzie First Nation	58,460
JB Horizons Limited Partnership	97,882	Keefer Ecological Services Ltd	35,923
JE Electric Ltd	37,879	Kelly Lake Metis Settlement Society	41,376
Jean Goettemoeller	49,339	Ken Byron Excavating	109,061
Jeoffrey Benitez	27,894	Ken Johnson Trucking Ltd.	287,146
Jesstec Industries Inc.	138,414	Kendall Enterprises Corp	53,720
JHW Construction Ltd	90,649	Kentron Systems Inc	27,804
Jim Dent Construction Ltd.	12,780,429	Keray Camille Jr	95,004
JIM PATTISON IND LTD	33,261	Kermodei Adventures Inc	59,757
Jimmie Creek Limited Partnership	21,273,727	Kerr Wood Leidal Assoc. Ltd.	507,197
JJDP Investments Inc	25,800	Key Largo Electric Ltd	2,153,618
JJM Construction Ltd	790,586	Keystone Environmental Ltd	229,440
Jocks Drilling & Blasting Ltd	48,105	KFN Forestry LP	27,004
Jody Schick	38,273	KGPCO Canada ULC	31,718
John Brooks Company Ltd.	960,791	Kick Start Technologies Ltd	386,717
John Cootes	27,493	Kidnetic Education Inc	63,184
John Hagen and Associates	66,429	King Kubota Services Ltd.	52,539
John Hunter Co. Ltd.	552,054	Kisters North America Inc.	507,465
Johnson Controls LP	36,704	Kitsault Energy Ltd	123,238
JTM Consulting Ltd.	34,747	KL Solutions Inc	53,681
JTS Consulting Inc	3,484,916	Kledo Construction Ltd	44,205
Justice Institute Of B.C.	42,514	Klohn Crippen Berger Ltd.	34,601,802
K&D Logging Ltd	1,979,771	KMR Industries Llc	57,399
K. Pearson Contracting Ltd.	43,025	KMS Tools & Equipment	229,113
K2 Electric Ltd	1,959,411	Knappett Industries (2006) Ltd.	3,669,614

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K'omoks First Nation	226,281	Lawson Products Inc.	61,460
Koncar Instrument Transformers Inc.	303,680	Lax Kw'alaams Band Council	33,025
Kone Inc	35,194	LearningWorks Enterprises Inc	38,481
Konecranes Canada Inc.	1,615,899	Leavitt Machinery Inc.	722,436
Kontzamanis Graumann Smith MacMillan Inc	497,289	LED Roadway Lighting Ltd	4,738,005
Kootenay Dirty Diggers	54,684	Ledcor CMI Ltd	54,784
Kootenay Native Plant Society	29,716	Leger Marketing Alberta Inc	94,059
Kootenay Pumping Syst. 1985 Ltd	36,654	Lehigh Hanson Materials Limited	107,871
Korem Geospatial Software and Data Inc	280,156	Leq'a:mel First Nation	89,400
Kost Klip Manufacturing Ltd	38,480	Les Hall Filter Service (2013) Ltd	83,050
KPMG LLP	563,386	LexisNexis Canada Inc.	43,510
K-Rod Steel Ltd.	38,440	Lgl Limited	1,139,969
Kruger Products LP	229,846	Lheidli T'enneh First Nation	27,545
KTA-Tator Inc	63,621	Lhi Tutl'it Services Inc	157,119
Ktunaxa Nation Council Society	429,891	LifeSpeak Inc	34,887
Kwadacha Education Society	33,087	Lightship Works Inc	83,253
Kwadacha Nation	280,485	Lillooet Disposal & Recycling Ltd	37,858
Kwagis Power Limited Partnership	19,178,151	Lil'Tem' Mountain Hotel LP	83,668
Kwantlen First Nation	412,588	Limestone Learning Inc	672,152
Kwikwetlem First Nation	42,310	Lincoln Electric Cooperative Inc	80,888
Kwoiek Creek Resources	20,441,036	Linda Arkhanguelski	147,840
L & S Electric Inc.	301,455	Lineman's Testing Laboratories of Canada Ltd.	924,278
L & S Electric of Canada ULC	1,883,329	LinePro Equipment Ltd	207,690
L&M Engineering Limited	111,294	LineStar Utility Supply Inc.	4,596,308
Lafarge Canada Inc.	804,587	LinkedIn	98,935
Laich-Kwil-Tach Environmental	1,740,527	LIOS Technology Inc	95,343
Laidlaw Enterprises Inc	34,270	Little Shuswap Lake Indian Band	239,751
Laing Roofing (Vernon) Ltd	36,850	Living Resources Environmental	41,569
Lake Excavating Ltd.	775,065	Load 'Em Up Contracting (TD) Ltd	211,714
Landsure Systems Ltd	320,348	Loblaws Inc	386,556
Laprairie Crane Ltd.	428,764	Local Rental Solutions Ltd	209,867
Laura Janes	416,263	Locates Unlimited Services Ltd	266,430
Law Society Of British Columbia	55,441	Lock World Distribution Ltd	25,523
Lawson Lundell LLP	3,900,510	London Drugs	67,116
Lawson Lundell LLP In Trust	59,920	Long Bow Pipe and Tap Ltd	52,251

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Long Lake Hydro Inc	23,616,279	Marsh Canada Ltd	11,503,314
Long View Systems Corporation	1,175,850	Marshall Reece	58,691
Longobart-Ross Consulting	41,948	Marwin Industries Inc.	865,778
Lord Realty Limited Partnership	218,295	Mason Lift Ltd	81,128
Lordeco Parts Ltd.	147,642	Massachusetts Microwave Corp	57,399
Louisiana Pacific Canada Ltd.	200,289	MatchBox Consulting Group Inc	571,499
Lower Mainland Pump Supplies Inc	430,940	Matcon Excavation & Shoring Ltd.	81,885
Lundstrom Contracting Ltd.	48,515	Matharu Motors Ltd	125,621
Lux Insights Inc	43,969	Matrix Solutions Inc	717,012
LWM Services Inc	56,231	Matrix Staffing Group Inc	2,628,469
Lyle McClelland	35,753	Matsqui First Nation	77,500
Lynn Aldridge	70,568	Matthews Equipment Ltd.	497,195
Lytton First Nation	70,259	Matthias Schulte	31,600
M Pauletto and Associates LLC	386,361	Maven Consulting Ltd	1,563,180
M&M Resources Inc.	3,067,385	MBG Buildings Inc	81,977
M.N.D. Consulting Inc.	33,273	McAfee Canada ULC	71,400
MacDonald Power Services Ltd.	98,517	McCarthy Tetrault LLP	75,270
Magna IV Engineering	41,732	McColl Forestry Ltd.	245,376
Magnum Electric Ltd	419,535	Mccoy Lake Excavating Ltd.	53,884
Mainland Machinery Ltd	635,617	Mcdonald & Ross Constr. Ltd.	25,279
Mainstream Biological Consulting	76,162	McElhanney Consulting Services Ltd.	918,299
Majid Khoury Holdings Inc	188,663	McGard LLC	355,797
Malt Ventures	93,370	McGregor & Thompson Hardware Ltd	64,803
Manterra Technologies Inc	35,058	McLaren Software Inc	358,222
Maple Communications Group Inc	37,205	McLeod Lake Indian Band	1,215,634
Maple Leaf Forestry Ltd.	3,216,115	McMahon Cogeneration Plant	53,914,152
Maple Leaf Power Corporation	3,006,872	Mcmaster - Carr Supply Co.	80,575
Marcan Ventures	30,144	McMillan LLP	47,164
Marco Marrello	90,376	McMillen LLC	568,191
Marcon Metalfab	66,698	McNair Creek Hydro Limited	1,565,369
Maridex Inc	123,471	McRae's Environmental Srvs Ltd.	208,836
Mark Coates	31,914	MCW Consultants Ltd	2,249,886
Mark's Work Wearhouse Ltd.	1,955,410	MD Signs Ltd.	84,128
Marlene Machemy	60,774	MDT Technical Services Inc.	429,537
Marpole Transport Ltd	40,387	Measurand Inc	850,114

