



Addendum to Enbridge's 2013 Corporate Social Responsibility Report (with a focus on 2013 data)

Labour Practices and Decent Work/Employee Relations Performance Data Sheet

This performance data sheet relates to the following Global Reporting Initiative (GRI G3.1) Social and Economic Performance Indicators:

- LA1 – Total workforce by employment type, employment contract, and region, broken down by gender
- LA2 – Total number and rate of new employee hires and employee turnover by age group, gender, and region
- LA3 – Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations
- LA3 – Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations
- LA4 – Percentage of employees covered by collective bargaining agreements
- LA5 – Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements
- LA8 – Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members
- LA10 – Average hours of training per year per employee by gender, and by employee category
- LA11 – Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings
- LA12 – Percentage of employees receiving regular performance and career development reviews, by gender
- LA13 – Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity
- LA14 – Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation
- LA15 – Return to work and retention rates after parental leave, by gender
- EC5 – Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation

Context

People are the basis of our success, and we know that engaging and retaining a highly skilled workforce is critical to our ability to achieve our business goals.

Our business is growing quickly and, for that reason, our key challenges with regard to employees centre around attracting developing, engaging and retaining them.

In 2013, we added 778 permanent employees (full time and part time). At the end of the year, we had 8,598 permanent employees (full time and part time) in Canada and the U.S., as well as 252 temporary employees and 2,397 provisioned contractors who support seasonal and project work associated with specific projects.

With such a significant growth rate, leadership is also integral to our success. As such, our people priorities in 2013 included designing and implementing a new process for succession planning and talent assessment, as well as launching our leadership development program.

2013 Key Performance Areas

#1. Attract the best talent and develop, engage and retain our workforce

To ensure that we develop, engage and retain our employees and contractors, we have put in place comprehensive programs for talent management, leadership development and succession management. We also have a full array of compensation and benefit programs designed to attract and retain talent, and are committed to developing and maintaining a diverse, inclusive, healthy and positive work environment.

#2. Maintain employee turnover rate in the range of two per cent to 4.5 per cent; maintain new hire-voluntary turnover in the range of 3.5 per cent to 6.5 per cent

In 2013, our voluntary turnover as a percentage of our total workforce population was 3.2 per cent. Our new-hire voluntary turnover rate was 5.3 per cent.

#3. Sustain levels of employee engagement (Maintain Best Employer Status at 65 per cent or higher)

Our enterprise-wide employee engagement score from our 2012 Employee Perspectives Survey (which we issue every two years, with the next being scheduled for 2014) was 79 per cent, well above our goal.

#4. Implement an enterprise-wide Leadership Development Program to broaden our leadership base and accelerate the pace of leadership development; enhance succession management practices within business units and across the enterprise

In 2013, we launched our Leadership Development Program and a new succession management process. We also developed and launched a new talent assessment process in 2013 to supplement our succession planning.

#5. Maintain employee training investment at between 1.25 per cent and 1.5 per cent of salary costs

On average, we spend \$1,698 per employee on learning and development. This amount equals approximately 1.5 per cent of the amount we spend on salaries.

Management Approach and Background

Resourcing Strategy

The comprehensive resourcing strategy we launched in 2011 continued to guide and support our workforce growth efforts in 2013, during which we hired almost 3,600 employees and contractors. As of December 31, 2013, we employed 8,598 permanent employees, broken down as follows:

	Male	Female	Total
Liquids Pipelines (Canada & US)	2,335	1,008	3,343
Major Projects (Canada & US)	368	269	637
Gas Transportation International	1,265	453	1,718
	17	7	24
Gas Distribution	1,480	941	2,421
Corporate	234	221	455
ENTERPRISE	5,699	2,899	8,598

A large majority (99 per cent) of our permanent workforce is full time. The breakdown is 8,490 full-time and 108 part-time permanent employees.

As of December 31, 2013, we also employed 252 temporary employees—136 male and 116 female. There were 2,397 contractors working at Enbridge in various capacities at that point in time. We do not track contractor gender. The contractor workforce can be divided as follows:

	Total
Liquids Pipelines (Canada & US)	881
Major Projects (Canada & US)	775
Gas Transportation	137
International	4
Gas Distribution	308
Corporate	292
ENTERPRISE	2,397

Talent Management

Talent management is a critical component of the value proposition we offer our employees. Strong talent management processes support our success during periods of growth and change, and ensure a seamless transition when we lose experienced employees due to retirement.

