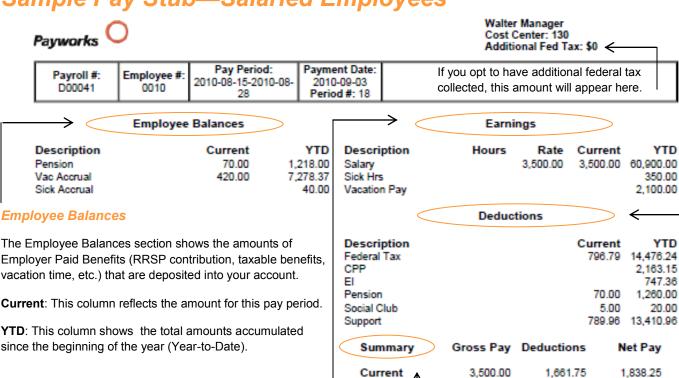
Sample Pay Stub—Salaried Employees



YTD

63.350.00

31,272,29

32 077 71

Earnings

All Earnings paid out to you, including regular pay (salary or hourly); overtime pay, sick pay, and vacation pay.

Hours: Refers to hours worked, if applicable.

Rate: Refers to hourly wage or total salary amount paid.

Current: This column reflects the gross amount paid to you in this pay period.

YTD: This column reflects the total amount paid to you since the beginning of the year (Year-to-Date).

Deductions

Any applicable Deductions will appear in this section.

Current: This column reflects the amounts of each deduction taken off of your paycheque in this pay period.

YTD: This column reflects the amounts of each deduction taken since the beginning of the year.

Statutory Deductions: An employer has a legal obligation to withhold statutory deductions, which are: CPP or QPP (Quebec only) contributions, EI and QPIP (Quebec only) premiums, and federal and provincial income tax. Everywhere except in Quebec, provincial tax is collected as part of the federal income tax deduction. Quebec has separate deductions for federal and provincial taxes.

Other Deductions: You may also have legal deductions (e.g. garnishments and family support deductions); company-compulsory deductions (e.g. union dues, your portion of benefit plan premiums); and voluntary deductions (e.g. Canada Savings Bonds, charitable donations).

Earnings Summary

Gross Pay: Your total amount of earnings, before deductions.

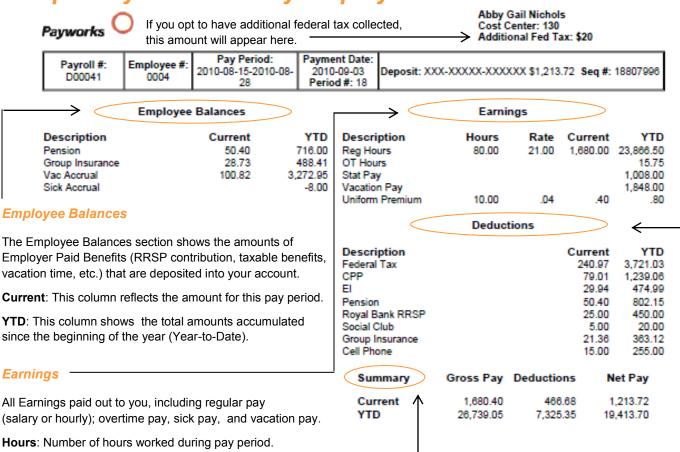
Deductions: Your total amount of statutory and other deductions.

Net Pay: Your total amount of earnings after deductions. This is the amount that will appear on your paycheque.

Current: This row reflects the totals for this pay period.

YTD: This row reflects the totals for the year-to-date (YTD).

Sample Pay Stub—Hourly Employees



Current: This column reflects the gross amount (number of hours multiplied by rate) paid to you in this pay period.

YTD: This column reflects the total amount paid to you since the beginning of the year (Year-to-Date).

Deductions

Rate: Hourly wage.

Any applicable Deductions will appear in this section.

Current: This column reflects the amounts of each deduction taken off of your paycheque in this pay period.

YTD: This column reflects the amounts of each deduction taken since the beginning of the year.

Statutory Deductions: An employer has a legal obligation to withhold statutory deductions, which are: CPP or QPP (Quebec only) contributions, EI and QPIP (Quebec only) premiums, and federal and provincial income tax. Everywhere except in Quebec, provincial tax is collected as part of the federal income tax deduction. Quebec has separate deductions for federal and provincial taxes.

Other Deductions: You may also have legal deductions (e.g. garnishments and family support deductions); company-compulsory deductions (e.g. union dues, your portion of benefit plan premiums); and voluntary deductions (e.g. Canada Savings Bonds, charitable donations).

Earnings Summary

Gross Pay: Your total amount of earnings, before deductions.

Deductions: Your total amount of statutory and other deductions.

Net Pay: Your total amount of earnings after deductions. This is the amount that will appear on your paycheque.

Current: This row reflects the totals for this pay period.

YTD: This row reflects the totals for the year-to-date (YTD).