The Alberta Gazette

Part I

Vol. 104 Edmonton, Monday, December 15, 2008 No. 23

GOVERNMENT NOTICES

Advanced Education and Technology

Hosting Expenses Exceeding $600.00
For the period July 1 to September 30, 2008

Function Name: Chinese Business Community Networking Reception and Dinner*
Date: May 19, 2008
Amount: $ 2,861.18
Purpose: Business networking reception with expatriate Albertans, alumni from Alberta post secondary institutions and the business community to attract skilled workers, build relationships, and promote Alberta opportunities.
Location: Shanghai, China

Function Name: Alberta Forestry Research Institute Board Meeting*
Date: May 21-22, 2008
Amount: $ 782.00
Purpose: Board meeting to discuss the past activities and identify potential future activities.
Location: Hinton, Alberta

Function Name: Launch of Technology Commercialization Action Plan*
Date: June 11, 2008
Amount: $ 3,224.00
Purpose: Stakeholder and media event to announce Alberta's plan to expand the number of high tech companies and increase the pace of developing technology into marketable products.
Location: Edmonton, Alberta

Function Name: Annual Meeting of International Education Branch and International Contacts from Alberta's Post-secondary Institutions *
Date: June 11, 2008
Amount: $ 685.58
Purpose: Meeting with representatives from Alberta's Post-secondary Institutions to discuss initiatives and common concerns in the international field, and network with colleagues from other post-secondary institutions.
Location: Calgary, Alberta

Function Name: Alberta Science and Research Authority (ASRA) Board Meeting *
Date: June 20, 2008
Amount: $ 1,601.74
Purpose: Board meeting and recognition luncheon for past board members.
Location: Edmonton, Alberta

Function Name: Orientation Dinner for Alberta Scientific Review Panel Chair and Members
Date: July 21, 2008
Amount: $ 1,289.15
Purpose: Dinner to welcome and orientate the Alberta Scientific Review Panel Chair and Members in preparation for the upcoming 2008-09 Alberta Science and Research Investments Program Competition.
Location: Edmonton, Alberta

Function Name: Dinner for Recipient of Global Energy International Prize 2008
Date: July 22, 2008
Amount: $ 2,586.41
Purpose: Dinner hosted by Alberta Energy Research Institute (AERI) to honor Dr. Clem Bowman who was a joint recipient of the prestigious Global Energy International Prize 2008 for "the development of highly efficient technologies and utilities for extracting oil from oil shale and oil sands".
Location: Calgary, Alberta

Function Name: Dinner for Research Institutes' Co-Chairs and Executive Directors to Identify Collaborative Opportunities for Strategic Plans
Date: July 28, 2008
Amount: $ 962.88
Purpose: Alberta Life Sciences Institute (ALSI) hosted a dinner for the five Research Institutes' Co-Chairs and Executive Directors to indentify collaborative opportunities/initiatives for their respective 2009-2014 Strategic Plans.
Location: Edmonton, Alberta

Function Name: Roles and Mandates - Research and Innovation System - Stakeholder Consultation
Date: July 29, 2008
Amount: $ 5,485.06
Purpose: Over 130 key stakeholders from the publicly-funded system, research organizations, and post-secondary institutions, along with guests from the private sector, participated in a consultation to provide input on enhancing the effectiveness of Alberta's provincially funded research and innovation system.
Location: Edmonton, Alberta

Function Name: Canada-India Nanotechnology/Nanobiotechnology Workshop
Date: August 10-11, 2008
Amount: $ 2,461.74
Purpose: The workshop enabled Alberta and India stakeholders to network, identify areas of complementary research opportunities, and prepare joint research proposals in the field of nanotechnology.
Location: Edmonton, Alberta

Function Name: Public Announcement of New iCore Industry Chair
Date: July 30, 2008
Amount: $ 2,614.00
Purpose: Public announcement of the new Alberta Information Circle of Research Excellence (iCORE) Industry Chair.
Location: Calgary, Alberta

Function Name: Internal Research Advisory Committee (IRAC) Dinner
Date: August 19-20, 2008
Amount: $ 989.00
Purpose: Internal Research Advisory Committee Meeting.
Location: Banff, Alberta

Function Name: iCORE Banff 2008 Summit
Date: August 21-23, 2008
Amount: $ 21,264.00
Purpose: To bring together Alberta Information Circle of Research Excellence (iCORE) researchers and students for the purpose of interaction and connecting opportunities.
Location: Banff, Alberta

Function Name: Materials and Reliability in Oil Sands (MARIOS) Consortium Start-up
Date: September 18, 2008
Amount: $ 663.20
Purpose: Discuss goals and provide introduction/information about the MARIOS program and persuade consumers to commit to joining the program.
Location: Calgary, Alberta

*The date shown is the date of the hosting function; however, these hosting expenses were paid during the period July 1 to September 30, 2008.

Agriculture and Rural Development

Form 15

(Irrigation Districts Act)
(Section 88)

Notice to Irrigation Secretariat:
Change of Area of an Irrigation District

On behalf of the **Western Irrigation District**, I hereby request that the Irrigation Secretariat forward a certified copy of this notice to the Registrar for Land Titles for the purposes of registration under Section 22 of the *Land Titles Act* and arrange for notice to be published in the Alberta Gazette.

The following parcels of land should be **removed** from the irrigation district and the notation removed from the certificate of title:

LINC Number	Short Legal Description as shown on title	Title Number
0030 913 157	0510352;1;1	081 352 096

I certify the procedures required under part 4 of the *Irrigation Districts Act* have been completed and the area of the **Western Irrigation District** should be changed according to the above list.

Rebecca Fast, *Office Administrator,*
Irrigation Secretariat.

Culture and Community Spirit

Hosting Expenses Exceeding $600.00
For the period July 1 to September 30, 2008

Function: Alberta Foundation for the Arts Board Client Reception
Date: May 28-30, 2008
Amount: $4,168.25
Purpose: To provide appetizers and refreshments for clients of the Foundation.
Location: Banff Centre for the Arts, Banff, AB

Function: Alberta Human Rights and Citizenship Commission Publication Launch Event for Human Rights in Alberta
Date: June 3, 2008
Amount: $630.64
Purpose: To provide light refreshments for the attendees of the event.
Location: Norquest College, Edmonton, AB

Function: Alberta Foundation for the Arts Meeting with Minister and the Arts Community
Date: June 3, 2008
Amount: $1,700.00
Purpose: To provide appetizers and refreshments for the participants of the meeting.
Location: Winspear Centre, Edmonton, AB

Function: History Road Event for Volunteers
Date: June 13-15, 2008
Amount: $730.32
Purpose: To provide lunch and refreshments for volunteers for History Road event.
Location: Reynolds Alberta Museum, Wetaskiwin, AB

Function: Exhibition at Capital Arts Branch
Date: August 14, 2008
Amount: $2,210.50
Purpose: To provide dinner and refreshments for 250 attendees at the Exhibition at Capital Arts Branch. The purpose of the reception was to invite the arts community to see the show.
Location: Arts Branch, Edmonton, AB

Function: Arts Day – Featuring Alberta Food Products
Date: September 6, 2008
Amount: $2,541.00
Purpose: To provide hot appetizers, sweets and beverages for 200 invited guests and 15 staff at the reception featuring Alberta Food Products.
Location: Southern Alberta Jubilee Auditorium, Calgary,AB

Employment Immigration and Industry

Hosting Expenses Exceeding $600.00
For the quarter ended March 31, 2008

Date: October 29 & 30, 2007 (held in October but paid in 4th quarter)
Amount: $3,623.67
Purpose: Labour Standards and Workplace Safety – Workplace Innovation and Continuous Improvement. Compliance Management Information System (CMIS) requirements gathering session where needs for new system were addressed by compliance staff, contact centre staff, Labour Standards and Workplace Safety Division and other stakeholders (50 attendees)
Location: Edmonton, AB

Date: November 1, 2007 (held in November but paid in 4th quarter)
Amount: $1,122.37
Purpose: Immigration, Economic and Rural Development – Labour Attraction and Industry Competitiveness. Reception held for the Indian Oil and Gas Industry and Alberta mission participants at the Canadian High Commission in India (75 attendees)
Location: New Delhi, India

Date: November 6, 2007 (held in November but paid in 4th quarter)
Amount: $889.25
Purpose: Labour Standards and Workplace Safety – Workplace Innovation and Continuous Improvement. Session held with staff and stakeholders to address business requirements for Collective Bargaining Agreement system (approximately 25 attendees)
Location: Edmonton, AB

Date: November 21 & 22, 2007 (held in November but paid in 4th quarter)
Amount: $4,049.37
Purpose: Immigration, Economic and Rural Development – Labour Attraction and Industry Competitiveness. Recruitment Information session held to inform Health Workforce stakeholders on the international market intelligence gathered to date on the attraction of nurses and physicians. The session also covered the roles of both the government and stakeholders, the issues surrounding attraction, retention and repatriation of foreign health workers, an overview of existing and planned government Initiatives and a go forward strategy (approximately 60 attendees)
Location: Edmonton, AB

Date: November 29, 2007 (held in November but paid in 4th quarter)
Amount: $1,550.33
Purpose: Immigration, Economic and Rural Development – Labour Attraction and Industry Competitiveness. Nursing information session for stakeholders on recruiting nurses to Alberta (Open house – no sign in required)
Location: Calgary, AB

Date: December 3, 2007 (held in December but paid in 4th quarter)
Amount: $1,427.50
Purpose: Labour Standards and Workplace Safety – Workplace Innovation and Continuous Improvement. Lunch held for Launch of Temporary Foreign Workers Advisory Office (75 attendees)
Location: Edmonton, AB

Date: December 10, 2007 (held in December but paid in 4th quarter)
Amount: $1,957.98
Purpose: Delivery Services – Central Region. Employer Symposium with keynote speaker held for various industry employers on recruiting and retaining under-represented groups into the workplace (73 attendees)
Location: Red Deer, AB

Date: January 17, 2008
Amount: $1,532.68
Purpose: Labour Standards and Workplace Safety Division - Workplace Health & Safety and Employment Standards. Service Providers and Community Stakeholders Consultation (32 attendees)
Location: Fort McMurray, AB

Date: February 5 & 6, 2008
Amount: $4,133.57
Purpose: Immigration, Economic and Rural Development – Labour Attraction and Industry Competitiveness. Meeting held for recruiting agencies, immigration consultants and third party agencies to inform them of the Fair Trading Act and Alberta's commitment to treating foreign workers fairly (approximately 125 attendees per day)
Location: Edmonton, AB and Calgary, AB

Date: February 22, 2008
Amount: $1,394.05
Purpose: Immigration, Economic and Rural Development – Labour Attraction and Industry Competitiveness. Session held for attendees of the New Jersey Nursing Students Convention as part of Alberta's attraction initiative in the U.S. market (approximately 200 attendees)
Location: Atlantic City, NJ