Our commitment to effective people management practices, including employee recognition, identification of high-potential and succession candidates and enhanced employee development and career planning, have contributed to securing our position as an employer of choice within the various markets in which we operate.

Our leaders actively manage the attraction, retention, development and transition of our workforce, with support from our HR department. Their work focuses on employee engagement, leadership and employee development, succession and career management, mentorship, managing performance and knowledge transfer.

In addition to offering a broad array of in-house and external leadership and employee development programs, we offer a Tuition Reimbursement Program, which provides financial support to employees who advance their education through external learning programs in support of their current and future careers at Enbridge. We also offer a company-wide scholarship program to help employees' children access post-secondary education.

Leadership Development

We recognize that we must build on our leadership strength to meet the challenges and opportunities we face in achieving our key business priorities.

Our Leadership Development initiative provides a company-wide leadership development framework and has begun to cultivate a shared leadership philosophy among our leaders since we launched it in 2013. We have established clear accountabilities for leadership development, and key leadership competencies now guide broad-based development and behavioural change.

Leaders' capability and effectiveness is being enhanced for succession purposes, and we have elevated our commitment to developing and retaining top leaders.

Succession Management

Succession management is a significant focus as we seek to attract, develop, engage, retain and promote leaders of today and tomorrow. A strong succession management program is a key to sustaining consistent, long-term growth and success for the company. In 2013, we:

- Implemented a more rigorous talent-review structure, process and tool
- Synchronized timing of succession planning enterprise-wide
- Expanded succession management to all parts of the enterprise
- Standardized the succession discussion process
- Renewed the organization's critical talent list
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This initiative was and continues to be a top priority for Enbridge's senior leadership team.

Total Compensation

We have a full array of compensation and benefit programs designed to attract and retain talent. In addition to base salary, almost all regular (union and non-union) employees participate in an annual incentive plan, which rewards performance relative to a combination of predefined targets established at company, business unit and individual levels. Mid-term incentive plans are also extended to management-level roles.

On the benefits side, we offer a comprehensive selection of life, health and dental coverage, along with defined-benefit and defined-contribution pension plan options. We review these programs regularly to maintain our competitive position and to ensure they are meeting employees' needs.

Our total compensation programs continue to evolve to meet business needs. Beyond delivering a competitive level of total compensation, the programs' design and flexibility will be critical in helping us respond to changing workforce demographics and evolving employee needs.

Standard Entry Level Wage Compared to Local Minimum Wage

Enbridge's remuneration policies are company-wide policies, and there is no significant variation by location. Salary levels are determined using an objective and equitable process that considers the internal value of the role, market rates of pay, as well as employee skill and competency. Enbridge utilizes an objective performance management system that permits top performers to achieve higher-than-average increases in any given year.

Minimum wage versus Enbridge start rates

Region	Provincial/State Minimum Wage	Enbridge Entry-level Minimum Wage	Enbridge Entry-level Maximum Wage	Ratio of Standard Minimum Wage to Enbridge Entry-level Wage
Ontario				
Toronto	\$10.25	\$17.45	\$27.93	170.3% - 272.5%
Alberta				
Calgary/Edmonton	\$9.95	\$17.45	\$27.93	175.4% - 280.7%
Texas				
Houston	\$7.25	\$13.27	\$21.25	183.0% - 293.1%

Ratio of CEO's Base Salary to that of Average Employee

In 2013, the ratio of Enbridge's President & CEO's base salary to that of the average employee salary was 10.83. This ratio does not include variable compensation (bonus), information about which was reported in Enbridge's 2013 Management Information Circular. Enbridge's President & CEO's base salary in 2013 was \$1,040,000. To calculate average employee salary, we included only salaries of permanent, active, non-union, full-time employees.

Our executive compensation programs are designed to motivate management to deliver strong corporate performance and invest the company's capital in ways that minimize risk and maximize return, while supporting our core business goals.

