

Q. Further to CA330, please provide on a second table, for the years 1996 to forecast, the number of individual managers who are receiving compensation and the average compensation per manager.

A. Table 1 below provides the number of Managers and the average annual Manager compensation, based on annual salaries, for the period 1996 to forecast 2004.

Table 1 Managers' Average Annual Compensation			
Year	Number of Managers ¹	Average Annual Compensation Per Manager²	Average Annual Compensation Excluding Corporate Counsel and Secretary
1996	19	93,694	93,694
1997	22	63,342	63,342
1998	14	100,371	100,371
1999	15	111,933	111,933
2000	15	122,452	122,452
2001 ³	12/11 ⁴	127,022	119,933
2002	11/10 ⁴	147,105	139,516
2003F	10/9 ⁴	146,868	140,686
2004F	10/9 ⁴	151,288	144,907

¹ Changes in the number of managers in each year principally reflects retirements, departures, appointments and promotions.

² Average Annual Compensation per Manager is an arithmetic average based on the number of managers indicated, and Manager Compensation shown in the Company's response to Request for Information CA-330. Average Annual Compensation per Manager, particularly for 1997, may be impacted by the timing of retirements, departures, appointments and promotions referred to in Note 1.

³ Beginning in 2001 the Corporate Counsel and Secretary position became an executive level position. Prior to 2001, it was a manager level position. For comparison purposes, compensation related to this position has been included in the table for the entire period.

⁴ Excluding the Corporate Counsel and Secretary position referred to in Note 3.