Date: February 26-29, 2008
Amount: $638.97
Purpose: Delivery Services – Northeast Region. Training initiative with Aboriginal Partners to provide foundations of assessment training for Aboriginal Partners across the Northeast region (approximately 25 attendees)
Location: St. Paul, AB

Date: February 29, 2008
Amount: $2,938.69
Purpose: Labour Standards and Workplace Safety – Workplace Innovation and Continuous Improvement. Session held to present policy and procedure manual for Labour Standards and Workplace Safety to staff and stakeholders (50 attendees)
Location: Edmonton, AB

Date: March 26-27, 2008
Amount: $1,586.43
Purpose: Delivery Services – Northwest Region. Information session to provide representatives from Aboriginal communities with information on funding options and sources to support training and employment initiatives for their communities (45 attendees)
Location: High Prairie, AB

Date: April 14, 2008 (held in April paid in 4th quarter)
Amount: $1,625.09
Purpose: Labour Standards and Workplace Safety – Workplace Innovation and Continuous Improvement. Compliance Management Information System (CMIS) requirements gathering session where needs for new system were addressed by compliance staff and stakeholders (25 attendees)
Location: Edmonton, AB

Finance and Enterprise

Hosting Expenses Exceeding $600.00
For the period April 1, 2008 to June 30, 2008

Function: Alberta Nitrogen & Sulfur Oxides Control Technologies Symposium.
Purpose: Symposium on commercial technologies.
Date(s): April 8-9, 2008
Location: Edmonton, Alberta
Amount: $2535.89

Function: Energy and Supply Chain Investment Mission to Belgium and Germany to Promote Partnerships and Supply Chain Expansion Opportunities.
Purpose: Hosting Alberta delegation at meetings with companies and officials representing the petrochemical clusters.
Date(s): April 19-26, 2008
Location: Germany/Belgium
Amount: $1625.14

Function: Alberta Economic Development Authority Board of Management Meeting.
Purpose: Luncheon for board members and guests prior to meeting.
Location: Edmonton
Amount: $1364.81

Function: Economic Club of Toronto – Speech by Hon. Iris Evans.
Purpose: Hosting Toronto manufacturing community (aerospace, metal fabrication) currently doing business in Alberta.
Date(s): May 29, 2008
Amount: $690.00

Insurance Notice

(Insurance Act)

Notice is hereby given that effective December 31, 2008 **Pennsylvania Life Insurance Company** withdrew from the Province of Alberta pursuant to section 53 of the Insurance Act.

Arthur Hagan, FCIP, CRM
Deputy Superintendent of Insurance.

Safety Codes Council

(Safety Codes Act)

Agency Accreditation

Pursuant to Section 30 of the Safety Codes Act it is hereby ordered that

Solucore Inc., Accreditation No. A000835, Order No. 2670

Having satisfied the terms and conditions of the Safety Codes Council is authorized to provide services under the Safety Codes Act for **Elevators**

Accredited Date: November 17, 2008 Issued Date: November 17, 2008.

Alberta Securities Commission

FORM 51-102F6
STATEMENT OF EXECUTIVE COMPENSATION
(in respect of financial years ending on or after December 31, 2008)

(Securities Act)

Made as a rule by the Alberta Securities Commission on September 10, 2008 pursuant to sections 223 and 224 of the Securities Act.

Table of Contents

FORM 51-102F6
STATEMENT OF EXECUTIVE COMPENSATION
(in respect of financial years ending on or after December 31, 2008)

ITEM 1 – GENERAL PROVISIONS

1.1 Objective

All direct and indirect compensation provided to certain executive officers and directors for, or in connection with, services they have provided to the company or a subsidiary of the company must be disclosed in this form.

The objective of this disclosure is to communicate the compensation the board of directors intended the company to pay, make payable, award, grant, give or otherwise provide to each NEO and director for the financial year. This disclosure will provide insight into executive compensation as a key aspect of the overall stewardship and governance of the company and will help investors understand how decisions about executive compensation are made.

A company's executive compensation disclosure under this form must satisfy this objective.

1.2 Definitions

If a term is used in this form but is not defined in this section, refer to subsection 1.1(1) of the Instrument or to National Instrument 14-101 *Definitions*.

In this form,

"CEO" means an individual who acted as chief executive officer of the company, or acted in a similar capacity, for any part of the most recently completed financial year;

"CFO" means an individual who acted as chief financial officer of the company, or acted in a similar capacity, for any part of the most recently completed financial year;

"closing market price" means the price at which the company's security was last sold, on the applicable date,

(a) in the security's principal marketplace in Canada, or

(b) if the security is not listed or quoted on a marketplace in Canada, in the security's principal marketplace;

"company" includes other types of business organizations such as partnerships, trusts and other unincorporated business entities;

"equity incentive plan" means an incentive plan, or portion of an incentive plan, under which awards are granted and that falls within the scope of Section 3870 of the Handbook;

"external management company" includes a subsidiary, affiliate or associate of the external management company;

"grant date" means a date determined for financial statement reporting purposes under Section 3870 of the Handbook;

"incentive plan" means any plan providing compensation that depends on achieving certain performance goals or similar conditions within a specified period;

"incentive plan award" means compensation awarded, earned, paid, or payable under an incentive plan;

"NEO" or **"named executive officer"** means each of the following individuals:

(a) a CEO;

(b) a CFO;

(c) each of the three most highly compensated executive officers, or the three most highly compensated individuals acting in a similar capacity, other than the CEO and CFO, at the end of the most recently completed financial year whose total compensation was, individually, more than $150,000, as determined in accordance with subsection 1.3(6), for that financial year; and

(d) each individual who would be an NEO under paragraph (c) but for the fact that the individual was neither an executive officer of the company, nor acting in a similar capacity, at the end of that financial year;

"NI 52-107" means National Instrument 52-107 *Acceptable Accounting Principles, Auditing Standards and Reporting Currency;*

"non-equity incentive plan" means an incentive plan or portion of an incentive plan that is not an equity incentive plan;

"option-based award" means an award under an equity incentive plan of options, including, for greater certainty, share options, share appreciation rights, and similar instruments that have option-like features;

"plan" includes any plan, contract, authorization, or arrangement, whether or not set out in any formal document, where cash, securities, similar instruments or any other property may be received, whether for one or more persons;

"replacement grant" means an option that a reasonable person would consider to be granted in relation to a prior or potential cancellation of an option;

"repricing" means, in relation to an option, adjusting or amending the exercise or base price of the option, but excludes any adjustment or amendment that equally affects all holders of the class of securities underlying the option and occurs through the operation of a formula or mechanism in, or applicable to, the option;

“share-based award” means an award under an equity incentive plan of equity-based instruments that do not have option-like features, including, for greater certainty, common shares, restricted shares, restricted share units, deferred share units, phantom shares, phantom share units, common share equivalent units, and stock.

1.3 Preparing the form

(1) All compensation to be included

(a) When completing this form, the company must disclose all compensation paid, payable, awarded, granted, given, or otherwise provided, directly or indirectly, by the company, or a subsidiary of the company, to each NEO and director, in any capacity, including, for greater certainty, all plan and non-plan compensation, direct and indirect pay, remuneration, economic or financial award, reward, benefit, gift or perquisite paid, payable, awarded, granted, given, or otherwise provided to the NEO or director for services provided, directly or indirectly, to the company or a subsidiary of the company.

(b) Despite paragraph (a), in respect of the Canada Pension Plan, similar government plans, and group life, health, hospitalization, medical reimbursement and relocation plans that do not discriminate in scope, terms or operation and are generally available to all salaried employees, the company is not required to disclose as compensation

(i) any contributions or premiums paid or payable by the company on behalf of an NEO, or of a director, under these plans, and

(ii) any cash, securities, similar instruments or any other property received by an NEO, or by a director, under these plans.

(c) For greater certainty, the plans described in paragraph (b) include plans that provide for such benefits after retirement.

(d) If an item of compensation is not specifically mentioned or described in this form, it is to be disclosed in column (h) (“All other compensation”) of the summary compensation table in section 3.1.

(2) Departures from format

Although the required disclosure must be made in accordance with this form, the disclosure may

(a) omit a table, column of a table, or other prescribed information, if it does not apply, and

(b) add tables, columns, and other information, if necessary to satisfy the objective in section 1.1.

(3) Information for full financial year

If an NEO acted in that capacity for the company during part of the financial year for which disclosure is required in the summary compensation table, provide details of all of the compensation that the NEO received from the company for that financial year. This includes compensation the NEO earned in any other position with the company during the financial year.

Do not annualize compensation in a table for any part of a year when an NEO was not in the service of the company. Annualized compensation may be disclosed in a footnote.

(4) External management companies

(a) If one or more individuals acting as an NEO of the company are not employees of the company, disclose the names of those individuals.

(b) If an external management company employs or retains one or more individuals acting as NEOs or directors of the company and the company has entered into an understanding, arrangement or agreement with the external management company to provide executive management services to the company directly or indirectly, disclose any compensation that:

(i) the company paid directly to an individual employed, or retained by the external management company, who is acting as an NEO or director of the company; and

(ii) the external management company paid to the individual that is attributable to the services they provided to the company directly or indirectly.

(c) If an external management company provides the company's executive management services and provides executive management services to another company, disclose:

(i) the portion of the compensation paid to the individual acting as an NEO or director that the external management company attributes to services the external management company provided to the company; or

(ii) the entire compensation the external management company paid to the individual acting as an NEO or director. If the management company allocates the compensation paid to an NEO or director, disclose the basis or methodology used to allocate this compensation.

Commentary

An NEO may be employed by an external management company and provide services to the company under an understanding, arrangement or agreement. In this case, references in this form to the CEO or CFO are references to the *individuals who performed similar functions to that of the CEO or CFO. They are generally the same individuals who signed and filed annual and interim certificates to comply with Multilateral Instrument 52-109 Certification of Disclosure in Issuers' Annual and Interim Filings.*

(5) Director and NEO compensation

Disclose any compensation awarded to, earned by, paid to, or payable to each director and NEO, in any capacity with respect to the company. Compensation to directors and NEOs must include all compensation from the company and its subsidiaries.

Disclose any compensation awarded to, earned by, paid to, or payable to, an NEO, or director, in any capacity with respect to the company, by another person or company.

(6) Determining if an individual is an NEO

For the purpose of calculating total compensation awarded to, earned by, paid to, or payable to an individual under paragraph (c) of the definition of NEO,

(a) use the total compensation that would be reported under column (i) of the summary compensation table required by section 3.1 for each executive officer, as if that executive officer were an NEO for the company's most recently completed financial year, and

(b) exclude from the calculation,

(i) any compensation that would be reported under column (g) of the summary compensation table required by section 3.1,

(ii) any incremental payments, payables, and benefits to an executive officer that are triggered by, or result from, a scenario listed in section 6.1 that occurred during the most recently completed financial year, and

(iii) any cash compensation that relates to foreign assignments that is specifically intended to offset the impact of a higher cost of living in the foreign location, and is not otherwise related to the duties the executive officer performs for the company.