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Mediquest Technologies Inc.	161,365	Mitsubishi Electric Power Products	4,096,783
MegaSys Enterprises Ltd	166,269	Mitsubishi Hitachi Power Systems Canada Ltd	108,649
Megger Ltd.	419,563	MMK Consulting Inc.	31,500
Meikle Wind Energy Limited	60,580,276	Modelo Tech Studio Ltd	301,828
Mercury Associates Inc	64,200	Modern Tool (B.C.) Ltd	63,570
Mercury Grove Inc	106,082	Modis Canada Inc	650,198
Merritt Green Energy Ltd	25,074,689	Moffatt & Nichol	57,864
Mersen Canada DN Ltd	26,816	Molson Canada 2005	462,712
Messer Canada Inc	113,318	Molycop Canada Ltd	86,974
Mesurina LTEE	36,960	Monaghan Engineering and Consulting Ltd	127,805
Metagnosis Consulting Inc	1,728,491	Monashee Mfg. Corp. Ltd.	153,903
Metalgalva North America Inc	239,879	Monashee Surveying & Geomatics	516,524
Metro Power Construction Inc	31,945	Moody Tree	44,696
Metro Testing & Engineering Ltd	142,371	Moore Canada Corporation	953,498
Metro Vancouver Crime Stopper Association	26,250	Moose FM	30,199
Metsa Resource Management Inc.	79,820	Moose Lake Wind LP	7,284,806
Mgs Engineering Consultants Inc	123,619	Moricetown Band	38,047
Michael Tarry	25,620	Morneau Shepell Ltd	1,051,453
Michael Wells Catherine Wells	96,574	Morrison Hershfield Ltd.	175,354
Microdotdna Technology	50,525	Motion Industries (Canada) Inc.	150,713
Microsoft Canada Inc	8,966,784	Mott Electric GP	427,594
Midland Tools	57,013	Mount Currie Indian Band	39,532
Milestone Fabrication Ltd	79,798	Mount Sicker Lumber Company Ltd	84,564
Mill & Timber Products Ltd	55,125	Mountain Water Research	31,370
Millennia Research Limited	112,046	MPT Hydro LP	6,599,208
Miller Instruments Ltd.	175,266	MR Crane Service Ltd	26,198
MindCore Technologies	727,097	MRO Electronic Supply Ltd.	75,023
Minister Of Finance	527,007,636	MT Enterprise	25,004
Minpraxis Solutions	192,588	Mud Bay Drilling (2015) Ltd	79,625
Mintz Global Screening Inc	91,639	Murray Jamieson	239,432
Mission Contractors Ltd	472,463	Murray Latta Progressive Machine	130,160
Mitacs Inc.	34,020	Musqueam Indian Band	294,025
Mitas Industry Inc	208,703	Mustel Group	52,485
Mitchell Installations Ltd	3,347,230	MVA Power Inc.	95,896
Mitchell Press Limited	59,836	N&S Power Digging Ltd.	1,069,983

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Nanaimo Forest Products Ltd	27,427,355	Norbert R. Morgenstern Consulting	77,616
Nanometrics Inc	343,110	Norco Septic Service	71,108
Napa Auto Parts	62,136	Norman A. Abrahamson, Inc.	27,972
Napp Enterprises Ltd.	36,213	Norsat International Inc	163,758
National Concrete Accessories	150,194	Norske Corrosion & Inspection	114,165
National Graphic Solutions (2016)	75,819	North American Pipe & Steel Ltd	60,457
National Process Equipment Inc.	120,055	North Arm Transportation Ltd.	709,413
Natural Capital Consulting Inc	102,111	North Quarter Holdings Ltd	1,813,818
Nature Conservancy of Canada	188,730	North West Babbitt Industries Ltd	39,018
Navigant Consulting Inc.	172,701	Northern Development Initiative	100,000
Navus Environmental Consulting	81,455	Northern Health Authority	90,105
NCURA Consulting Inc	29,484	Northern Mat & Bridge Limited Partnership	86,609
NDB Technologies Inc	94,813	Northern Metalic Sales	159,705
Neopost Canada Ltd.	74,788	Northern Rockies Regional Municipality	691,765
Neskonlith Indian Band	46,038	Northern Steel Ltd	36,882
Nestle Canada Inc	31,500	NorthRiver Midstream Operations LP	2,835,642
New Gold Inc	123,449	Northwest Hydraulic Consultants	2,241,478
New Line Products Ltd.	58,308	Northwest Power Pool	200,638
New Season Services Ltd	28,913	Northwest Stave River Hydro LP	6,315,410
Newcrest Red Chris Mining Limited	109,095	Northwestel Inc.	122,489
Nexans Canada Inc.	52,783,105	Norton Rose Fulbright Canada LLP	47,374
Nexant Inc	90,026	Nor-Val Rentals Ltd	105,595
Nextgen Technologies Ltd	3,051,275	Nova Pole International Inc.	1,604,873
NGS Contracting Ltd	1,155,473	N'Quatqua	105,193
Nhwelmen-Lake Limited Partnership	208,908	Nucor Environmental Solutions Ltd	1,207,138
Nicholas Gregor	67,797	Nupqu Development Corporation	2,280,631
Nikanese Wah Tzee Stewardship Society	153,015	Nuu-Chah-Nulth Tribal Council	42,950
Nik-Nik Drafting Services	402,082	Nuxalk Development Limited Partnership	73,423
Nilex Inc.	37,537	O.E.M. Battery Systems Ltd.	95,685
Niricson Software Inc	84,000	Oakridge Towers Ltd	90,960
Nisga'a Lisims Government	368,761	Oballa Holdings Ltd	106,946
Nlaka'pamux Nation Tribal Council	697,250	O'Brien Brothers Enterprise	8,390,556
No 168 Sail View Ventures Ltd	178,500	Ocean Trailer	52,535
Noise Digital Inc	285,972	OETS Services Ltd	142,132
Nokia Canada Inc	830,246	Okanagan Indian Band	1,035,331

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Okanagan Nation Alliance	1,948,531	Pacific Climate Impacts Consortium	210,000
Okanagan Test Rite Liveline Tool	236,185	Pacific Customs Brokers Ltd	234,622
Okiok Data Ltd	47,752	Pacific Electrical Installations	16,159,274
Oldcastle Building Products Canada Inc	300,311	Pacific Flagging	53,592
Omicron Construction Management Ltd	12,080,294	Pacific Industrial & Marine Ltd	2,271,185
Omicron Electronics Canada Corp	32,479	Pacific Industrial Movers LP	697,515
On Side Restoration Services Ltd	32,520	Pacific National Exhibition	113,125
Onica Technologies Canada Inc	34,640	Pacific Northern Gas Ltd.	321,003
Onix Networking Corp	62,707	Pacific Powertech Inc	1,392,588
Onsite Engineering Ltd	91,244	Pacific Reach Properties Ltd	103,074
OnSolve Intermediate	51,437	Pacific U-Power Inc	33,548
Opatrny Consulting Inc.	25,972	Pacific-Surrey Construction Ltd	272,424
Open Access Technology	965,164	Paladin Technologies Inc	21,650,584
Optimum Talent Inc	36,960	Panevo Services Limited	422,198
Opus Stewart Weir Ltd	120,680	Paragon Remediation Group Ltd	235,492
Oracle Canada ULC	3,950,450	Parallel Welding Fabrication Ltd	46,570
Orbe Canada Inc	66,324	Parim Tee Solutions	42,875
Origin Planning Ltd	41,021	Parkland Fuel Corporation	2,548,352
Oris Development Limited Partnership	95,896	Parks West Enterprise Inc	997,903
Orkin Canada	289,939	Pathfinder Endeavours Ltd.	924,452
OSIsoft LLC	702,687	Patricia Enderlin	151,432
Osoyoos Indian Band	34,000	Patton & Cooke Co	558,460
Osprey Integrity Ltd	29,365	Paul Landrecht	91,304
Ouest Business Solutions Inc	3,100,914	Pavlis Trucking Limited	517,012
Overwaitea Food Group Limited	133,743	PBX Engineering Ltd	29,644
OxBlue Corporation	75,451	PCB Freight Management Ltd	86,694
P & L Ventures Ltd	189,727	PCL Constructors Westcoast Inc	54,931,855
P2 Energy Solutions Alberta ULC	69,452	Peace Country Rentals Chetwynd Ltd	33,938
Pace Technologies (BC) Inc	3,218,769	Peace River Hydro Partners	405,068,168
Pacheedaht First Nation	54,377	Peace River Regional District	1,485,130
Pacific Air Mechanical Ltd	31,934	Peace Valley Line Locating Ltd	81,417
Pacific Apex Structures Inc	70,851	Pedre Contractors Ltd.	7,922,220
Pacific BioEnergy Prince George Limited Partnership	95,550	Penguin Computing Inc.	86,813
Pacific Blasting & Demolition Ltd	132,189	Penny's First Aid Ltd	31,451
Pacific Bolt Manufacturing Ltd	103,825	Penticton Indian Band	64,092

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Performance All Terrain & Rentals	75,730	Praxair Canada Inc.	134,398
Peter Kiewit Sons ULC	5,284,811	Precise Cleaning Services	94,272
Peters Indian Band	34,820	Precision Bolting Ltd	122,947
Petro-Canada	44,518	Precision Communications Services	37,997
Petro-Canada Lubricants Inc	1,929,247	Precision ERP Inc.	1,758,322
PFISTERER Holding AG	116,712	Precision Medical Monitoring Ltd	140,832
Phasor Engineering Inc	505,683	Precision Pole Inspections Ltd	839,405
Phillip Abramowski	42,196	Precision Tree Services Ltd	2,043,928
Pictometry Canada Corp	106,400	Preformed Line Products (Canada)	32,092
Pidherny Contracting Ltd.	104,144	Premier Farnell Canada Ltd.	64,638
Pinchin Ltd.	601,794	Pricewaterhousecoopers LLP	14,735,066
Pingston Creek Hydro Joint Venture	10,215,616	Primary Engineering & Construction	4,794,003
Pinna Sustainability Inc	74,950	Primax Technologies Inc	225,175
Pinnacle Renewable Energy Inc	175,708	Prime Engineering Ltd	71,790
Pinton Forrest & Madden Group Inc	31,500	Prinoth AG	84,107
Pioneer Fuel Delivery Ltd	31,772	Prism Engineering	786,651
Pit Stop Portable Toilet Services	31,271	Pro Care Enterprises Ltd	416,064
PJB Crane Services Ltd	96,695	Procom Consultants Group Ltd	3,883,262
Planetnetworks Consulting Corporation	373,830	Procrane Inc	557,314
Polaris Corporate Services Inc.	107,617	Progressive Fence Installations	252,256
Polycast International	36,601	Progressive Ventures Construction Ltd	2,059,517
Ponte Bros Contracting Ltd.	116,409	Prometek Inc	549,371
Portz International Cosmetic Supply Co.	73,920	Proof Experiences Inc	52,500
Powell Canada Inc	1,143,857	Prophet River First Nation	3,105,440
Power Battery Sales Ltd.	46,864	Proven Compliance Solutions Inc	111,509
Power Info LLC	102,554	Providence Health Care	90,706
Power Pros Electrical Ltd	872,876	Provincial Health Services	207,049
Power TakeOff Inc	80,969	PRT Growing Services Ltd	28,479
Power Tree Werx	33,049	PSD Trauma Tech International Inc	31,237
PowerAdvocate Canada Ltd	195,137	PSI Fluid Power Ltd	28,820
PowerComm Solutions, LLC	74,513	PTI Transformers Inc	760,228
Powerdex Inc	34,820	Pure Solutions Water Treatment	25,936
PowerWorld Corporation	54,149	QM LP	1,282,544
PPC (Seves) USA Inc	46,993	Quadra Utility Locating Ltd	27,837
PR Production Court Limited Partnership	30,741	QuadReal Property Group Limited	544,417

