TOP OF THE HEAP

CALGARY'S HIGHEST PAID EXECUTIVES IN 2018

		Advisors				Annual	Long-term			
				Share-based awards	Option-based awards	incentive plan awards	incentive plan awards	Pension value	All other compensation	Total compensation
L	Scott Saxberg	Crescent Point Energy Corp.	\$387,563	\$1,851,042	\$1,053,000	\$0	\$0	\$0	\$15,314,874	\$18.606.479
2	Doug Suttles	Encana Corporation	\$1,425,985	\$8,065,592	\$2,688,529	\$2,967,831	\$0	\$0	\$384,792	\$15,532,728
3	Steve W. Williams	Suncor Energy Inc.	\$1,465,577	\$5,065,942	\$4,933,692	\$3,061,000	\$0	\$100,800	\$162,396	\$14,789,407
1	Russell Girling	TC Energy Corporation	\$1,362,508	\$3,800,000	\$3,800,000	\$2,406,264	\$0	\$1,120,000	\$13,625	\$12,502,397
5	Keith E. Creel Al Monaco	Canadian Pacific Railway Limited Enbridge Inc.	\$1,453,595 \$1,404,275	\$4,369,757 \$4,214,267	\$2,519,163 \$2,636,317	\$3,148,551 \$3,296,958	\$0 \$0	\$452,209 \$737,623	\$543,332 \$65,028	\$12,486,607 \$12,354,467
7	N. Murray Edwards	Canadian Natural Resources Limited	\$1	\$0	\$2,684,250	\$1,615,950	\$6,463,800	\$0	\$0	\$10,764,001
3	Mark S. Little	Suncor Energy Inc.	\$915,000	\$2,579,400	\$2,512,063	\$1,450,000	\$0	\$2,996,300	\$68,700	\$10,521,463
)	Vito Culmone	Shaw Communications Inc.	\$852,273	\$153,177	\$88,800	\$1,250,000	\$0	\$777,254	\$6,712,900	\$9,834,404
l0 l1	Robert J. Peabody Richard M. Kruger	Husky Energy Inc. Imperial Oil Limited	\$1,528,750 \$1,164,834	\$3,431,528 \$3,800,610	\$846,703 \$0	\$1,738,000 \$561,038	\$0 \$798,806	\$168,163 -\$1,254,381	\$171,132 \$2,799,146	\$7,884,276 \$7,870,053
2	Bradley S. Shaw	Shaw Communications Inc.	\$2,000,000	\$974,050	\$133,200	\$3,896,200	\$0	-\$180,500	\$751,223	\$7,574,173
.3	Jay Mehr	Shaw Communications Inc.	\$1,320,000	\$575,575	\$111,000	\$2,302,300	\$0	\$2,854,500	\$80,554	\$7,243,929
4	Tim S. Mckay	Canadian Natural Resources Limited	\$583,334	\$0	\$2,236,875	\$997,501	\$3,321,678	\$0	\$78,820	\$7,218,208
.5 .6	Michael Dilger JR Shaw	Pembina Pipeline Corporation Shaw Communications Inc.	\$1,029,167 \$1,200,000	\$2,205,000 \$0	\$1,470,000 \$0	\$1,944,600 \$7,311,150	\$0 \$0	\$413,133 -\$1,758,000	\$69,303 \$293,390	\$7,131,203 \$7,046,540
17	Kevin A. Neveu	Precision Drilling Corporation	\$1,037,280	\$2,750,701	\$1,244,719	\$1,439,019	\$0	\$0	\$199,330	\$6,671,049
18	Alexander J. Pourbaix	Cenovus Energy Inc.	\$1,000,000	\$2,249,993	\$2,250,000	\$880,000	\$0	\$82,667	\$95,825	\$6,558,485
19	Anthony Marino	Vermilion Energy Inc.	\$668,221	\$4,999,880	\$0	\$500,000	\$0	\$0	\$77,534	\$6,245,635
20 21	Dawn L. Farrell Adrian Chapman	TransAlta Corporation AltaGas Ltd.	\$1,000,000 \$404,266	\$1,760,000 \$0	\$440,000 \$0	\$1,570,000 \$444,500	\$0 \$0	\$1,320,900 \$857,122	\$84,714 \$4,039,143	\$6,175,614 \$5,745,031
22	Kevin O'Meara	DIRTT Environmental Solutions Ltd.	\$202,453	\$0	\$5,278,891	\$194,355	\$0	\$057,122	\$0	\$5,675,699
23	Steve W. Laut	Canadian Natural Resources Limited	\$503,012	\$0	\$1,335,000	\$860,151	\$2,864,302	\$0	\$69,179	\$5,631,644