Commentary

The $150,000 threshold in paragraph (c) of the definition of NEO only applies when determining who is an NEO in a company's most recently completed financial year. If an individual is an NEO in the most recently completed financial year, disclosure of compensation in prior years must be provided if otherwise required by this form even if total compensation in a prior year is less than $150,000 in that year.

(7) Compensation to associates

Disclose any awards, earnings, payments, or payables to an associate of an NEO, or of a director, as a result of compensation awarded to, earned by, paid to, or payable to the NEO or the director, in any capacity with respect to the company.

(8) New reporting issuers

(a) Subject to paragraph (b) and subsection 3.1(1), disclose information in the summary compensation table for the three most recently completed financial years since the company became a reporting issuer.

(b) Do not provide information for a completed financial year if the company was not a reporting issuer for any part of that financial year, unless the company became a reporting issuer as a result of a restructuring transaction.

(c) If the company was not a reporting issuer at any time during the most recently completed financial year and the company is completing the form because it is preparing a prospectus, discuss all significant elements of the compensation to be awarded to, earned by, paid to, or payable to NEOs of the company once it becomes a reporting issuer, to the extent this compensation has been determined.

Commentary

1. *Unless otherwise specified, information required to be disclosed under this form may be prepared in accordance with the accounting principles the company uses to prepare its financial statements, as permitted by NI 52-107, or the Handbook.*

2. *The definition of "director" under securities legislation includes an individual who acts in a capacity similar to that of a director.*

ITEM 2 – COMPENSATION DISCUSSION AND ANALYSIS

2.1 Compensation discussion and analysis

(1) Describe and explain all significant elements of compensation awarded to, earned by, paid to, or payable to NEOs for the most recently completed financial year. Include the following:

(a) the objectives of any compensation program or strategy;

(b) what the compensation program is designed to reward;

(c) each element of compensation;

(d) why the company chooses to pay each element;

(e) how the company determines the amount (and, where applicable, the formula) for each element; and

(f) how each element of compensation and the company's decisions about that element fit into the company's overall compensation objectives and affect decisions about other elements.

(2) If applicable, describe any new actions, decisions or policies that were made after the end of the most recently completed financial year that could affect a reasonable person's understanding of an NEO's compensation for the most recently completed financial year.

(3) If applicable, clearly state the benchmark and explain its components, including the companies included in the benchmark group and the selection criteria.

(4) If applicable, disclose performance goals or similar conditions that are based on objective, identifiable measures, such as the company's share price or earnings per share. If performance goals or similar conditions are subjective, the company may describe the performance goal or similar condition without providing specific measures.

The company is not required to disclose performance goals or similar conditions in respect of specific quantitative or qualitative performance-related factors if a reasonable person would consider that disclosing them would seriously prejudice the company's interests. Companies do not qualify for this exemption if they have publicly disclosed the performance goals or similar conditions.

If the company does not disclose specific performance goals or similar conditions, state what percentage of the NEO's total compensation relates to this undisclosed information and how difficult it could be for the NEO, or how likely it will be for the company, to achieve the undisclosed performance goal or similar condition.

If the company discloses performance goals or similar conditions that are non-GAAP financial measures, explain how the company calculates these performance goals or similar conditions from its financial statements.

Commentary

1. *The information disclosed under section 2.1 will depend on the facts. Provide enough analysis to allow a reasonable person, applying reasonable effort, to understand the disclosure elsewhere in this form. Describe the significant principles underlying policies and explain the decisions relating to compensation provided to an NEO. Disclosure that merely describes the process for determining compensation or compensation already awarded, earned, paid, or payable is not adequate. The information contained in this section should give readers a sense of how compensation is tied to the NEO's performance. Avoid boilerplate language.*

2. *If the company's process for determining executive compensation is very simple, for example, the company relies solely on board discussion without any formal objectives, criteria and analysis, then make this clear in the discussion.*

3. *The following are examples of items that will usually be significant elements of disclosure concerning compensation:*

   - *contractual or non-contractual arrangements, plans, process changes or any other matters that might cause the amounts disclosed for the most recently completed financial year to be misleading if used as an indicator of expected compensation levels in future periods;*

   - *the process for determining perquisites and personal benefits;*

   - *policies and decisions about the adjustment or recovery of awards, earnings, payments, or payables if the performance goal or similar condition on which they are based are restated or adjusted to reduce the award, earning, payment, or payable;*

   - *the basis for selecting events that trigger payment for any arrangement that provides for payment at, following or in connection with any termination or change of control;*

   - *whether the company used any benchmarking in determining compensation or any element of compensation;*

   - *any waiver or change to any specified performance goal or similar condition to payout for any amount, including whether the waiver or change applied to one or more specified NEOs or to all compensation subject to the performance goal or similar condition;*

   - *the role of executive officers in determining executive compensation; and*

   - *performance goals or similar conditions in respect of specific quantitative or qualitative performance-related factors for NEOs.*

2.2 Performance graph

(a) This section does not apply to

(i) venture issuers,

(ii) companies that have distributed only debt securities or non-convertible, non-participating preferred securities to the public, and

(iii) companies that were not reporting issuers in any jurisdiction in Canada for at least 12 calendar months before the end of their most recently completed financial year, other than companies that became new reporting issuers as a result of a restructuring transaction.

(b) Provide a line graph showing the company's cumulative total shareholder return over the five most recently completed financial years. Assume that $100 was invested on the first day of the five-year period. If the company has been a reporting issuer for less than five years, use the period that the company has been a reporting issuer.

Compare this to the cumulative total return of at least one broad equity market index that, to a reasonable person, would be an appropriate reference point for the company's return. If the company is included in the S&P/TSX Composite Total Return Index, use that index. In all cases, assume that dividends are reinvested.

Discuss how the trend shown by this graph compares to the trend in the company's compensation to executive officers reported under this form over the same period.

Commentary

For section 2.2, companies may also include other relevant performance goals or similar conditions.

2.3 Option-based awards

Describe the process the company uses to grant option-based awards to executive officers. Include the role of the compensation committee and executive officers in setting or amending any equity incentive plan under which an option-based award is granted. State whether previous grants of option-based awards are taken into account when considering new grants.

ITEM 3 – SUMMARY COMPENSATION TABLE

3.1 Summary compensation table

(1) For each NEO in the most recently completed financial year, complete this table for each of the company's three most recently completed financial years that end on or after December 31, 2008.

Name and principal postion (a)	**Year (b)**	**Salary ($) (c)**	**Share-based awards ($) (d)**	**Option-based awards ($) (e)**	**Non-equity incentive plan compensation ($) (f)**		**Pension value ($) (g)**	**All other compen-sation ($) (h)**	**Total compen-sation ($) (i)**
					Annual incentive plans (f1)	**Long-term incentive plans (f2)**			
CEO	____ ____								
CFO	____ ____								
A	____ ____								
B	____ ____								
C	____ ____								

Commentary

Under subsection (1), a company is not required to disclose comparative period disclosure in accordance with the requirements of either Form 51-102F6 Statement of Executive Compensation, which came into force on March 30, 2004, as amended, or this form, in respect of a financial year ending before December 31, 2008.

(2) In column (c), include the dollar value of cash and non-cash base salary an NEO earned during a financial year covered in the table (a covered financial year). If the company cannot calculate the amount of salary earned in a financial year, disclose this in a footnote, along with the reason why it cannot be determined. Restate the salary figure the next time the company prepares this form, and explain what portion of the restated figure represents an amount that the company could not previously calculate.

(3) In column (d), disclose the dollar amount based on the grant date fair value of the award for a covered financial year.

(4) In column (e), disclose the dollar amount based on the grant date fair value of the award for a covered financial year. Include option-based awards both with or without tandem share appreciation rights.

(5) For an award disclosed in column (d) or (e), in a footnote to the table or in a narrative after the table,

(a) if the grant date fair value is different from the fair value determined in accordance with Section 3870 of the Handbook (accounting fair value), state the amount of the difference and explain the difference, and

(b) describe the methodology used to calculate the grant date fair value, disclose the key assumptions and estimates used for each calculation, and explain why the company chose that methodology.

Commentary

1. This commentary applies to subsections (3), (4) and (5).

2. The value disclosed in columns (d) and (e) of the summary compensation table should reflect what the board of directors intended to award or pay as compensation (grant date fair value) as set out in comment 3, below.

3. While compensation practices vary, there are generally two approaches that boards of directors use when setting compensation. A board of directors may decide the value in securities of the company it intends to award or pay as compensation. Alternatively, a board of directors may decide the portion of the potential ownership of the company it intends to transfer as compensation. A fair value ascribed to the award will normally result from these approaches.

A company may calculate this value either in accordance with a valuation methodology identified in Section 3870 of the Handbook or in accordance with another methodology set out in comment 5 below.

4. In some cases, the grant date fair value disclosed in columns (d) and (e) may differ from the accounting fair value. For financial statement purposes, the accounting fair value amount is amortized over the service period to obtain an accounting cost (accounting compensation expense), adjusted at year end as required.

5. While the most commonly used methodologies for calculating the value of most types of awards are the Black-Scholes-Merton model and the binomial lattice model, companies may choose to use another valuation methodology if it produces a more meaningful and reasonable estimate of fair value.

6. The summary compensation table requires disclosure of an amount even if the accounting compensation expense is zero. The amount disclosed in the table should reflect the grant date fair value following the principles described under comments 2 and 3, above.

7. Column (d) includes common shares, restricted shares, restricted share units, deferred share units, phantom shares, phantom share units, common *share equivalent units, stock, and similar instruments that do not have option-like features.*

(6) In column (e), include the incremental fair value if, at any time during the covered financial year, the company has adjusted, amended, cancelled, replaced or significantly modified the exercise price of options previously awarded to, earned by, paid to, or payable to, an NEO. The repricing or modification date must be determined in accordance with section 3870 of the Handbook. The methodology used to calculate the incremental fair value must be the same methodology used to calculate the initial grant.

This requirement does not apply to any repricing that equally affects all holders of the class of securities underlying the options and that occurs through a pre-existing formula or mechanism in the plan or award that results in the periodic adjustment of the option exercise or base price, an antidilution provision in a plan or award, or a recapitalization or similar transaction.

(7) Include a footnote to the table quantifying the incremental fair value of any adjusted, amended, cancelled, replaced or significantly modified options that are included in the table.

(8) In column (f), include the dollar value of all amounts earned for services performed during the covered financial year that are related to awards under non-equity incentive plans and all earnings on any such outstanding awards.

(a) If the relevant performance goal or similar condition was satisfied during a covered financial year (including for a single year in a plan with a multi-year performance goal or similar condition), report the amounts earned for that financial year, even if they are payable at a later date. The company is not required to report these amounts again in the summary compensation table when they are actually paid to an NEO.