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Qualitrol Company LLC	354,265	Regional District Of Fraser - Fort George	1,126,488
Quality deSigns Ltd.	31,515	Regional DistrictOf Kitimat-Stikine	161,996
Quality Training Systems Inc	91,824	Reinhausen Canada Inc	256,299
Qualtrics LLC	119,721	Rent1 Inc	33,520
Quantum Lighting Inc.	199,350	Rental Housing Council of BC	77,175
Quartech Systems Ltd	352,952	Rentco Equipment Ltd.	68,726
Que Pasa Mexican Foods Ltd	26,915	Resolution Reprographics Ltd.	489,755
Quietly Media Inc	57,579	Resort Municipality Of Whistler	966,356
R & B Complete Services	300,586	Rethink Communications Inc	730,606
R & J Williams Consulting Inc.	482,267	Revelstoke Equipment Rentals Ltd	48,567
R C Rescue One Services Ltd	209,984	Revolution Environmental Solutions	436,734
R Radloff & Associates Inc	218,371	Rex Peak Contracting	30,293
R.A.L. Bobcat Service	44,276	Rexel Canada Electrical Inc.	123,295
R.F. Binnie & Associates Ltd.	8,413,253	RH Construction Services Inc	207,314
Raging River Power & Mining Inc.	2,176,051	RHM International LLC	1,506,671
Ralmax Contracting Ltd	2,903,153	Ric Electronics Ltd.	127,663
Ram Environmental Response Ltd	544,313	RIC Power Corp	26,145
Randstad Interim Inc	33,405,417	Richard Bartelme	36,075
Rapid Span Structures Ltd	591,584	Richmond Olympic Oval	44,324
Rasmussen Equipment Company	182,354	Ricoh Canada Inc.	1,955,924
Ratio Architecture Interior Design	64,445	Ridgeback Consulting Ltd	143,850
Raven Center Holdings Ltd	111,540	Ridpest Service Ltd.	46,600
Raysa Enterprises Inc	64,349	RightCrowd Software Pty Limited	95,650
RBC Investor Services Trust	69,681	RIMAC Technologies Ltd	234,783
RDH Building Science Inc	159,899	Rio Tinto Alcan Inc	113,090,440
Rebecca Polvere	36,075	Rising Edge Technologies Ltd	41,078
Receiver General For Canada	2,552,711	Rite-Way Fencing (2000) Inc	344,902
Recycle-it	66,743	Rite-Way Fencing Inc.	34,762
Redding Mining Limited	51,095	Riteway Tree Service Ltd	3,640,679
Redington Property Group Ltd	36,686	Rivers West Enterprises Ltd	58,760
Reel Coh Inc.	10,032,590	Riverside Ready Mix Inc	111,716
Reg Dist Of Kootenay Boundary	1,531,129	Rize-Ayalaland (Kingsway) Limited Partnership	345,552
Reg Norman Trucking Ltd.	95,477	Rizing Solutions Canada Inc	29,222
Regional Dist. Of East Kootenay	105,564	RKM Services Ltd	84,350
Regional District of Central Kootenay	1,266,174	RM2 And Associates Inc	28,865



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RNN Services Ltd.	88,217	S & C Electric Canada Ltd.	12,341,138
Roadpost Inc	510,534	S&P Global Inc	31,189
Rob Klovance	49,434	SAEN Solutions Inc	173,414
Robert Furlong Design Company	36,376	Saint Bernadine Mission	162,225
Robertson Kolbeins Teevan & Gallaher Ltd	30,450	Saint-Augustin Canada Electric Inc	1,063,395
Robertson Mfg. Ltd	39,480	Sakwi Creek Hydro LP	2,164,859
Robson Valley Power Corp.	432,520	Sandhill Materials Inc	27,607
Rock Creek Environmental	181,092	SAP Canada Inc.	4,462,388
Rockford Energy Corporation	2,279,923	SA-RA Enerji INS. TIC. ve SAN. A.S.	2,414,930
Rocky Mountain Environmental Ltd	2,213,969	Sardis Explosives (2000) Ltd	51,660
Rocky Mountain Trench	36,100	SAS Institute (Canada) Inc.	328,996
Rogers Foods Ltd.	64,414	Sauer Compressors USA	70,125
Rogers Wireless Inc.	927,947	Saulteau EBA Environmental Services	714,686
Rokstad Power (2018) Ltd	20,609,756	Saulteau First Nations	496,256
Rona Inc	107,062	SBA Canada ULC	37,827
Roper Greyell LLP	598,455	Schneider Electric Canada Inc	1,814,658
Roshan Danesh Law Corporation	31,499	Schneider Electric Systems Canada	116,122
Ross and Deborah Peck	914,733	School District - 23 (Central Okanagan)	26,250
Ross Land Mushroom Farm Ltd	45,338	School District - 34 (Abbotsford)	51,832
Ross Peck	32,080	School District - 35 (Langley)	110,326
Ross Rex Industrial Painters Ltd	775,383	School District - 36 (Surrey)	253,233
Royal British Columbia Museum Corporation	27,815	School District - 37 (Delta)	71,338
Royal Group Inc	416,804	School District - 38 (Richmond)	105,937
RS Line Construction Inc	498,818	School District - 39 (Vancouver)	124,605
RS Technologies Inc	2,687,186	School District - 41 (Burnaby)	223,463
RST Instruments Ltd.	1,523,988	School District - 42 (Maple Ridge & Pitt Meadows)	125,789
RTDS Technologies Inc	529,200	School District - 43 (Coquitlam)	264,984
R-Tech Technology Inc.	472,305	School District - 44 (N. Van)	67,178
Ruckle Navigation Ltd.	281,541	School District - 61 (Greater Victoria)	115,693
Rupert Wood'n Steel Construction Ltd.	139,071	School District - 63 (Saanich)	43,296
Russel Metals Inc	64,111	School District - 68 (Nanaimo-Ladysmith)	127,412
Rutherford Creek Power LP	11,231,265	School District - 78 (Fraser Cascade)	37,415
RW Dozing & Heavy Haul Ltd	739,121	Schweitzer Engineering Lab Inc.	113,331
RWDI Air Inc.	841,555	Scott McLean Contracting	53,913
Ryan Kurz	343,716	Seabird Island Indian Band	55,783

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Seaway Diving Ltd	26,193	Silixa LLC	411,849
Seccan Inc	171,045	Silversmith Power & Light	91,883
Sechelt Indian Government District	36,803	SIM VIDEO INTERNATIONAL INC	25,120
Securiguard Services Limited	4,465,507	Simon Fraser University	577,952
Segema Energy Consulting Ltd	78,312	Simon Hardy	80,618
SEL Schweitzer Laboratories Inc	587,609	Simpcw First Nation	77,100
Select Safety Services Ltd	64,504	Simple Path Consulting Ltd	35,995
Select Steel Ltd	210,578	Simson-Maxwell	1,456,783
Selkirk Mountain Helicopters Ltd	57,655	Sinclar Group Forest Products Ltd	57,325
Senez Consulting Ltd	45,497	Singleton Urquhart	1,067,205
Sentient Energy Inc	377,560	Singletree Contracting	79,875
Sentis Market Research Inc	31,516	Sinope Technologies Inc	39,984
Service Quality Measurement Group	70,272	Site Power Engineering Consultants Ltd	464,824
SES Consulting Inc.	53,622	Sitsa Holdings Ltd.	212,022
Seto Engineering Inc.	187,934	Skagit Environmental Endowment	67,983
Sexton Consulting	67,278	Skatin Nation	27,708
Seyedpouya Amid	61,688	Skeetchestn Indian Band	30,961
Seyem' Qwantlen Development LP Ltd	162,307	Skidegate Band Council	53,026
Seyem' Qwantlen Resources LP	117,553	Skookum Creek Power Partnership	7,894,758
SGS Canada Inc	567,687	Skookum Scaffolding Ltd	37,842
SGSF Master Purchasing DE LLC	561,035	Skookumchuck Pulp Inc	14,357,589
Shape Properties Corp	525,000	Sky High Tree Services Ltd	1,677,669
Shape Property Management Corp	224,587	Skye Consulting (BC) Ltd	71,379
Shaun Gloslee Excavating Ltd	47,859	Sky-Hi Scaffolding Ltd.	182,041
Shaw Cable Systems GP	235,721	Slegg Building Materials	118,090
Sherine Industries Ltd.	685,049	SLR Consulting (Canada) Ltd.	897,166
Shift Consulting	36,257	Smith Cameron Pump Solutions Inc	54,544
Shulus Forest Enterprises Limited Partnership	26,907	Smith Chevrolet Cadillac Ltd	28,612
Shumka's Janitorial Service	26,707	Smithers Hydrovac Inc	39,297
Shuswap Indian Band	496,847	Snap-On-Tools Of Canada Ltd.	79,184
Si Systems Ltd	2,376,192	SNC Lavalin Inc	40,101,173
Siemens Canada Ltd.	12,031,988	Snowshoe Power Ltd	535,010
Siemens Energy Canada Limited	1,101,409	Society For Ecosystem Restoration In Northern BC	38,865
Siemens Transformers Canada Inc	588,325	Sockeye Solutions Consulting Inc	88,837
Sierra Landscaping Ltd	48,219	Socomore Canada Ltd	151,255

