

## **Ontario Power Generation Statement on Employee Dismissals**

On November 18, 2011, Ontario Power Generation dismissed 11 staff for what we believe is a violation of the Code of Business Conduct.

When allegations were made of drug-related activity -- and it should be emphasized these are still only allegations -- we took prompt action to ensure there was not a safety issue and that the plant and the public were protected. After an internal investigation, coordinated with the police, we validated this was not a safety issue and was not a question of fitness for duty.

At the same time, we concluded there had been a breach of our Code of Conduct related to the use of OPG time and assets.

The employees involved were support staff at the facility.

OPG is a very open company. But this is a Human Resource issue and we have to respect staff privacy, follow privacy laws and respect the integrity of the process that all employees are entitled to follow.

We have a number of systems in place to identify behaviour that is outside our Code of Conduct. As the terminations clearly demonstrate, we take action when necessary to ensure our code is maintained.

The affected employees can appeal the Company's decisions in this matter.