(b) Include a footnote describing and quantifying all amounts earned on non-equity incentive plan compensation, whether they were paid during the financial year, were payable but deferred at the election of an NEO, or are payable by their terms at a later date.

(c) Include any discretionary cash awards, earnings, payments, or payables that were not based on pre-determined performance goals or similar conditions that were communicated to an NEO. Report any performance-based plan awards that include pre-determined performance goals or similar conditions in column (f).

(d) In column (f1), include annual non-equity incentive plan compensation, such as bonuses and discretionary amounts. For column (f1), annual non-equity incentive plan compensation relates only to a single financial year. In column (f2), include all non-equity incentive plan compensation related to a period longer than one year.

(9) In column (g), include all compensation relating to defined benefit or defined contribution plans. These include service costs and other compensatory items such as plan changes and earnings that are different from the estimated earnings for defined benefit plans and above-market earnings for defined contribution plans.

This disclosure relates to all plans that provide for the payment of pension plan benefits. Use the same amounts included in column (e) of the defined benefit plan table required by Item 5 for the covered financial year and the amounts included in column (c) of the defined contribution plan table as required by Item 5 for the covered financial year.

(10) In column (h), include all other compensation not reported in any other column of this table. Column (h) must include, but is not limited to:

(a) perquisites, including property or other personal benefits provided to an NEO that are not generally available to all employees, and that in aggregate are worth $50,000 or more, or are worth 10% or more of an NEO's total salary for the financial year. Value these items on the basis of the aggregate incremental cost to the company and its subsidiaries. Describe in a footnote the methodology used for computing the aggregate incremental cost to the company.

State the type and amount of each perquisite the value of which exceeds 25% of the total value of perquisites reported for an NEO in a footnote to the table. Provide the footnote information for the most recently completed financial year only;

(b) other post-retirement benefits such as health insurance or life insurance after retirement;

(c) all "gross-ups" or other amounts reimbursed during the covered financial year for the payment of taxes;

(d) the incremental payments, payables, and benefits to an NEO that are triggered by, or result from, a scenario listed in section 6.1 that occurred before the end of the covered financial year;

(e) the dollar value of any insurance premiums paid or payable by, or on behalf of, the company during the covered financial year for personal insurance for an NEO if the estate of the NEO is the beneficiary;

(f) the dollar value of any dividends or other earnings paid or payable on share-based or option-based awards that were not factored into the grant date fair value required to be reported in columns (d) and (e);

(g) any compensation cost for any security that the NEO bought from the company or its subsidiaries at a discount from the market price of the security (through deferral of salary, bonus or otherwise). Calculate this cost at the date of purchase and in accordance with Section 3870 of the Handbook; and

(h) above-market or preferential earnings on compensation that is deferred on a basis that is not tax exempt other than for defined contribution plans covered in the defined contribution plan table in Item 5. Above-market or preferential applies to non-registered plans and means a rate greater than the rate ordinarily paid by the company or its subsidiary on securities or other obligations having the same or similar features issued to third parties.

Commentary

1. *Generally, there will be no incremental payments, payables, and benefits that are triggered by, or result from, a scenario described in section 6.1 that occurred before the end of a covered financial year for compensation that has been reported in the summary compensation table for the most recently completed financial year or for a financial year before the most recently completed financial year.*

   If the vesting or payout of the previously reported compensation is accelerated, or a performance goal or similar condition in respect of the previously reported compensation is waived, as a result of a scenario described in section 6.1, the incremental payments, payables, and benefits should include the value of the accelerated benefit or of the waiver of the performance goal or similar condition.

2. *Generally, an item is not a perquisite if it is integrally and directly related to the performance of an executive officer's duties. If something is necessary for a person to do his or her job, it is integrally and directly related to the job and is not a perquisite, even if it also provides some amount of personal benefit.*

   If the company concludes that an item is not integrally and directly related to performing the job, it may still be a perquisite if the item provides an NEO with any direct or indirect personal benefit. If it does provide a personal benefit, the item is a perquisite, whether or not it is provided for a business reason or for the company's convenience, unless it is generally available on a non-discriminatory basis to all employees.

   Companies must conduct their own analysis of whether a particular item is a perquisite. The following are examples of things that are often considered perquisites or personal benefits. This list is not exhaustive:

   - *Cars, car lease and car allowance;*
   - *Corporate aircraft or personal travel financed by the company;*
   - *Jewellery;*
   - *Clothing;*

- *Artwork ;*
- *Housekeeping services;*
- *Club membership;*
- *Theatre tickets;*
- *Financial assistance to provide education to children of executive officers;*
- *Parking;*
- *Personal financial or tax advice;*
- *Security at personal residence or during personal travel; and*
- *Reimbursements of taxes owed with respect to perquisites or other personal benefit.*

(11) In column (i), include the dollar value of total compensation for the covered financial year. For each NEO, this is the sum of the amounts reported in columns (c) through (h).

(12) Any deferred amounts must be included in the appropriate column for the covered financial year in which they are earned.

(13) If an NEO elected to exchange any compensation awarded to, earned by, paid to, or payable to the NEO in a covered financial year under a program that allows the NEO to receive awards, earnings, payments, or payables in another form, the compensation the NEO elected to exchange must be reported as compensation in the column appropriate for the form of compensation exchanged: Do not report it in the form in which it was or will be received by the NEO. State in a footnote the form of awards, earnings, payments, or payables substituted for the compensation the NEO elected to exchange.

3.2 Narrative discussion

Describe and explain any significant factors necessary to understand the information disclosed in the summary compensation table required by section 3.1.

Commentary

The significant factors described in section 3.2 will vary depending on the circumstances of each award but may include:

- *the significant terms of each NEO's employment agreement or arrangement;*
- *any repricing or other significant changes to the terms of any share-based or option-based award program during the most recently completed financial year; and*

- *the significant terms of any award reported in the summary compensation table, including a general description of the formula or criterion to be applied in determining the amounts payable and the vesting schedule. For example, if dividends will be paid on shares, state this, the applicable dividend rate and whether that rate is preferential.*

3.3 Currencies

Report amounts in this form using the same currency that the company uses in its financial statements. If compensation awarded to, earned by, paid to, or payable to an NEO was in a currency other than the reporting currency, state in a footnote the currency in which compensation was awarded, earned, paid, or payable, disclose the translation rate and describe the methodology used to translate the compensation into the reporting currency.

3.4 Officers who also act as directors

If an NEO is also a director who receives compensation for services as a director, include that compensation in the summary compensation table and include a footnote explaining which amounts relate to the director role. Do not provide disclosure for that NEO under Item 7.

ITEM 4 – INCENTIVE PLAN AWARDS

4.1 Outstanding share-based awards and option-based awards

(1) Complete this table for each NEO for all awards outstanding at the end of the most recently completed financial year. This includes awards granted before the most recently completed financial year. For all awards in this table, disclose the awards that have been transferred at other than fair market value.

	Option-based Awards				**Share-based Awards**	
Name **(a)**	**Number of securities underlying unexercised options (#)** **(b)**	**Option exercise price ($)** **(c)**	**Option expiration date** **(d)**	**Value of unexercised in-the-money options ($)** **(e)**	**Number of shares or units of shares that have not vested (#)** **(f)**	**Market or payout value of share-based awards that have not vested ($)** **(g)**
CEO						
CFO						
A						
B						
C						

(2) In column (b), for each award, disclose the number of securities underlying unexercised options.

(3) In column (c), disclose the exercise or base price for each option under each award reported in column (b).

(4) In column (d), disclose the expiration date for each option under each award reported in column (b).

(5) In column (e), disclose the aggregate dollar amount of in-the-money unexercised options held at the end of the year. Calculate this amount based on the difference between the market value of the securities underlying the instruments at the end of the year, and the exercise or base price of the option.

(6) In column (f), disclose the total number of shares or units that have not vested.

(7) In column (g), disclose the aggregate market value or payout value of share-based awards that have not vested.

If the share-based award provides only for a single payout on vesting, calculate this value based on that payout.

If the share-based award provides for different payouts depending on the achievement of different performance goals or similar conditions, calculate this value based on the minimum payout. However, if the NEO achieved a performance goal or similar condition in a financial year covered by the share-based award that on vesting could provide for a payout greater than the minimum payout, calculate this value based on the payout expected as a result of the NEO achieving this performance goal or similar condition.

4.2 Incentive plan awards – value vested or earned during the year

(1) Complete this table for each NEO for the most recently completed financial year.

Name **(a)**	**Option-based awards – Value vested during the year ($)** **(b)**	**Share-based awards – Value vested during the year ($)** **(c)**	**Non-equity incentive plan compensation – Value earned during the year ($)** **(d)**
CEO			
CFO			
A			
B			
C			

(2) In column (b), disclose the aggregate dollar value that would have been realized if the options under the option-based award had been exercised on the vesting date. Compute the dollar value that would have been realized by determining the difference between the market price of the underlying securities at exercise and the exercise or base price of the options under the option-based award on the vesting date. Do not include the value of any related payment or other consideration provided (or to be provided) by the company to or on behalf of an NEO.

(3) In column (c), disclose the aggregate dollar value realized upon vesting of share-based awards. Compute the dollar value realized by multiplying the number of shares or units by the market value of the underlying shares on the vesting date. For any amount realized upon vesting for which receipt has been deferred, include a footnote that states the amount and the terms of the deferral.

4.3 Narrative discussion

Describe and explain the significant terms of all plan-based awards, including non-equity incentive plan awards, issued or vested, or under which options have been exercised, during the year, or outstanding at the year end, to the extent not already discussed under sections 2.1, 2.3 and 3.2. The company may aggregate information for different awards, if separate disclosure of each award is not necessary to communicate their significant terms.

Commentary

The items included in the narrative required by section 4.3 will vary depending on the terms of each plan, but may include:

- *the number of securities underlying each award or received on vesting or exercise;*
- *general descriptions of formulae or criteria that are used to determine amounts payable;*
- *exercise prices and expiry dates;*
- *dividend rates on share-based awards;*
- *whether awards are vested or unvested;*
- *performance goals or similar conditions, or other significant conditions;*
- *information on estimated future payouts for non-equity incentive plan awards (performance goals or similar conditions and maximum amounts); and*
- *the closing market price on the grant date, if the exercise or base price is less than the closing market price of the underlying security on the grant date.*

ITEM 5 – PENSION PLAN BENEFITS

5.1 Defined benefit plans table

(1) Complete this table for all pension plans that provide for payments or benefits at, following, or in connection with retirement, excluding defined contribution plans. For all disclosure in this table, use the same assumptions and methods used for financial statement reporting purposes under the accounting principles used to prepare the company's financial statements, as permitted by NI 52-107.