We benchmark our executive compensation programs against a group of similar companies in Canada and the U.S. to ensure we are rewarding our executives at a competitive level.

Our base salaries offer fixed compensation for performing day-to-day responsibilities, while balancing the individual's role and competency, market conditions, and attraction and retention issues.

Pay for Performance

We have a full array of compensation and benefit programs designed to attract and retain talent. In addition to base salary, our employees participate in Enbridge's short-term incentive plan (STIP), which rewards performance based on a combination of corporate, business unit and individual goals that are set at the beginning of the year.

Through the STIP, all of our employees, including executives, are incented to achieve not only financial results but also operational results in the areas of safety and environmental performance, as well as customer and employee-based measures.

Operational performance is central to assessing our overall performance as an organization. To reinforce this, STIP awards are directly linked to operational performance, which covers personal, public and process safety, system reliability, and environmental performance.

All Enbridge executives have a significant component of their incentive tied to operational business unit results, as well as corporate measures. For those executives who have primary responsibility for overall corporate performance, the corporate performance metrics are given more weight. Business unit performance metrics are given the most weight for executives with primary responsibility within an operating business unit.

The following table presents the percentage of STIP awards tied to safety, system integrity and environmental performance for the company's senior executives. Percentages are broken down by the executives' corporate, business unit and individual goals, and then shown as a combined total:

	Company	Business Unit	Individual	Total
Chief Executive Officer	60%	20%	20%	15.5% – 21.5%
Executive Vice President (business unit)	25%	50%	25%	22.5% – 30%
Executive Vice President (corporate)	60%	20%	20%	9.5%

Positive Work Environment

We are committed to developing and maintaining a diverse and inclusive work environment, and promoting a healthy and positive work environment.

Our human resources policies affirm our strong commitment to treating all employees with dignity and respect. We also subscribe to the principles of a fair and equitable work environment.

Our work environment promotes a diversity of roles and enriched job experience through project work, secondment opportunities, cross-business unit mobility and participation on cross-functional teams. We also support employees who are interested in actively contributing to the communities in which they live and work, through a variety of volunteer opportunities and through our annual employee-led United Way campaign.

We annually recognize employees who significantly contribute to their communities on their own time and, under our Volunteers in Partnership program, we donate to their respective charities.

Our [energy4everyone \(e4e\)](#) initiative offers another opportunity for employees to donate their time to participate in project delivery in locations such as Costa Rica, Nicaragua, Peru, Ghana and Tanzania (please see map at right for more details). The e4e initiative seeks to implement practical and sustainable solutions to improve access to energy for communities in need. For more information, please see the Community Investment section of our [2013 CSR Report](#).



The value of mentoring and being mentored contributes to a positive work environment. Our mentorship programs, both internal and external, offer an additional opportunity for us to support employees in their roles and enhance their workplace experience. Our internal mentoring program now operates across the enterprise.

We regularly recognize our employees' achievements through a range of formal activities and programs, including service awards, monetary gifts and recognition through internal communications channels and creating opportunities for challenging assignments.

Turnover

Our total turnover for 2013 was 549 permanent employees. For the year ended December 31, 2013, the turnover rate breakdown by gender and business unit (voluntary and involuntary) was as follows:

		Liquids Pipelines (Canada & US)	Major Projects (Canada & US)	Gas Transportation	Gas Distribution	Corporate & International	Enterprise-wide
Voluntary	Male	2.5%	3.5%	6.6%	1.8%	2.0%	3.3%
	Female	4.0%	4.1%	3.8%	1.1%	5.3%	3.1%
	Total	3.0%	3.8%	5.8%	1.5%	3.5%	3.2%
Involuntary	Male	1.3%	1.4%	3.3%	0.7%	2.4%	1.7%
	Female	0.7%	1.9%	2.0%	0.9%	3.5%	1.3%
	Total	1.1%	1.6%	3.0%	0.8%	2.9%	1.5%
Retirement	Male	1.1%	0.3%	0.7%	3.4%	0.4%	1.5%
	Female	0.5%	1.1%	0.9%	3.4%	1.3%	1.6%
	Total	0.9%	0.6%	0.8%	3.4%	0.8%	1.6%
Death	Male	0.0%	0.0%	0.1%	0.2%	0.0%	0.1%
	Female	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
	Total	0.0%	0.0%	0.1%	0.2%	0.0%	0.1%

