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Position	Effective Date	Salary Component (Job Rate) \$	Bill Rate \$
General Counsel & Corporate Secretary	1/4/2013 1/4/2014	98.29 101.24	154.32 158.95
Assistant Corporate Secretary & Legal Counsel Senior Legal Counsel	1/4/2013 1/4/2014	73.59 75.79	115.54 119.00
Legal Counsel <sup>1</sup>	1/4/2014	68.77	107.97

<sup>1</sup> No time charged for this position in 2013.