Name (a)	Number of years credited service (#) (b)	Annual benefits payable ($) (c)		Accrued obligation at start of year ($) (d)	Compensatory change ($) (e)	Non-compensatory change ($) (f)	Accrued obligation at year end ($) (g)
		At year end (c1)	At age 65 (c2)				
CEO							
CFO							
A							
B							
C							

(2) In columns (b) and (c), the disclosure must be as of the end of the company's most recently completed financial year. In columns (d) through (g), the disclosure must be as of the plan measurement date used in the company's audited financial statements for the most recently completed financial year.

(3) In column (b), disclose the number of years of service credited to an NEO under the plan. If the number of years of credited service in any plan is different from the NEO's number of actual years of service with the company, include a footnote that states the amount of the difference and any resulting benefit augmentation, such as the number of additional years the NEO received.

(4) In column (c), disclose

(a) the annual lifetime benefit payable at the end of the most recently completed financial year in column (c1) based on years of credited service reported in column (b) and actual pensionable earnings as at the end of the most recently completed financial year, and

(b) the annual lifetime benefit payable at age 65 in column (c2) based on years of credited service as of age 65 and actual pensionable earnings through the end of the most recently completed financial year, as per column (c1).

(5) In column (d), disclose the accrued obligation at the start of the most recently completed financial year.

(6) In column (e), disclose the compensatory change in the accrued obligation for the most recently completed financial year. This includes service cost net of employee contributions plus plan changes and differences between actual and estimated earnings, and any additional changes that have retroactive impact, including, for greater certainty, a change in valuation assumptions as a consequence of an amendment to benefit terms.

Disclose the valuation method and all significant assumptions the company applied in quantifying the accrued obligation at the end of the most recently completed financial year. The company may satisfy all or part of this disclosure by referring to the disclosure of assumptions in its financial statements, footnotes to the financial statements or discussion in its management's discussion and analysis.

(7) In column (f), disclose the non-compensatory changes in the accrued obligation for the company's most recently completed financial year. Include all items that are not compensatory, such as changes in assumptions other than those already included in column (e) because they were made as a consequence of an amendment to benefit terms, employee contributions and interest on the accrued obligation at the start of the year.

(8) In column (g), disclose the accrued obligation at the end of the most recently completed financial year.

5.2 Defined contribution plans table

(1) Complete this table for all pension plans that provide for payments or benefits at, following or in connection with retirement, excluding defined benefit plans. For all disclosure in this table, use the same assumptions and methods used for financial statement reporting purposes under the accounting principles used to prepare the company's financial statements, as permitted by NI 52-107.

Name **(a)**	**Accumulated value at start of year ($)** **(b)**	**Compensatory ($)** **(c)**	**Non-compensatory ($)** **(d)**	**Accumulated value at year end ($)** **(e)**
CEO				
CFO				
A				
B				
C				

(2) In column (c), disclose the employer contribution and above-market or preferential earnings credited on employer and employee contributions. Above-market or preferential earnings applies to non-registered plans and means a rate greater than the rate ordinarily paid by the company or its subsidiary on securities or other obligations having the same or similar features issued to third parties.

(3) In column (d), disclose the non-compensatory amount, including employee contributions and regular investment earnings on employer and employee contributions. Regular investment earnings means all investment earnings in registered defined contribution plans and earnings that are not above market or preferential in other defined contribution plans.

(4) In column (e), disclose the accumulated value at the end of the most recently completed financial year.

Commentary

For pension plans that provide the maximum of: (i) the value of a defined benefit pension; and (ii) the accumulated value of a defined contribution pension, companies should disclose the global value of the pension plan in the defined benefit plans table under section 5.1.

For pension plans that provide the sum of a defined benefit component and a defined contribution component, companies should disclose the respective components of the pension plan. The defined benefit component should be disclosed in the defined benefit plans table under section 5.1 and the defined contribution component should be disclosed in the defined contribution plans table under section 5.2.

5.3 Narrative discussion

Describe and explain for each retirement plan in which an NEO participates, any significant factors necessary to understand the information disclosed in the defined benefit plan table in section 5.1 and the defined contribution plan table in section 5.2.

Commentary

Significant factors described in the narrative required by section 5.3 will vary, but may include:

- *the significant terms and conditions of payments and benefits available under the plan, including the plan's normal and early retirement payment, benefit formula, contribution formula, calculation of interest credited under the defined contribution plan and eligibility standards;*

- *provisions for early retirement, if applicable, including the name of the NEO and the plan, the early retirement payment and benefit formula and* *eligibility standards. Early retirement means retirement before the normal retirement age as defined in the plan or otherwise available under the plan;*

- *the specific elements of compensation (e.g., salary, bonus) included in applying the payment and benefit formula. If a company provides this information, identify each element separately; and*

- *company policies on topics such as granting extra years of credited service, including an explanation of who these arrangements relate to and why they are considered appropriate.*

5.4 Deferred compensation plans

Describe the significant terms of any deferred compensation plan relating to each NEO, including:

(a) the types of compensation that can be deferred and any limitations on the extent to which deferral is permitted (by percentage of compensation or otherwise);

(b) significant terms of payouts, withdrawals and other distributions; and

(c) measures for calculating interest or other earnings, how and when these measures may be changed, and whether an NEO or the company chose these measures. Quantify these measures wherever possible.

ITEM 6 – TERMINATION AND CHANGE OF CONTROL BENEFITS

6.1 Termination and change of control benefits

(1) For each contract, agreement, plan or arrangement that provides for payments to an NEO at, following or in connection with any termination (whether voluntary, involuntary or constructive), resignation, retirement, a change in control of the company or a change in an NEO's responsibilities, describe, explain, and where appropriate, quantify the following items:

(a) the circumstances that trigger payments or the provision of other benefits, including perquisites and pension plan benefits;

(b) the estimated incremental payments, payables, and benefits that are triggered by, or result from, each circumstance, including timing, duration and who provides the payments and benefits;

(c) how the payment and benefit levels are determined under the various circumstances that trigger payments or provision of benefits;

(d) any significant conditions or obligations that apply to receiving payments or benefits. This includes but is not limited to, non-compete, non-solicitation, non-disparagement or confidentiality agreements. Include the term of these agreements and provisions for waiver or breach; and

(e) any other significant factors for each written contract, agreement, plan or arrangement.

(2) Disclose the estimated incremental payments, payables, and benefits even if it is uncertain what amounts might be paid in given circumstances under the various plans and arrangements, assuming that the triggering event took place on the last business day of the company's most recently completed financial year. For valuing share-based awards or option-based awards, use the closing market price of the company's securities on that date.

If the company is unsure about the provision or amount of payments or benefits, make a reasonable estimate (or a reasonable estimate of the range of amounts) and disclose the significant assumptions underlying these estimates.

(3) Despite subsection (1), the company is not required to disclose the following:

(a) Perquisites and other personal benefits if the aggregate of this compensation is less than \$50,000. State the individual perquisites and personal benefits as required by paragraph 3.1(10)(a).

(b) Information about possible termination scenarios for an NEO whose employment terminated in the past year. The company must only disclose the consequences of the actual termination.

(c) Information in respect of a scenario described in subsection (1) if there will be no incremental payments, payables, and benefits that are triggered by, or result from, that scenario.

Commentary

1. Subsection (1) does not require the company to disclose notice of termination without cause, or compensation in lieu thereof, which are implied as a term of an employment contract under common law or civil law.

2. Item 6 applies to changes of control regardless of whether the change of control results in termination of employment.

3. Generally, there will be no incremental payments, payables, and benefits that are triggered by, or result from, a scenario described in subsection (1) for compensation that has been reported in the summary compensation table for the most recently completed financial year or for a financial year before the most recently completed financial year.

If the vesting or payout of the previously reported compensation is accelerated, or a performance goal or similar condition in respect of the *previously reported compensation is waived, as a result of a scenario described in subsection (1), the incremental payments, payables, and benefits should include the value of the accelerated benefit or of the waiver of the performance goal or similar condition.*

ITEM 7 – DIRECTOR COMPENSATION

7.1 Director compensation table

(1) Complete this table for all amounts of compensation provided to the directors for the company's most recently completed financial year.

Name (a)	Fees earned ($) (b)	Share-based awards ($) (c)	Option-based awards ($) (d)	Non-equity incentive plan compensation ($) (e)	Pension value ($) (f)	All other compensation ($) (g)	Total ($) (h)
A							
B							
C							
D							
E							

(2) All forms of compensation must be included in this table.

(3) Complete each column in the manner required for the corresponding column in the summary compensation table in section 3.1, in accordance with the requirements of Item 3, as supplemented by the commentary to Item 3, except as follows:

(a) In column (a), do not include a director who is also an NEO if his or her compensation for service as a director is fully reflected in the summary compensation table and elsewhere in this form. If an NEO is also a director who receives compensation for his or her services as a director, reflect the director compensation in the summary compensation table required by section 3.1 and provide a footnote to this table indicating that the relevant disclosure has been provided under section 3.4.

(b) In column (b), include all fees awarded, earned, paid, or payable in cash for services as a director, including annual retainer fees, committee, chair, and meeting fees.

(c) In column (g), include all compensation paid, payable, awarded, granted, given, or otherwise provided, directly or indirectly, by the company, or a subsidiary of the company, to a director in any capacity, under any other arrangement. This includes, for greater certainty, all plan and non-plan compensation, direct and indirect pay, remuneration, economic or financial award, reward, benefit, gift or perquisite paid, payable, awarded, granted, given, or otherwise provided to the director for services provided, directly or indirectly, to the company or a subsidiary of the company. In a footnote to the table, disclose these amounts and describe the nature of the services provided by the director that are associated with these amounts.

(d) In column (g), include programs where the company agrees to make donations to one or more charitable institutions in a director's name, payable currently or upon a designated event such as the retirement or death of the director. Include a footnote to the table disclosing the total dollar amount payable under the program.

7.2 Narrative discussion

Describe and explain any factors necessary to understand the director compensation disclosed in section 7.1.

Commentary

Significant factors described in the narrative required by section 7.2 will vary, but may include:

- *disclosure for each director who served in that capacity for any part of the most recently completed financial year;*

- *standard compensation arrangements, such as fees for retainer, committee service, service as chair of the board or a committee, and meeting attendance;*

- *any compensation arrangements for a director that are different from the standard arrangements, including the name of the director and a description of the terms of the arrangement; and*

- *any matters discussed in the compensation discussion and analysis that do not apply to directors in the same way that they apply to NEOs such as practices for granting option-based awards.*

7.3 Share-based awards, option-based awards and non-equity incentive plan compensation

Provide the same disclosure for directors that is required under Item 4 for NEOs.

ITEM 8 – COMPANIES REPORTING IN THE UNITED STATES

8.1 Companies reporting in the United States

(1) Except as provided in subsection (2), SEC issuers may satisfy the requirements of this form by providing the information required by Item 402 "Executive compensation" of Regulation S-K under the 1934 Act.