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Solid Caddgroup Inc	69,779	Squamish-Lillooet Regional District	1,452,755
Solid Soil Solutions Ltd	30,026	Stacey Dong Mathot Consulting	72,345
Soltex Ltd	79,661	Stamford Environmental	54,660
Sonepar Canada Inc.	106,001	Standard Roofing 2016 Ltd/	46,505
Sonic Enclosures Ltd	638,260	Stantec Consulting Ltd	4,988,197
Soo River Hydro	6,573,574	Staples Inc	174,556
Sorin Pasca	30,319	Star-Tek Industrial Services Ltd	100,984
Source Marine Canada Ltd	239,318	St'at'imc Eco-Resources Ltd	2,240,225
Southern Butler Price LLP	96,520	St'at'imc Government Services	705,376
Southern Railway Of B.C. Ltd.	220,015	Stefan Fraser & Associates Inc	36,924
Southern States LLC	552,024	Stella-Jones Inc.	20,070,517
Southwest Power Pool	94,732	Stellar Mechanical Inc	63,361
Southwire Canada Company	499,792	Stephen Bros Contracting Ltd	8,649,825
Sp Allumcheen Indian Band	153,777	Sterling Lumber Company Ltd.	327,959
SpanMaster Structures Limited	85,943	Sterling Mgmt Services Ltd.	381,762
Spartan Controls Ltd	528,057	Steve Emery Contracting	109,146
Spatial Business Systems Inc	118,757	Stevenson Consulting & Contracting	563,231
Spatial Research & Design Inc	28,061	Stillwater Energy LLC	384,235
Spatial Technologies (2017) Inc	364,210	Stinger Welding Ltd	137,555
Spatial Vision Consulting Ltd	26,225	Stk'emlupsemc te Secwepemc Nation	32,500
Spaz Logging	205,624	Sto:lo Research and Resource	27,912
Specialized Property Evaluation Control Services Limited	95,569	Stone Canyon Security Services Inc	46,211
Spectrum Resource Group Inc.	444,289	Storey's Excavating Ltd	50,428
Speers Construction Inc	26,370	StormTec Filtration Inc	102,293
SpidaWeb LLC	167,447	Stoyoma Mtn Falling Ltd	207,806
Splatsin	87,467	Strata Plan BCS 3805	286,194
Splatsin Construction Services LLP	7,098,002	Strata Plan BCS 3976	54,600
Splitrock Environmental	353,117	Strata Plan BCS 4311	328,429
SPM Construction Ltd	1,187,610	Strata Plan BCS 747	44,600
Spokane Tribe of Indians	87,129	Strata Plan BCS 941	28,000
Spruce City Sanitary Service Ltd	227,630	Strata Plan LMS 1866	25,901
SPX Transformer Solutions	211,123	Strata Plan LMS 597	44,702
Squamish Indian Band	47,983	Strata Plan NW 2364	25,789
Squamish Nation	377,650	Strata Plan VR 2375	28,498
Squamish River Watershed Society	471,702	Strategic Natural Resource	254,512

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Strathcona Regional District	139,653	Sysco Canada Inc	264,067
Streamline Fencing Ltd.	609,482	Sytec Engineering Inc	262,845
Subnet Solutions Inc	70,381	T. Montague Contracting Ltd	699,818
SUEZ Water Technologies & Solutions	72,231	TA Management Ltd	859,269
Sumas Environmental Svc's. Inc.	632,609	Tableau Software Inc	256,515
Sumitomo Electric Industries Ltd	222,773	Tag Mechanical Inc	28,051
Summit Blasting Ltd.	438,412	Takla Lake First Nation	58,072
Summit Catering Ltd	379,479	Targa Contracting (2013) Ltd	4,931,645
Summit Earthworks Inc	180,681	Taschuk Excavating Ltd	59,558
Sun Life Assurance Co. Of Canada	40,979,858	Taylor-Made Business Solutions	37,485
Sun Peaks Mountain Resort Municipality	45,256	Tbadigital Inc	85,785
Suncor Energy Products Partnership	1,956,914	TE Little Consulting Inc	315,010
Sundial Growers Inc	227,029	Teal Cedar Products Ltd	49,683
Sunfields Consulting Inc.	25,814	Team Power Solutions	229,102
Sunlynn Consulting Ltd	113,602	Teck Coal Limited	406,131
Sunrise Kitchens Ltd	33,975	Teck Highland Valley Copper	732,078
Sunshine Coast Regional Dist.	72,838	Teck Metals Ltd	8,032,808
Super Save Disposal Inc.	72,646	Teck Resources Limited	220,377
Super Save Toilet Rentals Inc.	71,391	Teema Solutions Group Inc	2,055,372
Superior Plus LP	211,280	Teksystems Canada Inc.	8,510,595
Support The Line ETV Services	38,010	Telecon Design Inc	36,488
Supreme Steel LP	207,970	Telus Communications Company	58,476,250
Supreme Structural Transport Ltd	408,765	Temec Engineering Group Ltd.	156,614
Surespan Structures Ltd.	1,488,814	Tempest Telecom Solutions	153,515
Surrey City Development Corporation	38,207	Tems Sayamkwu Limited Partnership	17,484,602
Surtek Industries Inc	3,336,993	Tenaquip Ltd.	60,577
Survalent Technology Corp	108,129	Tenold Transportation Ltd	5,302,384
Sustainable Strategies	234,465	Terminal Forest Products Ltd	162,246
Sutron Corporation	136,236	Terra Archaeology Limited	445,289
Suzanne Pederson	60,441	Terra Remote Sensing Inc.	823,219
Swift Limited Partnership	6,582,297	TerraCana Foundation Solutions Inc	1,321,445
Switchback Systems Corp	75,740	Terrace Steel Works Ltd.	80,154
Switchwrite Consulting Inc	45,025	Terranova Worldwide Corporation	41,633
SXD Limited Partnership	46,509	Terrapin Station Holdings Inc	84,105
Synex Energy Resources Ltd	1,645,545	Terratech Consulting Ltd	27,333

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Terratek Energy Solutions Inc	34,788	TNT Crane & Rigging Canada Inc	204,364
Terus Construction Ltd	968,504	Toad River Lodge Ltd	62,588
Tervita Corporation	187,150	Toba Montrose General Partnership	77,153,506
Tesla Utilities Consulting Inc	105,178	Tolko Industries Ltd.	8,711,172
TestForce Systems Inc.	388,826	Tom Sawyer Holdings Inc	43,200
Testworx Inc	125,336	Tompkins Ranching Ltd	81,077
Tetra Tech Canada Inc.	3,824,993	Toncar Contracting	268,012
TForce Final Mile Canada Inc	763,831	ToolWatch Corporation	35,240
The AME Consulting Group Ltd	26,544	Topco Pallet Recycling Ltd.	45,286
The Brattle Group Inc	81,648	Toronto Dominion Bank	833,171
The C Can Man	77,768	Town of Comox	157,111
The Conference Board Of Canada	51,313	Town Of Gibsons	176,801
The Corp of The Village of Masset	62,051	Town Of Golden	217,414
The Corp. of the Village of McBride	80,337	Town Of Ladysmith	181,664
The Critical Thinking Consortium	75,075	Town of Lake Cowichan	65,068
The Dam Welders Inc	116,676	Town of Port McNeil	55,991
The Home Depot Pro Sexauer Ltd	44,169	Town Of Qualicum Beach	312,055
The Manufacturers Life Insurance Company	30,816	Town of Sidney	151,753
The Nature Trust Of B.C.	300,418	Town Of Smithers	268,885
The Source Tree Service Ltd	54,470	Town Of View Royal	267,427
Thomas Hart Contracting	63,976	Townsend Bros Construction	105,151
Thomas Skinner & Son Ltd.	55,394	Township of Esquimalt	461,456
Thompson Creek Metals Company Inc	428,715	Township of Langley	2,789,881
Thompson River Veneer Products Ltd	74,550	Township of Spallumcheen	298,456
Thompson Rivers University	204,049	Tracker Contracting Ltd	3,829,960
Thomson Technology Power Sys ULC	67,521	Tracy Kindrachuk	95,477
Thoreson Project Consulting Corp	91,030	Tracy Willcock	41,574
Thurber Engineering Ltd.	155,706	Tradewinds Refrigeration & Air Conditioning Ltd	26,436
Timber Peck	37,277	Trans Mountain Pipeline LP	265,487
Timberland Equipment Limited	49,566	Translink	84,380
Timberroot Environmental Inc	117,904	Trapp Avenue Industries Ltd	50,559
TimberWest Forest Company	26,568	Tree Canada Foundation	285,963
Tipi Mountain Eco-Cultural Services Ltd	165,353	Tree Island Industries Ltd	41,328
T'it'q'et Administration	103,096	Treeco Contracting Ltd.	908,376
T-Lane Transportation & Logistics	743,957	Trek Aerial Surveys	75,789

