

1 **Q. Please provide any market data in the possession of Newfoundland Power since**
2 **2012 to present in relation to managerial and executive compensation. Please**
3 **explain how this market data is used by Newfoundland Power.**
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5 A. Newfoundland Power acquires market data to assist in determining the reasonableness of
6 its employee compensation. This information is typically copyright protected and
7 acquired from organizations that conduct market research relating to employee
8 compensation. For this reason, Newfoundland Power has disclosed the information on
9 the stranded website.

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11 The information is provided in Attachments A through K and can be found on
12 Newfoundland Power's stranded website at the link <ftp.nfpower.nf.ca>.
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Attachment A *Compensation Planning Outlook 2012*, The Conference Board of Canada

Attachment B *Compensation Planning Outlook 2013*, The Conference Board of Canada

Attachment C *Compensation Planning Outlook 2014*, The Conference Board of Canada

Attachment D *Compensation Planning Outlook 2015*, The Conference Board of Canada

Attachment E *Compensation Planning Outlook 2016*, The Conference Board of Canada

Attachment F *2014 General Industry Salary Budget Survey Report – Canada*, Towers Watson
Data Services

Attachment G *2015 Salary Budget Survey Report – Canada*, Towers Watson Data Services

Attachment H *Paynet May 1, 2011*, Hay Group

Attachment I *Paynet, May 1, 2012*, Hay Group

Attachment J *Salary Increase Survey, 2012 and 2013 Canada Salary Planning Report*, AON
Hewitt

Attachment K *2015 NATENG: Mercer OSPE National Engineering Compensation Survey
Eastern Canada*, Mercer