(2) Subsection (1) does not apply to a company that, as a foreign private issuer, satisfies Item 402 of Regulation S-K by providing the information required by Items 6.B "Compensation" and 6.E.2 "Share Ownership" of Form 20-F under the 1934 Act.

ITEM 9 – EFFECTIVE DATE AND TRANSITION

9.1 Effective date

(1) This form comes into force on December 31, 2008.

(2) This form applies to a company in respect of a financial year ending on or after December 31, 2008.

9.2 Transition

(1) The form entitled Form 51-102F6 *Statement of Executive Compensation*, which came into force on March 30, 2004, as amended,

(a) does not apply to a company in respect of a financial year ending on or after December 31, 2008, and

(b) for greater certainty, applies to a company that is required to prepare and file executive compensation disclosure because

(i) the company is sending an information circular to a securityholder under paragraph 9.1(2)(a) of National Instrument 51-102 *Continuous Disclosure Obligations*, the information circular includes the disclosure required by Item 8 of Form 51-102F5, and the information circular is in respect of a financial year ending before December 31, 2008, or

(ii) the company is filing an AIF that includes the disclosure required by Item 8 of Form 51-102F5, in accordance with Item 18 of Form 51-102F2, and the AIF is in respect of a financial year ending before December 31, 2008.

(2) A company that is required to prepare and file executive compensation disclosure for a reason set out in paragraph (1)(b) may satisfy that requirement by preparing and filing the disclosure required by this form.

AMENDMENTS TO NATIONAL INSTRUMENT 51-102
CONTINUOUS DISCLOSURE OBLIGATIONS

(Securities Act)

Made as a rule by the Alberta Securities Commission on September 10, 2008 pursuant to sections 223 and 224 of the Securities Act.

1. National Instrument 51-102 *Continuous Disclosure Obligations* is amended by this Instrument.

2. Part 9 is amended by adding the following section after section 9.3:

"9.3.1 Content of Information Circular

(1) Subject to Item 8 of Form 51-102F5, if a reporting issuer sends an information circular to a securityholder under paragraph 9.1(2)(a), the issuer must

(a) disclose all compensation paid, payable, awarded, granted, given, or otherwise provided, directly or indirectly, by the issuer, or a subsidiary of the issuer, to each NEO and director, in any capacity, including, for greater certainty, all plan and non-plan compensation, direct and indirect pay, remuneration, economic or financial award, reward, benefit, gift or perquisite paid, payable, awarded, granted, given, or otherwise provided to the NEO or director for services provided, directly or indirectly, to the issuer or a subsidiary of the issuer, and

(b) include detail and discussion of the compensation, and the decision-making process relating to compensation, presented in such a way that it provides a reasonable person, applying reasonable effort, an understanding of

(i) how decisions about NEO and director compensation are made,

(ii) the compensation the board of directors intended the issuer to pay, make payable, award, grant, give or otherwise provide to each NEO and director, and

(iii) how specific NEO and director compensation relates to the overall stewardship and governance of the reporting issuer.

(2) The disclosure required under subsection (1) must be provided for the periods set out in, in accordance with, and subject to any exemptions set out in, Form 51-102F6 *Statement of Executive Compensation*, which came into force on December 31, 2008.

(3) For the purposes of this section, "NEO" and "plan" have the meaning ascribed to those terms in Form 51-102F6 *Statement of Executive Compensation*, which came into force on December 31, 2008.

(4) This section does not apply to an issuer in respect of a financial year ending before December 31, 2008.".

3. Part 11 is amended by adding the following section after section 11.5:

"11.6 Executive Compensation Disclosure for Certain Reporting Issuers

(1) A reporting issuer that does not send to its securityholders an information circular that includes the disclosure required by Item 8 of Form 51-102F5 and that does not file an AIF that includes the executive compensation disclosure required by Item 18 of Form 51-102F2 must

(a) disclose all compensation paid, payable, awarded, granted, given, or otherwise provided, directly or indirectly, by the issuer, or a subsidiary of the issuer, to each NEO and director, in any capacity, including, for greater certainty, all plan and non-plan compensation, direct and indirect pay, remuneration, economic or financial award, reward, benefit, gift or perquisite paid, payable, awarded, granted, given, or otherwise provided to the NEO or director for services provided, directly or indirectly, to the issuer or a subsidiary of the issuer, and

(b) include detail and discussion of the compensation, and the decision-making process relating to compensation, presented in such a way that it provides a reasonable person, applying reasonable effort, an understanding of

(i) how decisions about NEO and director compensation are made,

(ii) the compensation the board of directors intended the issuer to pay, make payable, award, grant, give or otherwise provide to each NEO and director, and

(iii) how specific NEO and director compensation relates to the overall stewardship and governance of the reporting issuer.

(2) The disclosure required under subsection (1) must be provided for the periods set out in, and in accordance with, Form 51-102F6 *Statement of Executive Compensation*, which came into force on December 31, 2008.

(3) The disclosure required under subsection (1) must be filed not later than 140 days after the end of the reporting issuer's most recently completed financial year.

(4) For the purposes of this section, "NEO" and "plan" have the meaning ascribed to those terms in Form 51-102F6 *Statement of Executive Compensation*, which came into force on December 31, 2008.

(5) This section does not apply to an issuer that satisfies securities legislation requirements relating to information circulars, proxies and proxy solicitation under section 4.6 or 5.7 of National Instrument 71-102 *Continuous Disclosure and Other Exemptions Relating to Foreign Issuers*.

(6) This section does not apply to an issuer in respect of a financial year ending before December 31, 2008.”.

4. This Instrument comes into force on December 31, 2008.

AMENDMENTS TO FORM 51-102F5
INFORMATION CIRCULAR

(Securities Act)

Made as a rule by the Alberta Securities Commission on September 10, 2008 pursuant to sections 223 and 224 of the Securities Act.

1. Form 51-102F5 *Information Circular* is amended by this Instrument.

2. Subpart 1(c) is amended by adding the following after “securityholder of the company.”:

“However, you may not incorporate information required to be included in Form 51-102F6 *Statement of Executive Compensation* by reference into your information circular.”.

3. This Instrument comes into force on December 31, 2008.

AMENDMENTS TO FORM 51-102F6
STATEMENT OF EXECUTIVE COMPENSATION

(Securities Act)

Made as a rule by the Alberta Securities Commission on September 10, 2008 pursuant to sections 223 and 224 of the Securities Act.

1. Form 51-102F6 *Statement of Executive Compensation, which came into force on March 30, 2004, as amended,* is amended by this Instrument.

2. The title is amended by adding “*(in respect of financial years ending before December 31, 2008)*” after *“Statement of Executive Compensation”*.

3. The following Item is added after Item 14:

“Item 15 – Repeal

15.1 This form is repealed on March 31, 2010."

4. This Instrument comes into force on December 31, 2008.

Seniors and Community Supports

Hosting Expenses Exceeding $600.00
For the period July 1, 2008 to September 30, 2008

Function: Seniors' Week Kick-Off
Event Date: June 2, 2008
Amount: $950.00
Purpose: Seniors Advisory Council and the Calgary Zoo launched a kick-off event for Seniors Week. Refreshments were provided to approximately 900 seniors and dignitaries.
Location: Calgary AB

Function: Demographic Planning Commission consultation meeting
Event Date: June 23, 2008
Amount: $602.25
Purpose: Consultation meeting with stakeholders to look at the shared roles of governments, communities, families and individuals in meeting the needs of future seniors.
Location: Grande Prairie AB

Function: Personal Directives Presentation
Event Date: July 5, 2008
Amount: $3,744.00
Purpose: Office of the Public Guardian and Calgary Catholic Immigration Society hosted a workshop with the Filipino Community on personal directives and enduring power of attorney.
Location: Calgary AB

Function: Demographic Planning Commission consultation meeting
Event Date: July 9, 2008
Amount: $877.27
Purpose: Consultation meeting with stakeholders to look at the shared roles of governments, communities, families and individuals in meeting the needs of future seniors.
Location: Edmonton AB

Function: Demographic Planning Commission consultation meeting
Event Date: July 14, 2008
Amount: $1,487.98
Purpose: Consultation meeting with stakeholders to look at the shared roles of governments, communities, families and individuals in meeting the needs of future seniors.
Location: Red Deer AB

Function: Demographic Planning Commission consultation meeting
Event Date: July 15, 2008
Amount: $1,307.55
Purpose: Consultation meeting with stakeholders to look at the shared roles of governments, communities, families and individuals in meeting the needs of future seniors.
Location: Calgary AB

Function: Demographic Planning Commission consultation meeting
Event Date: July 24, 2008
$1,010.35
Purpose: Consultation meeting with stakeholders to look at the shared roles of governments, communities, families and individuals in meeting the needs of future seniors.
Location: Grande Prairie AB

Function: Festival of Fine Chefs
Event Date: September 17, 2008
Amount: $735.00
Purpose: The department invited key community stakeholders involved in the AISH employment initiative to attend this function in support of the Alberta Food Processors Association (AFPA). The AFPA provides job practicum placements for the AISH program's Food Preparation Pilot project.
Location: Edmonton AB

Solicitor General and Public Security

Designation of Qualified Technician Appointment (Intoxilyzer 5000C)

Edmonton Police Service

Antonio, Marco Luz
Assaly, Mathew Albert Peter
Auger, Diane Lynn
Burrows, Charles Williams
Gonzales, Hector Antonio
Kemp, Jason Larry
Kruse, Scott Alan
Lang, Kelly James
McConnell, John Leslie
Mulholland, Brian Kurt
Page, Morgan Ashley
Rentz, Jeffery Douglas
Sanders, Sharon Louise
Sellsted, Scott Douglas
Shaw, James Hunter
Simmons, Antony Charles
Smith, Scott Jefferey
Tumac, Angela Ann
Van Den Berg, Daniel Christian Theodore
Zalaski, Aubrey Michael

Royal Canadian Mounted Police "F" Division
Prince, Joy Elita

(Date of Designation November 6, 2008)

Hosting Expenses Exceeding $600.00
for the period April 1, 2008 to June 30, 2008

Purpose: Calgary Young Offender Centre Volunteer Appreciation
Location: Calgary, AB
Amount: $700.00
Date: April 3, 2008

Purpose: Alberta Policing Integrated Information Initiative Working Session
Location: Edmonton, AB
Amount: $1,311.49
Date: April 7, 2008

Purpose: Alberta Police Recruit Standards Meeting
Location: Edmonton, AB
Amount: $635.43
Date: April 21-22, 2008

Purpose: Public Complaint Protocol Planning Workshop
Location: Red Deer, AB
Amount: $1,446.68
Date: May 1-2, 2008

Purpose: Alberta Crime Prevention Week 2008 Award Ceremony
Location: Calgary, AB
Amount: $1,161.05
Date: May 16, 2008

Purpose: Federal/Provincial/Territorial Justice Meeting
Location: Calgary, AB
Amount: $6,218.94
Date: June 2-4, 2008

Hosting Expenses Exceeding $600.00
for the period June 27, 2008 to September 30, 2008

Purpose: Public Complaints Directors' Conflict Management Workshop Retreat
Location: Banff, AB
Amount: $2,925.11
Date: June 27-29, 2008

Purpose: Meeting to discuss Provincial Standards pertaining to Use of Force, Training and Compliance
Location: Canmore, AB
Amount: $1,491.07
Date: September 4-5, 2008

Purpose: Special Forces Pension Plan Roundtable
Location: Red Deer, AB
Amount: $760.51
Date: September 8, 2008

Purpose: Police and Peace Officers Memorial
Location: Edmonton, AB
Amount: $9,645.21
Date: September 28, 2008

Sustainable Resource Development

Alberta Fishery Regulations, 1998

Notice of Variation Order 27-2008

Commercial Fishing Seasons

The close times and quotas set out in Schedule 8 to the Alberta Fishery Regulations in respect of the waters listed in the Schedule to this Notice have been varied by Variation Order 27-2008 by the Director of Fisheries Management in accordance with section 3 of the Alberta Fishery Regulations.