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Trench Ltd	3,325,400	Tzeachten First Nation	41,011
Tretheway Creek Power	8,726,088	UBC Properties Trust	31,500
Tri-An Contracting Ltd.	31,306	UBS Industries	43,841
Tribus Services Limited Partnership	481,457	Uchucklesaht Tribe Government	28,829
Trico Excavating Inc.	387,425	Udutu Learning Systems Inc	81,438
Triex Contracting Ltd	88,210	UiPath INC	37,527
Trinoor Consulting Canada Ltd	374,020	Uline Canada Corporation	561,613
Tripwire Inc	60,642	Underhill Geomatics Ltd.	4,876,992
Tristar Hydrovacs Ltd	32,189	Underwriters Laboratories of Canada	43,143
Triton Environmental Cons. Ltd.	459,483	Unilogik Systems Inc.	255,062
Triumf	396,120	United Concrete & Gravel Ltd.	43,469
Trowalex Concrete Contractors Ltd	102,152	United Rentals Of Canada Inc.	2,430,871
Troy Purmal Contracting	58,360	Unitrend Plastics Mfg.Ltd.	45,169
True Value Service	35,273	Univar Canada Ltd.	26,521
Trueline Power & Consulting Ltd	475,069	Universal Restoration Systems Ltd	83,304
Truescape Ltd	88,100	University of Alberta	26,500
Trydor Industries (Canada) Ltd.	842,166	University of British Columbia	2,111,807
Tryon Land Surveying Ltd	145,164	University Of Northern B.C.	594,138
Tsal'alh	661,207	University Of Victoria	190,700
Tsalalh Development Corporation	1,239,824	University Of Waterloo	333,812
Tsawwassen First Nation	53,001	Upaknee Inc	360,161
Tsay Keh Dene	2,840,486	Upanup Studios Inc	533,021
Ts'kw'aylaxw First Nation	79,528	Upland Contracting Ltd	167,660
Tsleil-Waututh Nation	183,228	Uplight Canada Inc	56,355
Tsuius Consulting	30,277	Upnit Power Limited Partnership	1,488,188
Tucker Sno-Cat Corporation	31,046	Upper Lillooet River Power Limited	29,974,675
Tundra Process Solutions Ltd	53,018	Upper Nicola Holding Limited	181,000
Tundra Technical Solutions Inc	2,932,611	Upper Nicola Indian Band	59,406
TVE Industrial Services Ltd	1,941,645	UPS Canada Ltd.	298,663
TWH Oilfield Services Ltd	43,893	Urban Development Institute Pacific Region	42,000
Twin Rivers Controls Ltd.	82,245	Urban Systems Ltd	115,647
Twitter	53,787	Ursus Heritage Consulting	754,957
Tyco Integrated Fire & Security	148,909	USNR Kockums Cancar Company	28,518
Tyson Creek Hydro Corp	5,556,927	Uujo Contracting Limited Partnership	40,617
TYTline Consulting	121,861	V I Motorsport Ltd	29,162

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Vac It Excavation Inc	265,333	Village of Clinton	42,142
Valard Construction LP	676,701	Village Of Fraser Lake	50,939
Valemount Hydro Limited Partnership	1,315,381	Village of Gold River	33,860
Valley Helicopters Ltd.	307,983	Village of Harrison Hot Springs	34,845
Valley Power Line Contracting Ltd	239,552	Village of Lions Bay	70,586
Van Houtte Coffee Services Inc.	105,137	Village Of Lumby	27,820
Van Kam Freightways Ltd.	1,216,430	Village Of Nakusp	91,392
Vancouver Airport Authority	195,217	Village of Pemberton	140,405
Vancouver Coastal Health Authority	187,031	Village of Queen Charlotte	68,434
Vancouver Community College	110,552	Village Of Radium Hot Springs	83,962
Vancouver Economic Commission	134,500	Village Of Tahsis	36,420
Vancouver Fraser Port Authority	440,843	Village of Valemount	502,439
Vancouver Island Health Authority	446,121	Vinnie Antao Consulting	104,074
Vancouver Island Tree Services Ltd	4,518,509	VIP Powerline Ltd	1,779,982
Vancouver Regional Construction	172,436	Vision Critical Communications Inc	168,064
Vanga Products (Plastics) Inc	61,917	VisionLink Consulting	293,014
Varentec Inc	142,222	Vizeum Canada Inc	5,862,957
Vast Resource Solutions	211,585	Voith Hydro Inc	123,262,124
Veerum Inc	318,150	Voltage Power Ltd	22,111,704
Verint Americas Inc	417,880	Vosper Excavating	33,547
Verisk Canada ULC	55,654	W3 Design Group Inc	101,023
Vesta Partners Canada Inc	44,570	Wabtec Canada Inc	173,686
VF Clean Energy Inc	612,716	Wade Technologies Ltd.	119,424
Viakonnexions Consulting	286,339	Wainbee Limited	35,603
Victor Keller Santos Cavale	78,036	Wainwright Marine Services Ltd.	44,482
Victoria Foundation In Trust for Kwadacha First	1,760,459	Wajax Industrial Components LP	115,169
Victoria Foundation In Trust for Tsay Keh Dene	2,198,698	Wall Financial Corporation	141,901
VideoRay LLC	83,993	Waneta Expansion Power Corporation	54,515,775
VIH Helicopters Ltd	110,459	Wardill Marine Ltd.	124,786
Viking Fire Protection Inc.	665,657	Warner Rentals Ltd	391,323
Village Of Anmore	412,196	Wasp Consulting Ltd	267,218
Village of Ashcroft	38,358	Waste Connections of Canada Inc	121,658
Village Of Cache Creek	42,904	Waste Management of Canada Corp	210,015
Village of Canal Flats	29,457	Wastech Services Ltd.	4,213,891
Village Of Chase	46,088	WaterPower Canada	361,129

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Watson Advisors Inc	57,750	Westridge Quarries Ltd	498,474
WCSB Power BC II LP	4,948,878	Westshore Terminals LP	616,305
Weisberg Law Corporation	104,014	Westwood Industrial Electric Ltd	249,004
Wesco Distribution Canada LP	6,296,426	Wet'suwet'en First Nation	41,200
Wesco Industries Ltd.	44,384	Wewaikai Nation	252,050
Wesgroup Properties Limited	68,855	Wexxar Packaging Inc	42,427
Wes-Har Asbestos Analysis & Consulting Ltd	28,907	Whistler Blackcomb Resorts Ltd	133,834
West Coast Helicopters	361,008	Whistler Mountain Resort Limited Partnership	110,238
West Coast Installations	796,790	White Paper Office Solutions	76,067
West Coast Labour Systems Corp	385,811	White Pine Environmental Resources	51,351
West Coast Title Search Ltd	266,262	White Spruce Ent. (1981) Ltd.	71,756
West Fraser Mills Ltd.	31,744,056	Whitecap Resources Inc	1,256,787
Westbank First Nation	235,912	Whiteline Contracting Ltd	420,735
Westcana Electric Inc	36,750	Wika Instruments Ltd.	109,758
Western Electricity Coordinating Council	4,238,413	Wil Dunlop Trucking	263,354
Western Energy Institute	61,411	Wild Creek Contracting Ltd	85,182
Western Equipment Ltd.	78,893	Wild North Vac & Steam Ltd	497,075
Western Forest Products Inc	78,621	Wild Sheep Society of BC	25,155
Western Gasco Cylinders Ltd	53,242	Wildlife Conservation Society	53,416
Western Health & Safety	792,263	Wildlife Infometrics Inc	224,507
Western Industrial Contractors Ltd.	1,170,852	Williams & White Machine Inc.	190,746
Western Pacific Enterprises Ltd	2,240,107	Williams Machinery LP	57,451
Western Stevedoring Company Ltd	189,660	Winchie Creek Hydro Limited	1,190,815
Western Sustainable Power Inc	4,968,994	Wiseworth Canada Industries Ltd	60,561
Western Technical Installations	2,726,409	Wismer & Rawlings Electric Ltd.	894,399
Western Tree Services Corp.	243,899	WJLPacific Contracting Inc	97,742
Western Wood Services Inc	389,005	WL Construction Ltd	80,992
Westerra Equipment	73,729	Wood Canada Limited	38,466,083
Westgreen Contracting Ltd	3,787,901	Wood Environment & Infrastructure	139,902
Westhaul Services Ltd.	330,390	Wood Mackenzie Inc	109,853
Westhills Land Corp	33,118	Woodbridge NW (Deer Lake) Homes Ltd	68,754
Westland Resources Limited	117,339	Woodcore Pole Maintenance Limited	274,101
Weston Foods (Canada) Inc	78,149	Woodfibre LNG Limited	1,577,597
Westower Communications Ltd.	693,690	Woodsman Equipment	66,906
Westpark Electric Ltd	177,793	Workers' Compensation Board of BC	4,675,343