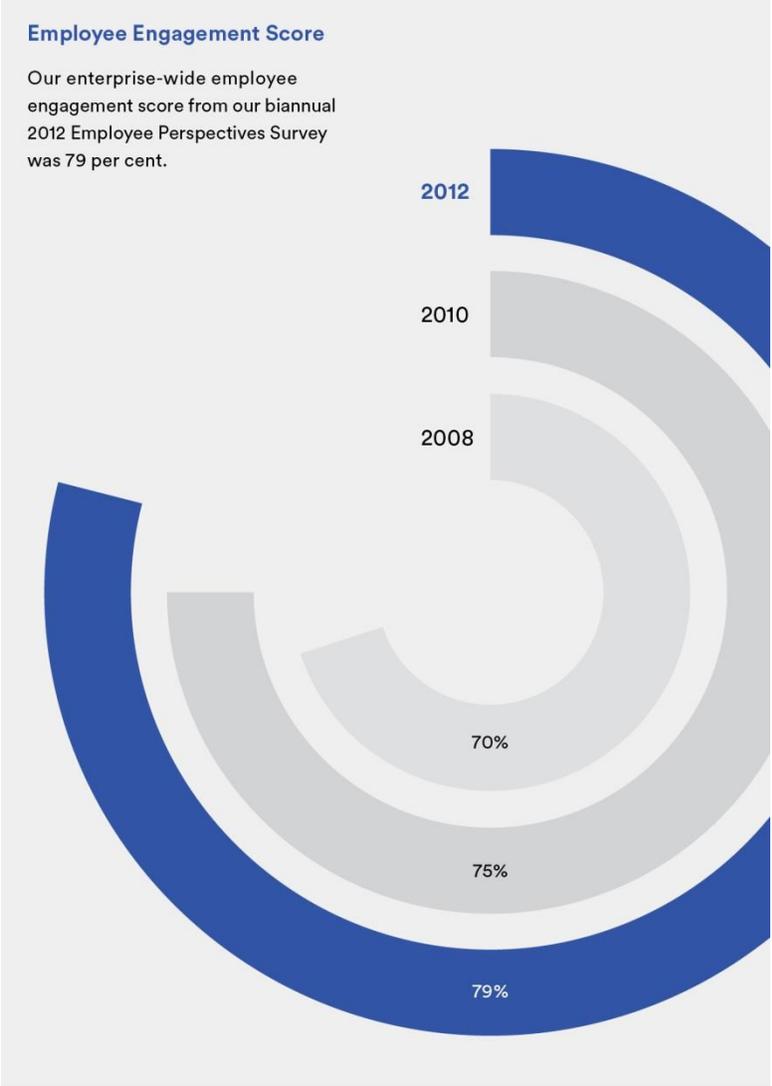
		Liquids Pipelines (Canada & US)	Major Projects (Canada & US)	Gas Transportation	Gas Distribution	Corporate & International	Enterprise-wide
Total Turnover	Male	5.0%	5.2%	10.7%	6.1%	4.8%	6.6%
	Female	5.2%	7.1%	6.6%	5.4%	10.1%	6.0%
	Total	5.1%	6.0%	9.6%	5.9%	7.3%	6.4%

Employee Perspectives Survey

We offer a dedicated channel for employees to communicate their feedback to their leaders through the Employee Perspectives Survey. The survey is administered every second year, with the next one scheduled for 2014.

The survey is an important component of our commitment to our people and is an important gauge of employee engagement levels. Our employees are invited to provide their feedback on a wide variety of subjects, such as benefits, work-life balance, work processes, CSR and more. The results are then used to generate insights and identify opportunities for improvement that are incorporated in the development of business and people-focused strategies. To allow for the full involvement of employees at all levels in determining solutions and to provide sufficient time to implement action plans, we conduct this survey every two years. The survey is administered by the third-party consulting firm Aon Hewitt.