Where fishing with gill nets is permitted during an open season established by the Order, the gill net mesh size has been specified in the Order.

Pursuant to Variation Order 27-2008 commercial fishing is permitted in accordance with the following schedule.

SCHEDULE
PART 1

Item - 1
Column 1 Waters – In respect of: (8) Brintnell Lake (78-5-W5)
Column 2 Gear - Gill net not less than 102 mm mesh
Column 3 Open Time – 08:00 hours February 9, 2009 to 16:00 hours February 13, 2009.
Column 4 Species and Quota - 1) Lake whitefish: **50** kg; 2) Walleye: 1 kg; 3) Yellow perch: 200 kg; 4) Northern pike: **5,000** kg; 5) Tullibee: 1,000 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (13) Calling Lake (72-22-W4)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – A. In respect of Calling Lake excluding the following portions: -that portion less than less than 50 feet (16.1 m): 08:00 hours March 23, 2009 to 16:00 hours March 31, 2009 B. In respect of all other waters: After 16:00 hours January 14, 2007.

Column 4 Species and Quota - 1) Lake whitefish: 60,000 kg; 2) Walleye: **375** kg; 3) Yellow perch: 1,800 kg; 4) Northern pike: **1,500** kg; 5) Tullibee: 100,000 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (17) Corn Lake (88-25-W4)
Column 2 Gear - Gill net not less than 102 mm mesh
Column 3 Open Time – 08:00 hours February 17, 2009 to 16:00 hours February 20, 2009.
Column 4 Species and Quota - 1) Lake whitefish: **1,200** kg; 2) Walleye: 1 kg; 3) Yellow perch: 1 kg; 4) Northern pike: **100** kg; 5) Tullibee: 1 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (38) Graham Lake (87-4-W5)
Column 2 Gear - Gill net not less than 152 mm mesh
Column 3 Open Time – A. In respect of Graham Lake excluding the following portions: - that portion south of a line drawn from the easternmost point of land in NE34-87-4-W5 northeast to the southernmost point of land in NW2-88-4-W5 and north of the line drawn from southernmost point of land in SE28 -87-4-W5 south to the southern tip of the island located in NW22-87-4-W5 and east to the northwesternmost point of land in SW25-87-4-W5: 08:00 hours February 2, 2009 to 16:00 hours February 9, 2009 B. In respect of all other waters: After 16:00 hours December 14, 2002.
Column 4 Species and Quota - 1) Lake whitefish: 14,000 kg; 2) Walleye: **450** kg; 3) Yellow perch: 200 kg; 4) Northern pike: **1,000** kg; 5) Tullibee: 1 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (43) Iosegun Lake (63-19-W5)
Column 2 Gear - Gill net not less than 152 mm mesh
Column 3 Open Time – 08:00 hours February 18, 2009 to 16:00 hours February 19, 2009.
Column 4 Species and Quota - 1) Lake whitefish: **4,500** kg; 2) Walleye: **100** kg; 3) Yellow perch: 200 kg; 4) Northern pike: **400** kg; 5) Tullibee: **3,000** kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (55.1) Lesser Slave Lake (74-11-W5) - that portion east of the eastern boundary of Range 10, west of the 5th Meridian
Column 2 Gear - Gill net not less than 127 mm mesh
Column 3 Open Time – A. In respect of Lesser Slave Lake excluding the following portions: - that entire portion (including all of the West Basin) of Lesser Slave Lake west of a line drawn from the most easterly point of shoreline within SE 22-75-9-W5 southwest to the point of land where the shoreline intersects the easterly boundary of SE 19-74-9-W5; - that portion within 0.8 km (0.5 miles) of either of the outlets of the Swan River (NW 22-74-9-W5); - that portion that is within 3 km from the mouth of the Martin River (NW 18-75-6-W5); - that portion that is east of a line drawn from the right downstream bank of the mouth of Lily Creek (NW 14-74-6-W5) to the southeast tip of Dog Island and then southeasterly to the northwest corner of the Slave

Lake Airport (SW 1-73-6-W5): 08:00 hours January 19, 2009 to 16:00 hours January 31, 2009 B. In respect of all other waters: Closed.
Column 4 Species and Quota - 1) Lake whitefish: **41,359** kg; 2) Walleye: **2,450** kg; 3) Yellow perch: 50 kg; 4) Northern pike: **1,341** kg; 5) Tullibee: **3,073** kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (75.1) Muskwa Lake (82-4-W5) - excluding the following portions: - that portion within 500 m of the mouth of the Shoal River in 2-83-5-W5; - that portion within 1 km of the mouth of the Nipisi River in 35-82-5-W5; - that portion within 500 m of the mouth of the Muskwa River in 24-82-5-W5
Column 2 Gear - Gill net not less than 102 mm mesh
Column 3 Open Time – 08:00 hours November 20, 2008 to 16:00 hours November 27, 2008.
Column 4 Species and Quota - 1) Lake whitefish: 13,000 kg; 2) Walleye: **100** kg; 3) Yellow perch: 500 kg; 4) Northern pike: 5,000 kg; 5) Tullibee: 13,000 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (77) Nipisi Lake (78-7-W5)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – A. In respect of Nipisi Lake excluding the following portions: - that portion which is less than 4.6 meters (15 feet) deep: 08:00 hours March 23, 2009 to 16:00 hours March 27, 2009 B. In respect of all other waters: Closed.
Column 4 Species and Quota - 1) Lake whitefish: 13,000 kg; 2) Walleye: 1 kg; 3) Yellow perch: **100** kg; 4) Northern pike: 5,200 kg; 5) Tullibee: 13,000 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (80) Orloff Lake (73-23-W4)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – 08:00 hours January 12, 2009 and after 16:00 hours January 15, 2009.
Column 4 Species and Quota - 1) Lake whitefish: 9,500 kg; 2) Walleye: 450 kg; 3) Yellow perch: 1 kg; 4) Northern pike: 1,150 kg; 5) Tullibee: 15,850 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (92) Round Lake (89-4-W5)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – 08:00 hours December 1 , 2008 to 16:00 hours December 5, 2008.
Column 4 Species and Quota - 1) Lake whitefish: 2,500 kg; 2) Walleye: 200 kg; 3) Yellow perch: 1 kg; 4) Northern pike: 700 kg; 5) Tullibee: **200** kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (103) Snipe Lake (71-19-W5)
Column 2 Gear - Gill net not less than 152 mm mesh
Column 3 Open Time – A. In respect of Snipe Lake excluding the following portions: - that portion within 400 m of shore: 08:00 hours December 15, 2008 to 16:00 hours December 16, 2008 B. In respect of all other waters: Closed.

Column 4 Species and Quota - 1) Lake whitefish: 80,000 kg; 2) Walleye: 800 kg; 3) Yellow perch: 900 kg; 4) Northern pike: 2,000 kg; 5) Tullibee: 1 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (130) Winagami Lake (76-18-W5)
Column 2 Gear - Gill net not less than 152 mm mesh
Column 3 Open Time – A. In respect of Winagami Lake excluding the following portions: - that portion east of a line drawn from the outlet in NW21-76-18-W5 to the Winagami Lake Provincial Park boat launch in NE35-76-18-W5; - that portion north and east of a line from the Provincial Park Boat launch in NE 35-76-18-W5 to a point of land in the South Heart Outlet channel in NE9-77-18-W5; and - that portion less than 800 meters from the shore: 08:00 hours March 2, 2009 to 16:00 hours March 10, 2009. B. In respect of all other waters: Closed.
Column 4 Species and Quota - 1) Lake whitefish: **100,000** kg; 2) Walleye: **500** kg; 3) Yellow perch: 100 kg; 4) Northern pike: 3,000 kg; 5) Tullibee: 1 kg; 6) Lake trout: 1 kg.

Notice of Variation Order 28-2008

Commercial Fishing Seasons

The close times and quotas set out in Schedule 8 to the Alberta Fishery Regulations in respect of the waters listed in the Schedule to this Notice have been varied by Variation Order 28-2008 by the Director of Fisheries Management in accordance with section 3 of the Alberta Fishery Regulations.

Where fishing with gill nets is permitted during an open season established by the Order, the gill net mesh size has been specified in the Order.

Pursuant to Variation Order 28-2008 commercial fishing is permitted in accordance with the following schedule.

SCHEDULE
PART 1

Item - 1
Column 1 Waters – In respect of: (75.1) Muskwa Lake (82-4-W5) - excluding the following portions: - that portion within 500 m of the mouth of the Shoal River in 2-83-5-W5; - that portion within 1 km of the mouth of the Nipisi River in 35-82-5-W5; - that portion within 500 m of the mouth of the Muskwa River in 24-82-5-W5

Column 2 Gear - Gill net not less than 102 mm mesh
Column 3 Open Time – Closed.
Column 4 Species and Quota - 1) Lake whitefish: 13,000 kg; 2) Walleye: **100** kg; 3) Yellow perch: 500 kg; 4) Northern pike: 5,000 kg; 5) Tullibee: 13,000 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (80) Orloff Lake (73-23-W4)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – Closed.
Column 4 Species and Quota - 1) Lake whitefish: 9,500 kg; 2) Walleye: 450 kg; 3) Yellow perch: 1 kg; 4) Northern pike: 1,150 kg; 5) Tullibee: 15,850 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (92) Round Lake (89-4-W5)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – Closed.
Column 4 Species and Quota - 1) Lake whitefish: 2,500 kg; 2) Walleye: 200 kg; 3) Yellow perch: 1 kg; 4) Northern pike: 700 kg; 5) Tullibee: **200** kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (103) Snipe Lake (71-19-W5)
Column 2 Gear - Gill net not less than 152 mm mesh
Column 3 Open Time – A. In respect of Snipe Lake excluding the following portions: - that portion within 400 m of shore: Closed. B. In respect of all other waters: Closed.
Column 4 Species and Quota - 1) Lake whitefish: 80,000 kg; 2) Walleye: 800 kg; 3) Yellow perch: 900 kg; 4) Northern pike: 2,000 kg; 5) Tullibee: 1 kg; 6) Lake trout: 1 kg.

