

EXAMINATION AID RE: CHANGES TO THE SHORT-TERM INCENTIVE PLAN

Executive	Hay Points	Target STI as % of Salary		2016 Salary	2016 Recoverable STI		Additional Recoverable STI	
		Former Policy	New Policy		Former Policy	New Policy	%	Total
Gary Smith	2128	40%	50%	\$360,000	\$144,000	\$180,000	25%	\$36,000
Gary Murray	1628	40%	40%	\$250,000	\$100,000	\$100,000	-	-
Jocelyn Perry	1560	35%	40%	\$280,000	\$98,000	\$112,000	14.3%	\$14,000
Peter Alteen	1560	35%	40%	\$280,000	\$98,000	\$112,000	14.3%	\$14,000
Total	-	-	-	\$1,170,000	\$440,000	\$504,000	14.5%	\$64,000

Sources

Hay Points: CA-NP-199 Attachment A Page 21

<http://www.pub.nf.ca/applications/NP2016GRA/files/rfi/CA-NP-199.pdf>

2016 Salaries: CA-NP-332 Page 2

<http://www.pub.nf.ca/applications/NP2016GRA/files/rfi/CA-NP-332.pdf>

STI Policy Changes: CA-NP199 Attachment A Page 25

<http://www.pub.nf.ca/applications/NP2016GRA/files/rfi/CA-NP-199.pdf>