

1 Q. Please provide the amounts paid out to Hydro personnel, broken down by
2 position (from 2003 to 2005 with forecasts for 2006 and 2007) by way of
3 incentive pay, bonuses, etc. Please show the percentage of bonus paid (or
4 forecast to be paid) versus the amount eligible to be paid.

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7 A. Please see attached schedules for details relating to incentive pay for the
8 years 2003 to forecast 2007. Note that incentive pay has been excluded
9 from the regulated revenue requirement for the 2006 forecast and the 2007
10 test year.

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12 This information has been provided in aggregate, not by individual position.
13 The specific amounts of incentive pay or bonus paid to each employee is an
14 issue of management, not regulatory policy.

2006 & 2007 Forecast Bonus Payments

Position

President & CEO
VP Regulated Operations
VP Finance & CFO
VP HR & Organizational Effectiveness
VP Engineering Services
General Counsel & Corporate Secty
Manager, Engineering - Civil
Manager, Engineering - Telecontrol
Manager, Engineering - T&D
Manager, Engineering - Mechanical
Manager, Engineering - P&C
Manager, Engineering, Electrical
Manager, System Planning
Manager, Hydro Generation
Manager, Thermal Generation
Manager, System Ops & Cust Service
Manager, Central Region
Manager, Northern Region
Manager, Labrador Region
Manager, Human Resources
Manager, Safety & Health
Manager, Internal Audit
Manager, Corp Comm & Shareholder
Relations
Manager, Information Systems
Sr Corporate Planning Analyst
Manager, Risk & Insurance
Manager, Finance & Controller
Manager, Rates & Financial Planning
Manager, Supply Chain Management
Senior Legal Counsel
Senior Legal Counsel

TOTAL \$334,433.00/annually

Average forecast payment \$10,788.16

Note: With the exception of the CEO (maximum 25%) and VPs (maximum 20%), the remainder are eligible to earn a bonus as in previous years. That is 3% for Threshold Performance, 6% for Target, and 9% for Opportunity.

2005 Bonus Payments

Position

Director, System Planning
 Director, IS &T
 Director, Materials Mgmt & Admin
 Director, Generation Engineering
 Director, Customer Service
 Director, TRO Engineering
 Director, Environmental Services &
 Properties
 Manager, Hydro Generation
 Director, Finance
 Director, Human Resources
 Manager, Central Region
 Director, Labour Relations & Safety
 Manager, System Operations
 Manager, Thermal Generation
 Manager, Labrador Region
 Manager, Northern Region
 VP Regulated Operations
 VP Engineering Services
 General Counsel & Corporate Secty

TOTAL	\$105,917.00	
Average payment / % of salary	\$5,574.58	5.5%

For all positions, bonus eligibility	Threshold:	3.0
as a % of salary are:	Target:	6.0
	Opportunity:	9.0

2004 Bonus Payments

Position

President & CEO
 Director, TRO Engineering
 VP Finance & CFO
 VP TRO
 VP Production
 VP HR & Legal
 Director, System Planning
 Director, IS &T
 Director, Materials Mgmt & Admin
 Director, Generation Engineering
 Director, Customer Service
 Director, Environmental Services &
 Properties
 Manager, Hydro Generation
 Director, Finance
 Director, Human Resources
 Manager, Central Region
 Director, Labour Relations & Safety
 Manager, System Operations
 Manager, Thermal Generation
 Manager, Labrador Region
 Manager, Northern Region

TOTAL	\$171,801.00	
Average payment / % of Salary	\$8,181.00	6.7%

For all positions, bonus eligibility	Threshold:	3.0
as a % of salary are:	Target:	6.0
	Opportunity:	9.0

2003 Bonus Payments

Position

President & CEO
 VP Finance & CFO
 Director, Finance
 Director, Customer Service
 VP Production
 Director, System Planning
 Director, IS&T
 Director, Generation Engineering
 Manager, Thermal Generation
 Manager, Hydro Generation
 VP TRO
 Manager, Central Region - TRO
 Manager, Labrador Region - TRO
 Director, Environmental Serv & Properties
 Manager, Norther Region -TRO
 VP HR & Legal
 Director, Human Resources
 Director, Labour Relations & Safety
 Director, Materials Mgmt & Admin
 Manager, Central Region - TRO (retired)
 VP TRO (Retired)

TOTAL Bonus Paid \$119,364.00

Average payment / % of Salary \$5,684.00 4.8%

For all positions, bonus eligibility	Threshold:	3.0
as a % of salary are:	Target:	6.0
	Opportunity:	9.0