Notice of Variation Order 29-2008

Commercial Fishing Seasons

The close times and quotas set out in Schedule 8 to the Alberta Fishery Regulations in respect of the waters listed in the Schedule to this Notice have been varied by Variation Order 29-2008 by the Director of Fisheries Management in accordance with section 3 of the Alberta Fishery Regulations.

Where fishing with gill nets is permitted during an open season established by the Order, the gill net mesh size has been specified in the Order.

Pursuant to Variation Order 29-2008 commercial fishing is permitted in accordance with the following schedule.

SCHEDULE
PART 1

Item - 1
Column 1 Waters – In respect of: (55.1) Lesser Slave Lake (74-11-W5) - that portion east of the eastern boundary of Range 10, west of the 5th Meridian
Column 2 Gear - Gill net not less than 127 mm mesh
Column 3 Open Time – A. In respect of Lesser Slave Lake excluding the following portions: - that portion west of a line drawn from the point of land on Swan Point at NW 22-74-9-W5 north to the point of land where the east boundary of SE 22-75-9-W5 intersects the north shore of Lesser Slave Lake, and - that portion within 1.0 km (0.6 miles) of the outlet of the Swan River in NW 22-74-9-W5; and - that portion which is less **50 feet (15.24 m) in depth:** 08:00 hours January 19, 2009 to 16:00 hours January 31, 2009 B. In respect of all other waters: Closed.
Column 4 Species and Quota - 1) Lake whitefish: **41,359** kg; 2) Walleye: **2,450** kg; 3) Yellow perch: 50 kg; 4) Northern pike: **1,341** kg; 5) Tullibee: **3,073** kg; 6) Lake trout: 1 kg.

Notice of Variation Order 30-2008

Commercial Fishing Seasons

The close times and quotas set out in Schedule 8 to the Alberta Fishery Regulations in respect of the waters listed in the Schedule to this Notice have been varied by Variation Order 30-2008 by the Director of Fisheries Management in accordance with section 3 of the Alberta Fishery Regulations.

Where fishing with gill nets is permitted during an open season established by the Order, the gill net mesh size has been specified in the Order.

Pursuant to Variation Order 30-2008 commercial fishing is permitted in accordance with the following schedule.

SCHEDULE
PART 1

Item - 1
Column 1 Waters – In respect of: (48) Jensen (Pothole) Reservoir (4-22-W4)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – 08:00 hours December 1, 2008 to 16:00 hours December 5, 2008.
Column 4 Species and Quota - 1) Lake whitefish: 4,500 kg; 2) Walleye: 45 kg; 3) Yellow perch: 1 kg; 4) Northern pike: 225 kg; 5) Tullibee: 1 kg; 6) Lake trout: 1 kg.

Item - 1
Column 1 Waters – In respect of: (76) Lake Newell (17-15-W4)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – A. In respect of Lake Newell excluding the following

portions: a) - that portion north of a line drawn from L.S.D. 3-26-17-15-W4 (oil service road) to a point in L.S.D. 15-7-17-14-W4 (the northern tip of the mouth into Jackfish Bay); and b) - that portion that is 183 metres (200 yds.) or greater from the wetted perimeter of Lake Newell south of the line as described in (a): 08:00 hours November 5, 2008 to 16:00 hours **December 3, 2008**. B. In respect of all other waters: Closed.
Column 4 Species and Quota - 1) Lake whitefish: 90,500 kg; 2) Walleye: **900** kg; 3) Yellow perch: 1 kg; 4) Northern pike: 3,400 kg; 5) Tullibee: 1 kg; 6) Lake trout: 1 kg.

Notice of Variation Order 31-2008

Commercial Fishing Seasons

The close times and quotas set out in Schedule 8 to the Alberta Fishery Regulations in respect of the waters listed in the Schedule to this Notice have been varied by Variation Order 31-2008 by the Director of Fisheries Management in accordance with section 3 of the Alberta Fishery Regulations.

Where fishing with gill nets is permitted during an open season established by the Order, the gill net mesh size has been specified in the Order.

Pursuant to Variation Order 31-2008 commercial fishing is permitted in accordance with the following schedule.

SCHEDULE
PART 1

Item - 1
Column 1 Waters – In respect of: (80) Orloff Lake (73-23-W4)
Column 2 Gear - Gill net not less than 140 mm mesh
Column 3 Open Time – 08:00 hours January 2, 2009 to 16:00 hours January 5, 2009
Column 4 Species and Quota - 1) Lake whitefish: 9,500 kg; 2) Walleye: 450 kg; 3) Yellow perch: 1 kg; 4) Northern pike: 1,150 kg; 5) Tullibee: 15,850 kg; 6) Lake trout: 1 kg.

ADVERTISEMENTS

Law Society of Alberta

Election of Benchers - November 18, 2008

(Legal Profession Act)

Ahluwalia, Neena
Carter, Rose
Chotalia, Shirish
Eamon, James
Everard, Ronald
Fenwick, Fred
Feth, Kevin
Glass, James

Henderson, John T.	Roy Nickerson
Higgerty, John	Raby, Stephen
Jensen, Carsten	Schutz, Frederica
Jerke, Rodney	Spackman, Dale
Mah, Douglas	Watson, Scott
Michalyshyn, Peter	Young, Anthony

Notice of Certificate of Intent to Dissolve

(Business Corporations Act)

Notice is hereby given that a Certificate of Intent to Dissolve was issued to **1299839 Alberta Ltd.** on November 24, 2008.

Dated at Calgary, Alberta on November 24, 2008.

ING Canada Inc.

Notice is hereby given that a Certificate of Intent to Dissolve was issued to **Aero Support Aircraft Sales & Leasing Ltd.** on November 20, 2008.

Dated at Calgary, Alberta on November 20, 2008.

Fraser Milner Casgrain LLP

Public Sale of Land

(Irrigation Districts Act)

Bow River Irrigation District

Notice is hereby given that, under the provisions of the Irrigation Districts Act, the Bow River Irrigation District will offer for sale, by public auction; in the Boardroom of the Bow River Irrigation District office at 807 – 7th Avenue North, Vauxhall, Alberta, on Wednesday, January 21, 2009, at 1:30 p.m., the following lands:

Parcel 1 – Legal Description

The south west quarter of section 1, in township 15, range 17, west of the fourth meridian, as shown on the township plan approved at Ottawa, February 20, 1917, containing 162 acres more or less, excepting thereout all mines and minerals. Certificate of Title 011 098 095

Parcel 2 – Legal Description

The south east quarter of section 1, in township 15, range 17, west of the fourth meridian as shown on township plan approved at Ottawa, February 20, 1917, containing 162 acres more or less, excepting thereout all mines and minerals. Certificate of Title 011 098 095 +1

Parcel 3 – Legal Description

Meridian 4, Range 17, Township 14, Section 25, Quarter North West, excepting thereout all mines and minerals. Area 64.3 hectares (159 acres) more or less. Certificate of Title No. 001 346 273

These parcels will be offered for sale subject to a reserve bid, and to the reservations and condition contained in the existing certificate of title.

Terms: Cash

Redemption may be effected by payment of all water rates and costs at any time prior to the sale.

Dated at Vauxhall, Alberta, November 19, 2008.

Richard Phillips, P.Eng., *General Manager*.

Public Sale of Land

(Municipal Government Act)

County of Stettler No. 6

Notice is hereby given that under the provisions of the Municipal Government Act, the County of Stettler No. 6 will offer for sale, by public auction in the County Administration Office Building, 6602 – 44th Avenue, Stettler, Alberta, on Monday, January 26, 2009 at 1:00 p.m., the following lands:

Lot	Block	Plan	Legal	C. of T. or Roll No.
			SE 1-35-19-4	842208569
1	1	0320464	SE 3-040-20-4	032086243
5	1	4374DN	SE-35-034-16-4	871080367
9	1	4374DN	SE 35-034-16-4	031227850001
22	1	4374DN	SE 35-034-16-4	001330942
23	1	4374DN	SE 35-034-16-4	001330943
1	2	4374DN	SE 35-034-16-4	991289156001
2 and 3	2	4374DN	SE 35-0-34-16-4	991289156

1	3	6643DO	NE 26-034-16-4	991289157
3	3	6643DO	NE 26-034-16-4	741089744
4	3	6643DO	NE 26-034-16-4	861009349
16	3	6643DO	NE 26-034-16-4	061015469
20	3	4684CL	NW 6-035-16-4	052018305
21	3	4684CL	NW 6-035-16-4	052018305001
22 and 23	3	4684CL	NW 6-035-16-4	052018306
22	-	7922235	SW 6-039-20-4	022300420
4	1	2275KS	SE 31-038-19-4	982080023003
5	1	2275KS	SE 31-038-19-4	982080023004

Each parcel will be offered for sale subject to a reserve bid and to the reservations and conditions contained in the existing Certificate of Title.

The land is being offered for sale on an "as is, where is" basis, and the County of Stettler No. 6 makes no representation and gives no warranty whatsoever as to the adequacy of services, soil conditions, land use districting, building and development conditions, absence or presence of environmental contamination, or the developability of the subject land for any intended use by the Purchaser.

The County of Stettler No. 6 may, after the public auction, become the owner of any parcel of land not sold at the public auction.

Terms: Cash

Redemption may be effected by payment of all arrears of taxes and costs at any time prior to the sale.

Dated at Stettler, Alberta, November 24, 2008.

Tim Fox, *Chief Administrative Officer*.

NOTICE TO ADVERTISERS

The Alberta Gazette is issued twice monthly, on the 15th and last day.

Notices and advertisements must be received ten full working days before the date of the issue in which the notices are to appear. Submissions received after that date will appear in the next regular issue.

Notices and advertisements should be typed or written legibly and on a sheet separate from the covering letter. An electronic submission by email or disk is preferred. Email submissions may be sent to the Editor of The Alberta Gazette at albertagazette@gov.ab.ca. The number of insertions required should be specified and the names of all signing officers typed or printed. Please include name and complete contact information of the individual submitting the notice or advertisement.

Proof of Publication: Statutory Declaration is available upon request.

A copy of the page containing the notice or advertisement will be mailed to each advertiser without charge.

The dates for publication of Tax Sale Notices in The Alberta Gazette are as follows:

Issue of	*Earliest date on which sale may be held*
December 31	February 10
January 15	February 25
January 31	March 13
February 14	March 27
February 28	April 10
March 14	April 24
March 31	May 11
April 15	May 26
April 30	June 10
May 15	June 25
May 30	July 11
June 15	July 26

The charges to be paid for the publication of notices, advertisements and documents in The Alberta Gazette are:

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