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Wosks Coffee Service	57,290
Wref's Consulting Inc	318,371
WSP Canada Group Limited	100,287
WSP Canada Inc	3,933,136
WSP UK Limited	63,215
Wurth Canada	58,730
Xaxli'p First Nations	70,799
Xeiti LP	2,250,369
XL Quality Industrial Services Inc.	157,376
Xpera Risk Mitigation & Investigation LP	117,069
Xplornet Communications Inc	37,750
Yellowhead Helicopters Ltd.	180,413
YUCWMENLUCWU 2007 LLP	194,021
ZAYO CANADA INC	177,425
ZE Power Engineering Inc	5,112,538
Zeballos Lake Hydro Limited	4,218,569
Zella Holdings Ltd	1,582,911
Zellstoff Celgar Limited	12,509,010
Zero Emissions Pennask Limited	6,153,954
Zero Emissions Shinish Creek	5,990,605
Zira Properties Ltd	108,420
Zonal Ecosystem and Wildlife	50,320
<b>Consolidated total of other suppliers with payments of \$25,000 or less</b>	<b><u>52,734,210</u></b>
<b>Total</b>	<b>5,742,314,473</b>

**BRITISH COLUMBIA HYDRO AND POWER AUTHORITY**  
**STATEMENT OF GRANTS AND CONTRIBUTIONS**

**Total of payments to suppliers for grants and contributions exceeding \$25,000**

Consolidated total of grants exceeding \$25,000	\$ -
Consolidated total of contributions exceeding \$25,000	\$ 235,900
Consolidated total of all grants and contributions exceeding \$25,000	\$ 235,900

## **POWEREX CORP.**

### **SCHEDULE OF REMUNERATION AND EXPENSES**

#### **STATEMENT OF SEVERANCE AGREEMENTS**

During the fiscal year ended March 31, 2021, there was 1 severance agreement made between Powerex Corp. and its non-unionized employee. This agreement represented 1 month compensation.

#### **GENERAL**

The schedule of remuneration paid to employees during the year ended March 31, 2021 lists gross remuneration which can include base salary, overtime, timebank payouts, incentive payments, benefit payouts and other cash payments (e.g. shift premiums).

**POWEREX CORP.**

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Schedule of Remuneration Paid to Employees and Expenses Paid to or  
on Behalf of Employees During the Year Ended March 31, 2021

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
S	Ahmadi	117,541	17	RR	Dhopade	119,095	0
MR	Aitken	417,439	1,092	J	Dion	327,107	1,233
EC	Alcala	132,522	0	GP	Dobson-Mack	193,726	738
K	Au	111,833	2,907	L	Duran	90,997	0
S	Bal	129,142	0	GJ	Emslie	451,949	341
J	Bates	78,548	0	MA	Federspiel	397,539	507
TM	Bechard	902,301	2,473	N	Feijo Mercio	113,823	-514
M	Benn	139,702	0	J	Feng	86,422	0
J	Bennett	261,453	35	KD	Ferguson	260,931	473
R	Beyer	378,901	0	K	Forbes	155,859	0
A	Bhattasali	149,587	1,049	D	Fotiou	406,815	736
W	Borici	119,507	0	EF	Fowler	127,876	655
F	Brassil	147,190	1,681	JS	Fu	136,247	0
MF	Buchko	250,246	553	R	Geisthardt	318,771	1,444
A	Budhwar	266,454	68	JI	Gilhen	167,343	2,006
T	Bui	102,135	0	TR	Gillis	146,815	0
RM	Campbell	914,740	337	MJ	Goodenough	498,777	0
T	Capek	159,869	0	RE	Gosney	330,992	0
B	Chan	91,256	0	R	Gosselin	366,174	0
A	Chen	92,406	998	P	Grypma	97,163	485
DC	Cheung	119,009	0	AD	Gurney	93,429	0
Y	Cheung	116,186	1,470	RT	Hare	102,574	2,673
DW	Chiu	125,244	353	J	Harms	146,299	998
P	Chow	126,708	0	DR	Harney	282,582	100
JW	Choy	103,305	149	S	Hedley	105,786	850
JA	Congdon	147,487	434	DI	Hirsch	168,854	69
EY	Coors	146,599	998	H	Ho	129,217	1,661
MR	Corrigan	345,145	2,683	M	Ho	219,749	0
KM	Craven	164,955	1,017	SK	Ho	89,478	0
B	Cumayas	91,617	0	M	Holman	919,870	571
C	Curson	114,655	0	RC	Holyk	115,550	919
M	Dalziel	494,779	495	L	Hopkins	160,768	0
K	Desante	290,999	0	A	Hosford	97,475	488
A	Deslauriers	388,126	0	WL	Hui	124,565	105

**POWEREX CORP.**

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Schedule of Remuneration Paid to Employees and Expenses Paid to or  
on Behalf of Employees During the Year Ended March 31, 2021

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
RS	Hundal	188,778	0	M	Moti	107,984	0
K	Hung	117,413	0	JA	Neill	307,417	970
JJ	Hwang	114,478	0	AG	Newell	179,052	473
D	Kaiman	271,932	50	JJ	Norman	210,390	236
P	Kern	301,775	0	DW	O'Hearn	408,492	0
S	Kim	110,082	1,995	DL	Owen	130,861	0
S	Kim	86,418	0	PA	Pai	79,711	0
AY	Ku	128,912	0	CB	Pamplin	369,260	497
F	Lacombe	193,630	0	RA	Pavan	227,853	473
A	Lavrik	107,047	0	HA	Qazi	156,719	0
H	Law	105,826	303	J	Ratzlaff	246,580	20
G	Lee	158,213	0	N	Reynolds	110,312	0
NK	Lee	131,444	6,960	H	Rhee	95,906	513
C	Lind	145,834	1,053	RJ	Richings	220,291	1,417
CW	Littlejohn	80,774	0	R	Robertson	242,479	523
O	Lo	137,738	61	E	Rosin	92,902	0
AR	Lopez	139,988	-417	DM	Russell	357,543	498
MB	Low	120,062	0	MH	Sahagian	119,269	0
GA	Macdonald	216,288	0	IM	Savji	90,810	250
MW	Macdougall	275,425	0	G	Schwarz	171,275	0
C	Macrae	124,665	0	S	Seah	94,459	998
JA	Mantle	204,099	2,983	K	Shi	130,634	134
J	Marques	152,660	508	J	Sidhu	138,810	1,012
ID	Mathieson	77,840	168	W	Song	113,573	641
S	Mcewen	77,040	0	J	Spires	524,514	496
ML	McWilliams	412,549	0	SE	Starr	81,439	0
AN	Meyer	130,527	1,498	L	Stauber	172,131	0
J	Mikawoz	341,494	321	A	Sukhija	97,329	-304
BL	Mo	122,528	704	P	Sung	91,751	0
B	Moghadam	172,934	2,218	GM	Tang	341,429	836
P	Mohan Das	126,144	0	KM	Thielmann	86,606	998
MR	Morgan	304,771	0	JM	Timmers	209,593	1,367
MT	Mori	85,524	289	O	Towfigh	199,933	249
TJ	Morrow	92,088	0	DC	Tse	135,366	0
MH	Motani	129,840	0	PD	Vaillancourt	251,806	0

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Schedule of Remuneration Paid to Employees and Expenses Paid to or  
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		REMUNERATION	EXPENSES	REMUNERATION	EXPENSES
JR	Van Groll	102,014	187		
A	Vanderhelm	80,054	0		
B	Vincent	78,500	0		
J	Vroom	98,288	0		
KC	Wagner	404,384	496		
N	Wein	129,915	0		
K	Wild	197,691	1,407		
N	Wilkinson	116,061	0		
KA	Williams	102,098	372		
CY	Xiao	113,688	0		
J	Yam	106,844	100		
L	Yang	123,183	0		
D	Yeadon	182,633	263		
L	Yuen	96,086	1,029		
H	Yuun	77,606	0		
D	Zavoral	260,323	0		
L	Zhang	107,812	26		
Y	Zhang	91,126	473		
RC	Zittlau	105,678	664		

**POWEREX CORP.**

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	REMUNERATION	EXPENSES
Consolidated total of other employees with remuneration of \$75,000 or less	<u>1,821,343</u>	<u>10,527</u>
Total	31,964,758	81,873
Receiver General for Canada (employer portion of EI and CPP)	772,401	

**POWEREX CORP.**

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Schedule of Payments to Suppliers for Goods and Services During  
the Year Ended March 31, 2021