24	Jonathan M. McKenzie	Cenovus Energy Inc.	\$460,938	\$2,249,998	\$1,249,999	\$402,324	\$0	\$33,334	\$1,059,185	\$5,455,778
25	Steven R. Spaulding	Gibson Energy Inc.	\$764,615	\$2,603,763	\$125,000	\$1,312,850	\$0	\$13,250	\$236,824	\$5,056,302
26 27	Alister Cowan Stephen D. L. Reynish	Suncor Energy Inc. Suncor Energy Inc.	\$633,115 \$594,364	\$1,444,464 \$1,410,072	\$1,406,755 \$1,373,261	\$675,000 \$650,000	\$0 \$0	\$772,500 \$885,900	\$44,336 \$41,152	\$4,976,170 \$4,954,749
28	A. Jeffery Tonken	Birchcliff Energy Ltd.	\$525,000	\$1,410,072	\$1,373,201	\$550,000	\$0	\$3,595,072	\$26,250	\$4,892,322
29	Michael McAllister	Encana Corporation	\$695,544	\$2,251,768	\$750,589	\$1,018,798	\$0	\$0	\$88,578	\$4,805,276
30	Myron Stadnyk	ARC Resources Ltd.	\$570,000	\$2,565,017	\$800,001	\$650,000	\$0	\$0	\$76,400	\$4,661,418
31 32	Vincent Ammann Michael R. Macsween	AltaGas Ltd. Suncor Energy Inc.	\$336,888 \$592,461	\$0 \$1,410,072	\$0 \$1,373,261	\$298,777 \$655,000	\$0 \$0	\$774,554 \$417,500	\$3,099,586 \$33,335	\$4,509,805 \$4,481,629
32 33	Zoran Stakic	Suncor Energy Inc. Shaw Communications Inc.	\$592,461 \$1,083,333	\$1,410,072 \$396,667	\$1,3/3,261 \$66,600	\$655,000	\$0 \$0	\$417,500 \$1,324,333	\$33,335 \$800,441	\$4,481,629
34	Andrew M. Phillips	PrairieSky Royalty Ltd.	\$550,000	\$2,062,500	\$687,500	\$925,000	\$0	\$66,000	\$0	\$4,291,000
35	J. Blair Goertzen	Enerflex Ltd.	\$650,000	\$1,291,759	\$1,218,079	\$906,350	\$0	\$177,480	\$0	\$4,243,668
36	C. Neil Smith	Crescent Point Energy Corp.	\$286,200	\$1,166,714	\$444,600	\$0	\$0	\$0	\$2,342,205	\$4,239,719
37 38	Gregg Saretsky William T. Yardley	WestJet Airlines Ltd. Enbridge Inc.	\$179,716 \$712.993	\$0 \$1,490,841	\$0 \$804,473	\$0 \$919,475	\$0 \$0	\$0 \$247,603	\$4,039,925 \$31,284	\$4,219,641 \$4,206,669
39	lan C. Dundas	Enerplus Corporation	\$527,203	\$2,758,266	\$004,473	\$635,174	\$0 \$0	\$247,003	\$115,698	\$4,200,009
10	Christian Bayle	Inter Pipeline Ltd.	\$675,000	\$2,100,000	\$0	\$940,000	\$0	\$0	\$219,566	\$3,934,566
41	David G. Smith	Keyera Corp.	\$600,000	\$2,137,644	\$0	\$1,068,000	\$0	\$60,000	\$0	\$3,865,644
12	William J. McCaffrey	MEG Energy Corp.	\$259,110	\$0	\$0	\$259,110	\$0	\$0	\$3,285,860	\$3,804,080
13 14	Nadeem S. Velani Robert Espey	Canadian Pacific Railway Limited Parkland Fuel Corporation	\$666,946 \$777,500	\$1,199,385 \$1,081,626	\$688,327 \$489,996	\$1,032,596 \$1,358,681	\$0 \$0	\$138,925 \$0	\$57,680 \$74,859	\$3,783,859 \$3,782,662
15	Sherri Brillon	Encana Corporation	\$585,458	\$1,726,358	\$575,452	\$709,136	\$0	\$0	\$147,544	\$3,743,948
16	Randall Crawford	AltaGas Ltd.	\$69,537	\$2,303,190	\$1,250,000	\$60,198	\$0	\$45,482	\$2,363	\$3,730,770
17	John K. Whelen	Enbridge Inc.	\$588,022	\$1,181,242	\$719,958	\$841,106	\$0	\$360,385	\$31,766	\$3,722,478
18 10	Rick Skauge	Olympia Financial Group Inc.	\$0	\$0 \$1,140,635	\$1 140 625	\$0	\$0 \$0	\$0	\$3,632,671	\$3,632,671