Our 2012 employee engagement score of 79 per cent was up four percentage points compared with our previous survey in 2010 and placed Enbridge within the Best Employer zone, significantly exceeding the North American average and several other benchmarks, including the averages for all Alberta employers, the Canadian oil and gas industry, and the North American energy industry. Engagement scores are based on responses to key engagement questions that reflect the percentage of team members who are emotionally and intellectually committed to the company. Team member engagement is a vital measure for any company because high engagement scores correlate with high organizational performance, productivity, team-member satisfaction and retention.



Performance and Career Development Reviews

In 2013, Enbridge leaders completed performance reviews—via Enbridge’s online performance management system—covering 90 per cent of our permanent employees. The remaining 10 per cent includes some unionized employees whose feedback was captured through a paper-based mechanism; employees on long-term disability; employees who started after October 1, 2013, as well as some small groups in operating areas in Canada and the U.S.

Training and Education

In 2013, our investment in training and development was approximately 1.5 per cent of total salary costs. This equated to \$1,698 per employee.

We use a learning management system to track training information pertaining to our employees. However, because our business units have specific training needs and training programs that are not centrally managed, no data are available to report enterprise-wide statistics on the yearly average number of training hours.

Our investment in training and education provides internal technical training, functionally specific training, and leadership and core competency training, enabling our employees to acquire and enhance the skill sets needed to perform their best in their current roles and to prepare for future roles.

Skills Management and Lifelong Learning

We place great value and strong focus on the continuing development of all of our employees. Employee and leadership development is fundamental to the values of the enterprise and the successful execution of our strategic plans and future success.

Our Leadership and Employee Development Framework is based on a balanced combination of targeted experiences intended to equip employees for success throughout their career. Aimed at strengthening technical, functional and non-technical skills, this framework involves participation in formal learning and development programs, partnered with experiential learning opportunities provided through on-the-job learning, special projects or assignments, mentoring relationships and other self-directed learning.

Annually, all employees create individual development plans in partnership with their leaders. These plans form the basis of skill and competency development and career progression.

To ensure that the diverse technical, functional and non-technical needs of all employees are encouraged and supported, Enbridge offers a variety of approaches to learning. Some examples of these approaches are as follows:

- New employees begin their career with a comprehensive “Getting Onboard with Enbridge” program that supports them throughout their first three months to ensure early success in their new roles.
- Enbridge provides relevant, high-calibre internal programs that enhance core and leadership competencies through our Enbridge University (ENBU) via three unique campuses—two in Canada and one in the U.S. Each campus offers a variety of programming in the areas of energy studies, business acumen, leadership development, project and risk management, and personal excellence. Courses are delivered through instructor-led sessions utilizing either external facilitators or subject-matter experts from within Enbridge and via self-directed online modules, depending on the nature of the course material. Courses are focused on concepts and skills that Enbridge employees and leaders can directly apply in their current roles and will help them qualify for future opportunities.
- A comprehensive technical training curriculum specific to enhancing operational skill is offered at department, discipline and/or job levels throughout the enterprise. Each business unit develops curriculum and delivery models appropriate for the skill to be developed and to ensure compliance to all safety, regulatory and business unit requirements. Skills are developed through a combination of hands-on demonstration, theory, testing, state-of-the-art simulators and on-the-job training. A learning management system is used to support registration and tracking.

- Formal and informal coaching and mentoring programs are available to all employees.
- External courses, certificates, designations and degrees are supported through departmental sponsorship and the enterprise-wide Education Tuition Reimbursement Program.

Other career and personal development opportunities include:

- Community volunteer programs
- Special projects assignments
- In-house career planning workshops
- Flexible job progression through career ladders
- Targeted internal job rotations or job assignments
- energy4everyone (please see 'Positive Work Environment' above for more details)

Throughout their career at Enbridge, employees are offered information on retirement planning and pension management. As employees approach retirement, Enbridge offers pre-retirement workshops to assist them in making a successful transition to retirement from the workplace. This includes segments on financial planning, goal setting and lifestyle changes.

Safety and Awareness

Before our employees are authorized to perform any job that may have health or safety risks associated with it, they must complete mandatory training. As well, within each of our business units and at each of our sites, we have established health and safety committees, which meet regularly to discuss and proactively implement changes in response to: legislation; new company policies and practices to continuously improve safety performance; and new understandings gained from analyzing incidents.

