

UNDERTAKING JT2.14

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To recategorize the non-salary items into the categories of what are overheads and what's compensation, and specifically does Enbridge have an incentive program as part of the compensation.

RESPONSE

Enbridge provides the following forecast breakdown between i) total salary, ii) benefits and pension, iii) short-term incentive plan, iv) total compensation and v) total overhead. Please note that these allocations have been approximated and are based on the most current information available.

Total Salary	\$1,027,397
Benefits	\$ 318,493
Incentive Plan	\$ 154,110
Total Compensation	\$1,500,000
Total Overhead	\$ 0

An employee's short-term incentive plan is based upon Company objectives as well as personal objectives specific to the employee's area of the business. Personal objectives are reviewed throughout the year and are subject to change based on business requirements. Some of the Carbon Strategy group's high level objectives include:

- On-time submission of provincial and federal greenhouse gas ("GHG") reports;
- Implementation of current Compliance Plan;
- Submission of annual cap and trade reporting metrics to the Ontario Energy Board ("OEB"); and
- Completion and filing of the 2019/2020 Compliance Plan to OEB.

No personal objectives were set specific to achievement of certain allowance or offset procurement pricing.