19 50	Donald Marchand Grant B. Fagerheim	TC Energy Corporation Whitecap Resources Inc.	\$625,008 \$425,000	\$1,140,625 \$2,554,900	\$1,140,625 \$0	\$646,883 \$550,000	\$0	\$46,000 \$0	\$21,875 \$23,406	\$3,621,016 \$3,553,306
51	Trevor English	Shaw Communications Inc.	\$964,394	\$372,879	\$221,850	\$720,000	\$0	\$1,100,667	\$123,495	\$3,503,285
52	D. Guy Jarvis	Enbridge Inc.	\$597,988	\$1,201,285	\$732,141	\$832,209	\$0	\$57,039	\$79,102	\$3,499,764
53	Nancy C. Southern	Canadian Utilities Limited	\$875,000	\$384,596	\$106,486	\$1,050,000	\$0	\$1,049,206	\$30,625	\$3,495,913
54 55	Marty Proctor Renee Zemljak	Seven Generations Energy Ltd. Encana Corporation	\$450,000 \$635,212	\$578,625 \$1,458,409	\$1,777,721 \$486,135	\$604,800 \$740,339	\$0 \$0	\$0 \$0	\$66,781 \$152,169	\$3,477,927 \$3,472,264
56	Karl Johannson	TC Energy Corporation	\$620,004	\$1,023,000	\$1,023,000	\$613,804	\$0	\$89,000	\$95,316	\$3,464,124
57	Jean Claude Gandur	Oryx Petroleum Corporation Limited	\$1,346,962	\$1,274,220	\$0	\$821,213	\$0	\$0	\$8,194	\$3,450,589
58	Stanley Chapman III	TC Energy Corporation	\$669,530	\$1,020,364	\$1,020,364	\$673,440	\$0	\$46,256	\$19,010	\$3,448,964
59 50	Robert W. P. Symonds Ed Sims	Husky Energy Inc. WestJet Airlines Ltd.	\$763,250 \$662,074	\$1,422,832 \$2,022,500	\$576,626 \$600,000	\$521,000 \$55,330	\$0 \$0	\$83,958 \$0	\$63,260 \$70,671	\$3,430,926 \$3,410,575
51	Craig F. Nieboer	CES Energy Solutions Corp.	\$268,205	\$0	\$0	\$0	\$0	\$0	\$3,068,036	\$3,336,241
52	Chi-Tak Yee	MEG Energy Corp.	\$424,145	\$1,257,852	\$914,561	\$438,354	\$0	\$0	\$294,702	\$3,329,614
53	David Hill	Encana Corporation	\$583,358	\$1,458,409	\$486,135	\$644,173	\$0	\$0	\$148,362	\$3,320,437
54	Edward D. LaFehr Michael L. Rose	Baytex Energy Corp.	\$575,000	\$1,772,250	\$0 \$242,198	\$838,750	\$0	\$0 \$0	\$57,500	\$3,243,500
55 56	Robert A. Johnson	Tourmaline Oil Corp. Canadian Pacific Railway Limited	\$600,000 \$572,808	\$0 \$950,363	\$242,198 \$547,936	\$2,250,000 \$778,392	\$0 \$0	\$105,825	\$60,000 \$63,858	\$3,152,198 \$3,019,182
67	Paul Miller	TC Energy Corporation	\$520,834	\$787,500	\$787,500	\$567,000	\$0	\$321,000	\$30,209	\$3,014,043
86	Thomas J. Simons	CES Energy Solutions Corp.	\$500,000	\$1,361,765	\$0	\$1,073,530	\$0	\$0	\$24,180	\$2,959,475
59	Eric L. Toews	MEG Energy Corp.	\$421,252	\$1,011,015	\$852,983	\$435,364	\$0	\$0	\$232,568	\$2,953,182
70 71	Harbir S. Chhina D. James Harbilas	Cenovus Energy Inc. Enerflex Ltd.	\$650,000 \$420,000	\$747,498 \$1,475,216	\$747,498 \$419,940	\$444,080 \$420,000	\$0 \$0	\$261,925 \$91,947	\$91,085 \$49,093	\$2,942,086 \$2,876,196
72	Brett M. Gellner	TransAlta Corporation	\$715,833	\$700,000	\$175,000	\$554,622	\$0 \$0	\$504,900	\$221,000	\$2,870,190
73	James Evaskevich	Yangarra Resources Ltd.	\$264,000	\$0	\$2,368,991	\$220,000	\$0	\$0	\$0	\$2,852,991
74	Richard M. Wise	Gibson Energy Inc.	\$378,462	\$473,065	\$0 \$0	\$271,232	\$0 \$0	\$13,250	\$1,707,205	\$2,843,214