Employee Assistance

If a serious injury occurs, we arrange for counselors to be brought in for the team. We also offer the Employee and Family Assistance Program (EFAP) to employees and their families in need of help in a variety of areas. In addition to providing assistance in dealing with an illness or injury, employees and their families can access help related to:

- Alcohol and drug dependencies
- Marital and family concerns
- Outplacement and retirement issues
- Bereavement
- Depression, stress and anxiety
- Long-term or major illness

All services under the EFAP are provided by, or coordinated through, an independent consulting firm with certified professional counselors. All EFAP counselors are qualified psychologists or social workers, who are required to maintain employees' confidentiality.

Diversity, Inclusion and Equal Opportunity

We support employment equity legislation requiring that fair and equitable employment opportunities be available to all people. We are also committed to the principles and practices of an inclusive workplace, to creating a workforce that, at all levels, is representative of the diverse population we serve, and to providing a working

environment that encourages all people to participate on an equitable basis in employment, training and career advancement opportunities consistent with their abilities, qualifications and aspirations.

Our employment equity and affirmative action programs have the following principal objectives:

- The achievement and maintenance of a workforce in compliance with relevant legislation, taking into account such factors as workforce availability
- The identification and removal of systemic barriers in employment systems, policies, procedures and practices that may have an adverse effect on the employment or career progression of any employee
- The implementation of special measures and programs to correct the effects of employment disadvantages and to promote the workforce participation of designated groups
- The development of initiatives that ensure employees can work at their full potential

In light of these objectives, we:

- Hire based on merit and job requirements, ensuring that the recruitment lens captures the available labour force in its entirety
- Treat employees equitably with respect to access to developmental and career advancement opportunities, training and other conditions of employment consistent with their performance and qualifications
- Support and remain committed to programs and initiatives that foster equal employment opportunity and non-discriminatory employment practices

Our Liquids Pipelines business unit (LP) has created three dedicated positions led by the Manager, Diversity, and is implementing a three-year Employment Equity, Diversity and Inclusion Plan for all LP operations in Canada. We have formed a Diversity Steering Committee, and have undertaken a number of activities and initiatives that promote diversity and inclusion across LP.

LP (Canada) complies with the regulations of the Employment Equity Act and, as such, is required to report annually on workforce composition in relation to the four equity groups covered by the Act: women; people with disabilities; visible minorities; and Aboriginal people. Each new employee receives a workforce survey questionnaire, asking him or her to voluntarily self-identify if he or she is a member of one or more of the four groups. We provide this information to the federal government and use it internally to determine areas of under-representation both in terms of aggregate representation and representation at various levels of the organization. The information guides our strategic diversity and equity initiatives with the intention of developing a workforce that aligns with the availability of the equity groups in the labour force, as well as becoming more representative of the communities in which we operate. We do not keep employment statistics based on membership in identified diversity groups on an enterprise-wide basis.

We understand that the organizational culture must support voluntary self-identification, and we will be launching a full Count Yourself In strategy in 2014 to encourage employees to self-identify in the designated groups.

Our U.S. operations routinely track the minority composition of their workforce to comply with government reporting. Effective October 1, 2010, we implemented an Affirmative Action Plan in the U.S. In compliance with the plan, we track the ethnicity of all job applicants and employees based on a self-identification process. Through tracking efforts, we identify specific jobs in which we have an under-representation of minority groups. Through analysis of this information, we have established placement targets and have enhanced recruitment efforts to diversify our applicant pool, with the intention of establishing a workforce that is more representative of the geographic areas in which Enbridge operates.

We are currently developing a Diversity Dashboard that will look at other breakdowns of interest to us, including categories not captured by legislation. We know that diversity and inclusion metrics will enable us to track and measure our progress in this area, and we intend to establish benchmarking tools to supplement the legislative data requirements described above.

We have also instigated a network of employees, Diversity Liaisons, who will be able to communicate ideas and issues from a local and regional perspective.

A key foundational initiative for us in 2013 was the creation of five new Employee Resource Groups. These groups provide benefits to members through networking, professional development, peer support and specific activities to meet the needs of the constituent groups, and support the organization through enhancing attraction, engagement and retention by providing insights into the strengths and opportunities of the employees. These groups address the needs and challenges of women, women engineers, the LGBT and allied community, parents, internationally educated professionals and global talent, and young professionals.