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1672 Holdings Ltd.	1,949,228	City of San Jose	68,087
ABB Enterprise Software Inc	158,316	Coast Mountain Hydro Limited Partnership	354,152
Air Resources Board	6,570,973	Cologix Canada, Inc.	164,352
Aitken Creek Gas Storage ULC	2,593,702	Compugen Inc.	1,518,242
Alberta Electric System Operator	6,907,780	ConocoPhillips Canada Marketing & Trading ULC	525,100
Alliance Pipeline Limited Partnership	188,836	ConocoPhillips Company	307,131
Amazon	26,489	Costco Wholesale Canada Ltd.	38,566
Annesley Financial Inc.	56,228	Customized Energy Solutions Ltd.	55,118
Ansergy WECC Inc.	31,819	Datadog, Inc.	35,892
Apex Systems, Inc.	184,393	Davis Wright Tremaine LLP	567,542
Argus Media, Inc.	36,628	Dell Canada Inc.	104,145
Arizona Public Service Company	138,112	Deloitte LLP	158,589
ATCO Energy Solutions Ltd.	632,048	Diligent Corporation	36,035
Avangrid Renewables, LLC	490,214	DTE Gas Company	4,284,135
Avista Corporation	1,226,379	EDC Associates Ltd.	27,712
Bay Street Est 1861 Inc	36,090	Edelstein Gilbert Robson & Smith LLC	52,911
BGC Environmental Brokerage	52,756	EDF Trading North America LLC	159,512
Bloomberg Finance LP	243,086	El Paso Electric Company	50,332
Bonneville Power Administration	131,791,606	Enbridge Gas Inc.	7,047,941
Borden Ladner Gervais LLP	74,046	Energy GPS Consulting LLC	35,252
BP Canada Energy Marketing Corp.	953,226	Energy GPS LLC	80,086
Bracewell LLP	2,788,762	EOG Canada Oil & Gas Inc.	3,117,536
Brady Credit Trading Limited	127,310	EOX Holdings, LLC	120,507
Brookfield Renewable Trading and Marketing LP	33,316	Equus Energy Group, LLC	29,744
California Independent System Operator Corporation	10,361,125	Etrali North America LLC	36,200
Calpine Energy Services L.P.	329,305	Eugene Water & Electric Board	4,908,272
Canadian Electricity Association	28,539	Eversheds Sutherland (US) LLP	85,925
CDW Canada Corp.	105,017	Exelon Generation Company LLC	131,555
CGI ISMC INC	447,944	Export Development Corp.	467,816
Chevron Natural Gas	3,309,327	FIS Energy Systems Inc.	514,324
CIMA Energy, LP	2,785,522	Foothills Pipe Lines Ltd.	1,472,872
Cisco Systems Capital Canada	25,087	Forrester Research Ltd.	33,185
City of Glendale Water & Power	940,488	FortisBC Energy Inc.	3,988,552
City of Pasadena	28,677	FortisBC Inc.	1,053,166



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Schedule of Payments to Suppliers for Goods and Services During  
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FTI Consulting, Inc.	932,970	Northwest Power Pool Corporation	122,612
Gas Transmission Northwest LLC	7,047,860	NorthWestern Corporation	2,786,922
Goodin MacBride Squeri & Day LLP	43,379	NOVA Gas Transmission Ltd.	4,985,122
HelpSystems, LLC	28,350	OKIOK Data Ltee	62,600
HVR Software USA, Inc	202,455	Opatrny Consulting, Inc.	131,067
IBM Canada Ltd.	59,342	Open Access Technology Int'l, Inc.	147,935
ICAP Energy LLC	41,374	Ovintiv Canada ULC	3,900,035
ICE Data LP	28,536	Ovintiv Marketing Inc	45,042
ICE NGX Canada Inc.	70,024,497	Pacific Canbriam Energy Limited	36,743,603
ICE US OTC Commodity Markets, LLC	561,266	Pacific Gas and Electric Company	7,158,020
Idaho Power Company	3,636,961	Pacific Mechanical Systems Ltd.	79,744
Idera, Inc.	41,957	Pacific Northwest Utilities	99,955
ImageX Media, Inc.	94,356	PacifiCorp	28,090,431
Imperial Parking Canada Corp.	99,589	Painted Pony Energy Ltd	8,243,864
Industrial Information Resources Inc.	26,218	PetroChina International (Canada) Trading Ltd	2,686,635
Insight Canada Inc	48,258	Petronas Energy Canada Ltd	19,677,963
ITIQ Tech Recruiters	725,004	Portland General Electric Company	4,362,960
Karbone Inc.	63,990	PowerWorld Corporation	34,842
KPMG LLP	355,337	Pricewaterhousecoopers LLP	271,705
Lane Powell PC	288,547	Province of British Columbia	122,141,782
Lawson Lundell LLP	240,330	Public Service Company of New Mexico	306,936
Livingston International, Inc.	99,235	Public Utility District No. 1 of Chelan County	37,379,899
Los Angeles Department of Water & Power	48,454,935	Public Utility District No. 1 of Douglas County	84,271
Macquarie Energy Canada Ltd.	1,993,255	Public Utility District No. 1 of Snohomish County	5,204,042
Macquarie Energy LLC	238,595	Public Utility District No. 2 of Grant County	1,625,716
MATL LLP	181,853	Puget Sound Energy Inc.	14,250,231
Mercuria Commodities Canada Corporation	115,203	Quest Software, Canada	91,770
Microsoft Canada Inc	152,459	Rainbow Energy Marketing Corporation	80,570
Modis Canada Inc.	189,116	Ricoh Canada Inc.	26,983
Moody's Analytics, Inc.	559,216	Rio Tinto Alcan Inc.	9,794,431
Nevada Power Company	1,648,882	Rogers Wireless	75,882
NextEra Energy Marketing, LLC	115,730	Ruby Canyon Enviornmental, Inc.	29,033
NJR Energy Services Company	241,668	S&P Global Market Intelligence LLC	268,720
Northwest Natural Gas Company	2,329,141	S&P Global Platts	904,677
Northwest Pipeline LLC	629,179	Sacramento Municipal Utility District	3,051,080

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Salt River Project	53,324	Western Power Trading Forum	73,810
Seattle City Light	2,011,140	Yes Energy	357,152
Sequent Energy Management LP	895,810	Zayo Canada Inc.	61,662
Shaw Business	26,208	ZE Powergroup Inc.	235,030
Shell Energy North America (US) L.P.	401,429		
Snowflake Inc.	276,057		
SolarWinds	25,362		
Southwest Power Pool	634,116		
Tableau Software, Inc.	118,885		
Tacoma Power	7,097,645		
TAQA North Ltd.	309,735		
TD Energy Trading Inc.	127,793		
Teck Metals Ltd.	28,943		
Teksystems Canada Inc.	510,256		
Telus Communications Inc	229,021		
Tenaska Marketing Ventures	2,244,257		
Tenaska Power Services Co.	105,909		
TFS Energy Futures, LLC	161,584		
The Counsel Network	31,500		
The Energy Authority Inc.	11,138,162		
The Toronto-Dominion Bank	34,926		
Tidal Energy Marketing (U.S.) L.L.C.	671,542		
Towers Watson Canada Inc.	36,514		
TransAlta Energy Marketing (U.S.) Inc.	261,216		
Transmission Agency of Northern California	704,563		
Treeline Electrical Services Inc	25,595		
Trumarx Data Partners. Inc	40,729		
Tullett Prebon Americas Corp.	200,287		
Turlock Irrigation District	30,999		
Unity Connected Solutions Inc.	28,850		
Van Houtte Coffee Services Inc.	30,735		
Vitol Inc.	41,776		
Westcoast Energy Inc	29,891,757		
WestConnect Regional Transmission Service	88,812		
Western Area Power Administration	732,454		

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**Consolidated total of other suppliers  
with payments of \$25,000 or less**

**997,902**

**Total**

**724,742,423**

**POWERTECH LABS INC.**

**SCHEDULE OF REMUNERATION AND EXPENSES**

**STATEMENT OF SEVERANCE AGREEMENTS**

During the fiscal year ended March 31, 2021, there were 5 severance agreements made between Powertech Labs Inc. and its non-unionized employees. These agreements represented from 3 to 4 months compensation.

**GENERAL**

The schedule of remuneration paid to employees during the year ended March 31, 2021 lists gross remuneration which can include base salary, overtime, timebank payouts, incentive payments, benefit payouts and other cash payments (e.g. shift premiums).

