

**Q. In reference to CA350, on executive compensation, please advise as to the total salary/ compensation for each individual member of the Executive, including STI and merit compensation for the period 2002, 2003 and 2004.**

A. As provided at page 38 of our 2003 GRA Report, the aggregate data for the Executive group for the period noted is as follows:

	<u>Base Salary</u>	<u>Short Term Incentive</u>	<u>(Note 2) Other</u>	<u>Total</u>
<u>Forecast 2004 (Note 1)</u>				
Total executive group	<u>\$ 1,111,370</u>	<u>\$ 310,803</u>	<u>\$ 91,133</u>	<u>\$ 1,513,306</u>
<b>Average per executive (5)</b>	<b><u>\$ 222,274</u></b>	<b><u>\$ 62,161</u></b>	<b><u>\$ 18,227</u></b>	<b><u>\$ 302,662</u></b>
 <u>Forecast 2003 (Note 1)</u>				
Total executive group	<u>\$ 1,079,000</u>	<u>\$ 301,750</u>	<u>\$ 88,481</u>	<u>\$ 1,469,231</u>
<b>Average per executive (5)</b>	<b><u>\$ 215,800</u></b>	<b><u>\$ 60,350</u></b>	<b><u>\$ 17,696</u></b>	<b><u>\$ 293,846</u></b>
 <u>Forecast 2002</u>				
Total executive group	<u>\$ 1,025,000</u>	<u>\$ 430,125</u>	<u>\$ 85,077</u>	<u>\$ 1,540,202</u>
<b>Average per executive (5)</b>	<b><u>\$ 205,000</u></b>	<b><u>\$ 86,025</u></b>	<b><u>\$ 17,015</u></b>	<b><u>\$ 308,040</u></b>

(Note 1) According to the Company, the 2003 and 2004 executive base salaries are forecast using 2002 figures with an escalation factor of 4% in 2003 and 3% in 2004, and STI is forecast at 100% payout. Actual STI payouts in 2000 and 2001 were higher than 100%.

(Note 2) The "Other" category of the annual compensation package includes items such as vehicle benefits or car allowance, insurance benefits, and self - directed RRSP employer contributions.

In keeping with past practice of the Board, we have avoided providing compensation information particularized for individual employees of the Company.