Composition of Board of Directors

Enbridge's Board of Directors comprises 12 Directors, 11 of whom are considered to be independent and one of whom, Al Monaco, serves as Enbridge's President & CEO. Two of our Directors are female, which is about 17 per cent of the Board Directors.

As of December 31, 2013, Enbridge Inc.'s Board of Directors consisted of the following directors:

- David A. Arledge
- James J. Blanchard
- J. Lorne Braithwaite
- J. Herb England
- Charles W. Fischer
- V. Maureen Kempston Darkes
- David A. Leslie
- Al Monaco
- George K. Petty
- Charles E. Shultz
- Dan C. Tutchter
- Catherine L. Williams.

Biographies of the directors are available [here](#).

Breakdown of Permanent Employees by gender and age

As of December 31, 2013, Enbridge employed 8,598 permanent employees. The approximate breakdown by gender was 66 per cent male and 34 per cent female. The breakdown by age group was as follows:

Age Group	Employee Count
up to 24	270
25 to 29	997
30 to 34	1,273
35 to 39	1,184
40 to 44	1,145
45 to 49	1,151
50 to 54	1,184
55 to 59	892
60 and above	502
Enterprise Total—Permanent	8,598

The average age was 42.8 years. The average age of females was 42.2 and the average age of males was 43.1.

As of December 31, 2013, Enbridge's senior management, which is defined as director level and above, included 57 females and 234 males. This equates to 80 per cent male and 20 per cent female.

Breakdown of Temporary Employees by gender and age

Enbridge employed 252 temporary employees as of December 31, 2013. The approximate breakdown by gender was 54 per cent male and 46 per cent female. The breakdown by age group was as follows:

Age Group	Employee Count
up to 24	63
25 to 29	56
30 to 34	26
35 to 39	21
40 to 44	19
45 to 49	14
50 to 54	9
55 to 59	15
60 and above	29
Enterprise Total—Temporary	252

There are 18 individuals who are senior executives (senior vice presidents and above). Three are females and they comprise 17 per cent of this group.

Average salary ratio male to female by job ladder level (%)—2013

Level 1 (Entry)	100.1
Level 2 (Intermediate)	99.0
Level 3 (Fully qualified)	100.4
Level 4 (Specialist 1/Team Lead)	100.9
Level 5 (Specialist 2/Supervisor)	104.4
Level 6 (Specialist 3/Manager)	100.1
Level 7 (Sr. Specialist/Senior Manager)	102.1

Percentage of employees covered by collective bargaining agreements

As of December 31, 2013, there were 948 employees covered by a negotiated agreement, representing 11.0 per cent of the permanent employee base.

<i>Business unit / area within Enbridge</i>	<i>Bargaining Unit</i>	<i>Geographical Area</i>	<i>Number of Employees as of December 31, 2013</i>
Enbridge Gas Distribution	Local 975, Communications, Energy and Paperworkers Union of Canada (CEP)	Ontario (franchise area)	750
Enbridge Gas Storage	Joint Industrial Council	Sarnia, Ontario	14
Liquids Pipelines—U.S.: Chicago and Superior Regions	Local 2003, United Steel Workers of America (USW)	Minnesota, Wisconsin, Michigan, Illinois, Indiana	131
Liquids Pipelines—U.S.: Cushing Region	Local 348, United Steel Workers of America (USW)	Kansas, Oklahoma, Missouri	28

<i>Business unit / area within Enbridge</i>	<i>Bargaining Unit</i>	<i>Geographical Area</i>	<i>Number of Employees as of December 31, 2013</i>
St. Lawrence Gas	Local 97, International Brotherhood of Electrical Workers (IBEW)	Massena, New York	25
Total Number of Employees Covered by a Negotiated Agreement			948

Minimum notice periods: The Enbridge Gas Distribution/Local 975 CEP collective agreement contains a 60-day minimum notice period. Enbridge's other collective bargaining agreements do not contain any minimum notice periods.

For More Information

Please see the [Human Health and Safety performance data sheet](http://www.csr.enbridge.com) on www.csr.enbridge.com.