**POWERTECH LABS INC.**

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on Behalf of Employees During the Year Ended March 31, 2021

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
D	Agraviador	93,505	6,707	E	Crozier	141,709	1,284
P	Allan	108,219	0	A	Das	177,178	709
S	Allen	95,523	470	B	Derksen	164,281	6,715
Y	An	114,029	5,925	R	Devita	99,807	14,898
W	Anthoine	117,871	16,182	M	Dixon	116,215	798
S	Arabi	182,156	0	T	Ebrahimi	92,629	0
M	Armstrong	139,780	1,156	D	Facey	179,331	907
H	Atighechi	104,774	690	S	Farhadkhani	94,889	1,227
M	Bakhshi-Dezfouli	115,299	2,212	Z	Feng	210,532	-3,244
G	Balfour	140,609	19,711	K	Garandza	110,171	465
M	Barroga	111,981	0	C	Geng	93,399	0
R	Bazarjani	133,304	926	T	Gordon	104,212	1,747
J	Bloemink	81,980	759	J	Gorham	139,060	951
K	Bognar	162,048	2,711	B	Gourley	96,600	2,750
C	Bonilla-Sanchez	128,807	2,024	T	Grundy	83,310	24,163
D	Bromley	168,791	864	V	Gunja	112,139	1,051
W	Brown	91,677	1,233	Y	Guo	99,006	546
V	Buwa	82,192	3,781	A	Hall	110,380	16,882
L	Cao	117,532	13,056	D	Hansen	91,933	101
S	Chambers	125,906	1,843	B	Hillaby	75,890	459
I	Chang	133,142	469	P	Ho	114,021	2,549
J	Chee	157,637	1,214	J	Hollman	159,533	889
G	Chen	122,068	6,083	P	Horacek	179,729	514
K	Cheng	95,327	640	M	House	113,795	22,180
K	Cheong	114,177	1,320	F	Howell	179,274	-263
S	Cherukupalli	92,118	1,114	J	Howell	97,006	2,771
Y	Choi	80,590	646	R	Howell	120,865	12
C	Cindrich	111,145	751	M	Ikehata	79,882	719
J	Clark	93,224	2,047	A	Kahrobaeian	125,876	1,325
S	Clarke	79,601	1,520	K	Kainth	85,379	95
M	Condon	80,269	965	W	Kang	109,579	229
L	Connaughton	135,105	1,322	D	Kato	75,969	399
M	Crapper	99,284	1,632	J	Kaur	76,480	1,622
D	Crockett	103,582	1,028	E	Klett	91,029	1,501

**POWERTECH LABS INC.**

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		REMUNERATION	EXPENSES			REMUNERATION	EXPENSES
A	Ko	83,826	901	F	Rashidi	101,254	0
D	Kung	87,994	2,646	J	Saayman	95,506	1,118
A	Laguador	107,968	22,668	D	Samant	75,761	401
L	Lai	110,060	0	A	Sandhu	82,768	382
J	Lang	81,349	1,127	S	Sasitharan	141,187	667
H	Li	167,485	497	M	Schneider	75,838	232
Q	Li	163,705	1,314	C	Schulz	109,467	787
N	Lin	92,059	0	L	Sharpe	101,172	1,640
X	Lin	167,418	1,842	E	Siavashi	98,380	281
R	Lings	287,115	5,215	J	Sketchley	93,232	2,306
C	Longaza	86,205	100	B	Skillings	128,507	2,653
K	Lund	83,567	0	T	Smutny	95,923	1,538
S	Mahboob	94,810	701	R	Sohrabi	91,090	10,103
I	Manzoor	100,429	715	R	Soltani	161,006	1,183
H	Mayuga	94,650	5,328	L	Song	92,208	7,136
A	Mazyavin	104,323	8,003	G	Stanciulescu	137,743	451
A	Mcclean	102,947	24,231	G	Stark	103,361	1,344
H	Meng	97,360	16,066	H	Sun	133,974	27,088
H	Miller	87,870	1,291	B	Sunga	155,459	3,308
S	Mills	89,443	667	T	Szakacs	143,218	33,621
A	Moharana	139,009	655	S	Tahermaram	111,512	730
C	Morton	153,520	3,189	A	Tavighi	90,726	1,729
M	Nurminen	134,095	417	L	Taylor	148,616	1,418
P	Obrovac	92,188	65	Y	Tian	103,763	981
T	Oliver	101,553	399	M	Treacy	109,137	665
M	Ormrod	75,541	288	R	Trip	126,308	723
A	Parelkar	84,226	615	V	Trivedi	76,090	100
M	Payot	91,462	2,620	L	Vail	93,199	1,632
P	Piya	79,512	0	V	Vankayala	180,071	456
K	Porter	112,430	772	S	Varisco	112,697	584
Q	Qu	92,464	1,340	B	Wang	76,034	0
L	Quinlan	89,252	893	X	Wang	196,034	0
S	Ramesh	78,227	0	Y	Wang	94,534	2,980
T	Ramnial	196,951	2,897	G	Wong	110,239	465
C	Ramos	93,355	28,258	B	Xia	103,451	13,719

**POWERTECH LABS INC.**

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on Behalf of Employees During the Year Ended March 31, 2021

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		REMUNERATION	EXPENSES	REMUNERATION	EXPENSES
F	Yahyaie	101,793	367		
L	Yang	91,574	305		
R	Yuen	143,213	19,381		
P	Zadkhast	151,590	854		
M	Zamani	110,004	1,497		
X	Zong	102,028	5,841		

**POWERTECH LABS INC.**

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	REMUNERATION	EXPENSES
<b>Consolidated total of other employees with remuneration of \$75,000 or less</b>	<b><u>5,580,154</u></b>	<b><u>93,700</u></b>
<b>Total</b>	<b>22,048,529</b>	<b>588,037</b>
<b>Receiver General for Canada (employer portion of EI and CPP)</b>	<b>935,480</b>	



**POWERTECH LABS INC.**

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A.R. Thomson Group	382,767	FortisBC-Natural Gas	69,845
ABB Inc.	62,630	Foxfab Power Solutions Inc.	295,742
ABB Power Grids Canada Inc.	526,874	Fraser Valley Refrigeration Ltd.	74,676
ABC Customs Brokers Ltd.	138,951	Hexagon MasterWorks, Inc.	51,262
AddEnergie Technologies Inc.	97,404	Hipotronics Incorporated	266,985
Agilent Technologies Canada Inc.	103,655	HTEC	60,490
Anixter Canada Inc.	47,031	Hydro-Pac Inc.	235,969
B.C. Hydro	433,555	ICONIX Waterworks	25,413
Beaver Electrical	28,493	IEEE	25,754
Bracewell LLP	95,918	iHaul Freight Ltd.	41,920
Canadian Life Science Inc.	28,576	Inland Kenworth	64,005
Canteen of Canada Limited	44,617	Instron	112,789
CDW Canada Inc.	91,926	Intellivie Inc.	65,182
China Electric Power Research	38,932	Interfax Systems Inc.	29,659
City Of Surrey	62,685	IOSecure	264,237
Code Electric Products Ltd.	139,584	John C. Owen	257,906
Columbia Valve & Fitting	119,654	Korea Inspection Service Inc.	196,144
ComRent International, Inc.	52,882	Langley Concrete	34,606
CP Industries Holdings, Inc.	84,799	Lawson Products Inc.	38,515
Daehwa Power Engineering Co., Ltd.	33,162	Linde Canada Inc.	108,940
Darktrace Limited	25,043	LineStar Utility Supply Inc.	66,909
Deloitte Management Services LP	75,513	Mandel Scientific Company Inc.	86,989
Eagle West Crane & Rigging	36,784	Manitoba Hydro-Electric Board	240,000
Eecol Electric Corp.	32,548	Mark's Commercial	31,250
Elec-Tech Sales Ltd.	42,328	Marsh Canada Limited	458,794
ELEN-MECH. Consulting Inc.	38,777	McMaster-Carr	62,477
Engineers & Geoscientists BC	34,454	Messer Canada Inc.	107,080
Esri Canada Limited	49,894	Microsoft Corporation	39,334
ETAP Canada Ltd.	32,268	Miller Instruments Ltd.	78,735
F & M Installations Ltd.	49,727	Minister Of Finance	135,752
FedEx Freight	86,632	National Instruments Corporation	47,230
Fisher Scientific Company	35,514	Nunn Electrical Ltd.	119,440
FISO Technologies, Inc.	27,251	Opal-RT Technologies Inc.	33,074
Fort Modular Inc.	36,260	Pacific Rim Laboratories	25,883

**POWERTECH LABS INC.**

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PCB Freight Management Ltd.	47,333	Zimco Instrumentation	36,933
PerkinElmer Health	26,581		
Power Pros Electrical Ltd	335,674		
Proton Energy Systems, Inc	1,105,656		
Prysmian Cables and Systems Canada	28,808		
QM LP	38,854		
QMI-SAI Canada Limited	35,536		
Quantum First Automation Inc.	34,682		
Quickbase, Inc.	121,519		
Raysa Enterprises Inc.	27,846		
Roaron Construction Limited	30,424		
Rogers	163,236		
Siemens Canada Limited	64,159		
Skeans Pneumatic And Automation Inc	45,112		
South Fork Instruments, Inc.	39,995		
Spartan Controls Ltd.	44,231		
SWITCH Materials Inc.	35,658		
T & M Research Products, Inc.	38,753		
Tana Industries Ltd.	47,075		
Techstreet, LLC	42,090		
TEKsystems Canada Corp.	62,034		
Telus	59,612		
TestForce Systems Inc.	107,341		
Testing Machines Inc.	28,194		
Thales DIS CPL Canada, Inc.	36,895		
The Home Depot	29,852		
Thermal Care, Inc.	61,009		
TrilliumPC Network Sol.	208,218		
Trinity Power Rental	83,892		
Uline Canada Corporation	99,923		
Uptime Industrial Inc.	171,468		
VWR International Co.	68,058		
Wescan Calibration	32,539		
WorkSafeBC	112,784		
ZaGO Manufacturing Inc.	54,733		

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<b>Consolidated total of other suppliers with payments of \$25,000 or less</b>	<b><u>2,975,518</u></b>
<b>Total</b>	<b>13,652,295</b>

## **NOTE**

A reconciliation of amounts reported in the Financial Information Act Return and the audited consolidated financial statements has not been prepared. BC Hydro prepares its Financial Statements on an accrual basis while the amounts reported in the Financial Information Act Return are based on cash payments in the year. This will result in timing differences between amounts recorded as expenses in the Financial Statements and amounts paid in the year.

## Contact Information

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