

EXAMINATION AID RE: COMPONENTS OF SHORT-TERM INCENTIVES

Company	Weight for Corporate Incentives		Net Income	Cost Control	Safety	Customer Satisfaction	Asset Mgmt.	Interruption Mgmt.	Employee Relations	Regulatory Performance	Notes
	CEO	VP									
Newfoundland Power	70%	50%	25%	10%	20%	15%		15%		15%	
Fortis BC	70%	50%	30%		20%	12.5%		12.5%		25%	NI not recovered
Fortis Alberta	70%	50%	35%		30%	25%		10%			10% of NI Recovered
ENMAX	80%	80%	40%	30%	30%						10% of NI Recovered
ATCO			✓		✓	✓	✓	✓	✓		10% of NI Recovered
EPCOR			10%		30%	30%		30%			10% of NI Recovered
NS Power	100%	100%	40%		7.5%	30%	15%		7.5%		None Recovered in Rates
NB Power	-	-	-	-	-	-	-	-	-	-	Executives do not earn bonuses
Toronto Hydro	80%	80%	30%	20%	15%	10%	10%	15%			NI not recovered in rates

✓ indicates component weights are not provided

Source

Company	Sources
Newfoundland Power	http://www.pub.nf.ca/applications/NP2016GRA/files/rfi/PUB-NP-079.pdf Page 2
Fortis BC	http://www.fortisbc.com/About/InvestorCentre/ElectricityUtility/ElecAnnualInfoForm/Documents/FBC_AIF_2014_D1_Front_and_Back_Post_Audit_Mar_13_2015_SEDAR.pdf Page 31 Note: http://www.bcuc.com/Documents/Proceedings/2014/DOC_42180_09-15-2014_FBC-2014-18-PBR-DecisionWEB.pdf Pages 202-204
Fortis Alberta	http://fortisalberta.com/docs/default-source/default-document-library/2014-aif.pdf?sfvrsn=10 Pages 33-34 Note: http://www.auc.ab.ca/applications/decisions/Decisions/2010/2010-309.pdf Page 43, Paragraph 225
ENMAX	http://www.auc.ab.ca/applications/decisions/Decisions/2014/2014-347.pdf Page 69, Paragraph 308 Note: Same document as above - Page 70, Paragraph 312
ATCO	https://www.atco.com/Investors/Documents/Management-Proxy-Circular/ATCO_2010_YE_MPC.pdf Pages 26-30 Note: http://www.auc.ab.ca/applications/decisions/Decisions/2013/2013-358.pdf Page 215, Paragraph 1041
EPCOR	http://car2012.epcor.com/images/epcor-aif-2012.pdf Page 34 Note: http://www.auc.ab.ca/applications/decisions/Decisions/2010/2010-505.pdf Page 37-38, Paragraphs 208-210
NS Power	https://www.nspower.ca/site/media/Parent/NSPI.MIC.2014.pdf Page 20 Note: Recoverable salary and STI is capped well below actual compensation (Actual Compensation on page 25 of above link) Policy Ref: https://www.novascotia.ca/just/regulations/regs/punspower.htm
NB Power	http://www.nbeub.ca/opt/M/get_document.php?doc=NBP1.05.pdf&no=14025 (Prompt to download NBP1.05 IR) There are no executive bonuses
Toronto Hydro	https://www.torontohydro.com/sites/electricsystem/Documents/2012EDR/C2_T01_S04.pdf Appendix (begins on page 10) Note: http://www.ontarioenergyboard.ca/documents/edr_final_ratehandbook_110505.pdf Net Income Is Not Recoverable as per most recent Electricity Distribution Rate Handbook - Page 42