

**Statement of Executive Compensation
Fiscal Year 2008/2009**

Position and Name	Base Salary	Incentive Pay Plan (3)	Pension	Standard Benefits (4)	All Other Compensation (5)	Total	2007/2008 Total
Barry Chuddy President & CEO	\$ 202,537.49	\$ 24,000.00	(1) \$ 12,240.00	\$ 10,565.46	\$ 29,036.19	\$ 278,379.14	(6) \$ 239,277.72
Robert Kryzac CFO (2)	\$ 121,315.65	\$ -	\$ 11,477.82	\$ 12,767.81	\$ 23,504.73	\$ 169,066.01	N/A
Giulio Ambrosone VP, Project Implementation	\$ 176,230.00	\$ 14,523.69	\$ 17,103.18	\$ 9,704.14	\$ 13,757.32	\$ 231,318.33	\$ 213,609.88
Victor Jmaeff VP, Sales & Development	\$ 176,230.00	\$ 14,412.41	\$ 17,103.18	\$ 11,153.48	\$ 19,022.82	\$ 237,921.89	\$ 222,777.29
Amy Stevenson VP, Operations	\$ 147,046.42	\$ 9,176.64	\$ 14,137.50	\$ 10,780.21	\$ 17,408.31	\$ 198,549.08	N/A

Footnotes to the Statement of Executive Compensation table:

(1). President & CEO is not registered under the Public Service Pension Plan, the amount shown is RRSP contribution.

(2). Resigned Jan 19, 2009.

(3). The Variable Incentive Plan payment is based on achievement of annual performance against corporate, business and individual performance measures and targets, the amounts shown were earned in 2008/09.

(4). The amount shown under " Standard Benefits" represent employer dollar value contributions and premiums for standard benefits including CPP, EI, Workers Compensation, Group Life Insurance, Medical Services Plan, Extended Health & Dental

(5). All Other Compensation includes car allowance, paid flex days, Christmas Bonus, flight passes for the CEO in the amount of \$3,941.00 and rent for the total of \$2520.29, and a \$10,000 retention bonus for VP, Operations. Vacation Payout paid to the CFO upon his resignation in the amount of \$9,261.29.

(6) 2007/08 Total salary is based on the President & CEO's June 1, 2007 start date.