

# Total Compensation Actions Project Timeline

	2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Compensation Philosophy</b>																
RFP-Compensation consultant																
Compensation philosophy approved																
Executive compensation design approved																
Exempt compensation design approved																
Exempt design implementation																
<b>Compensation Other</b>																
Out of Schedule Rates Review																
Union Lower/Higher Level Pay Study																
Market adjusted rates																
<b>Pension</b>																
Supplementary Pension Review																
<b>Benefits</b>																
Sickness & Accident (S&A) Study																
Retiree Benefits Study																
Flexible Spending Accounts Study																
<b>Perquisites</b>																
Exempt Relief Pay Study																
Exempt Vacation Study																
On call Rates Study																
Executive Business Allowance Study																
Retirement & Financial Counselling Study																
<b>Governance</b>																
Compensation Policy Revision																