75 76	Robert Broen Scott G. Stauth	Athabasca Oil Corporation Canadian Natural Resources Limited	\$515,000 \$410,721	\$1,560,008 \$0	\$0 \$805,275	\$710,700 \$409,000	\$0 \$1,124,750	\$0 \$0	\$56,650 \$58,140	\$2,842,358 \$2,807,886
77	Myles R. Bosman	Birchcliff Energy Ltd.	\$481,000	\$0	\$196,000	\$550,000	\$1,124,750	\$1,544,631	\$24,050	\$2,795,681
78	Robert R. Rooney	Enbridge Inc.	\$522,053	\$838,853	\$511,360	\$692,242	\$0	\$208,712	\$19,688	\$2,792,907
79	Martin R. Ferron	North American Construction Group Ltd.	\$625,000	\$937,510	\$0	\$1,195,106	\$0	\$0	\$31,250	\$2,788,866
30 31	Mogens Smed Andy Mah	DIRTT Environmental Solutions Ltd. Advantage Oil & Gas Ltd.	\$369,350 \$420,000	\$0 \$1,800,000	\$0 \$0	\$0 \$475,000	\$0 \$0	\$0 \$0	\$2,406,845 \$50,944	\$2,776,195 \$2,745,944
32	Cameron M. Proctor	PrairieSky Royalty Ltd.	\$425,000	\$1,800,000	\$440,000	\$475,000	\$0 \$0	\$51,000	\$50,944 \$0	\$2,745,944
33	Terry Anderson	ARC Resources Ltd.	\$375,000	\$1,397,520	\$360,001	\$450,000	\$0	\$0	\$51,050	\$2,633,571
34	Bruno P. Geremia	Birchcliff Energy Ltd.	\$481,000	\$0	\$196,000	\$550,000	\$0	\$1,371,548	\$24,050	\$2,622,598
35 36	J. Drew Zieglgansberger	Cenovus Energy Inc.	\$547,144 \$481,000	\$599,999 \$0	\$599,998 \$196,000	\$413,270 \$550,000	\$0 \$0	\$346,608 \$1,332,824	\$77,268 \$24,050	\$2,584,287 \$2,583,874
36 37	Dave M. Humphreys Craig Bryksa	Birchcliff Energy Ltd. Crescent Point Energy Corp.	\$481,000 \$352,947	\$0 \$1,429,070	\$196,000 \$478,661	\$550,000 \$296,340	\$0 \$0	\$1,332,824 \$0	\$24,050 \$10,431	\$2,583,874 \$2,567,449
38	Rene Amirault	Secure Energy Services Inc.	\$520,000	\$1,305,000	\$0	\$727,840	\$0	\$0	\$0	\$2,552,840
39	Marc Rossiter	Enerflex Ltd.	\$496,838	\$670,420	\$636,828	\$534,123	\$0	\$116,345	\$75,728	\$2,530,282
90	Alan C. Reid	Cenovus Energy Inc.	\$497,765	\$649,996	\$649,998	\$356,200	\$0	\$273,401	\$77,981	\$2,505,341
91	Brett Herman	TORC Oil & Gas Ltd.	\$375,000 \$410,800	\$1,731,022 \$1,549,400	\$0 \$502,000	\$375,000 \$0	\$0 \$0	\$0 \$0	\$6,900 \$24,648	\$2,487,922
92	James Riddell Brian Schmidt	Paramount Resources Ltd. Tamarack Valley Energy Ltd	\$410,800 \$383,125	\$1,549,400 \$1,597,527	\$502,000 \$129,307	\$350,000	\$0 \$0	\$0 \$0	\$24,648 \$25,426	\$2,486,848 \$2,485,385
94	Corey B. Bieber	Canadian Natural Resources Limited	\$369,083	\$0	\$600,750	\$368,000	\$1,012,000	\$0	\$53,087	\$2,402,920
95	Stuart Taylor	Pembina Pipeline Corporation	\$494,167	\$700,000	\$300,000	\$689,267	\$0	\$122,870	\$80,110	\$2,386,414
96	Vernon J. Disney	CES Energy Solutions Corp.	\$400,000	\$1,089,412	\$0	\$858,824	\$0	\$0	\$29,463	\$2,377,699
97	Kenneth E. Zinger Gene C. Stahl	CES Energy Solutions Corp. Precision Drilling Corporation	\$400,000 \$541,280	\$1,089,412 \$828,749	\$0 \$291,679	\$858,824 \$596,311	\$0 \$0	\$0 \$0	\$24,180 \$109,599	\$2,372,416 \$2,367,618
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98 99	Jason D. Waugh	CES Energy Solutions Corp.	\$400,000	\$1,089,412	\$0	\$858,824	\$0	\$0	\$12,766	\$2,361,002