

- 1 **Q. Please provide Newfoundland Power's current manager and executive group's**  
 2 **salary, policy and incentive targets.**  
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 4 **A.** Table 1 shows the salary, salary policy and incentive targets for Director and Executive  
 5 group members by position.<sup>1</sup>  
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**Table 1**  
**2015 Salary, Salary Policy and**  
**Incentive Targets as a Percentage of Base Pay**

	Salary	Salary Policy <sup>2</sup>	Incentive Target <sup>3</sup> (% of Base Pay)
<b>Executives</b>			
President & CEO	\$350,000	\$359,100	50%
VP Engineering & Operations	\$226,000	\$266,000	40%
VP Finance & CFO	\$273,000	\$257,800	40%
VP Regulation & Planning	\$273,000	\$257,800	40%
<b>Directors</b>			
Director St. John's Region	\$178,700	\$168,200	15%
Director Eastern Region	\$130,000	\$168,200	15%
Director Operations	\$170,000	\$168,200	15%
Director Human Resources & Corporate Affairs	\$166,500	\$157,500	15%
Director Customer & Corporate Relations	\$159,700	\$157,500	15%
Director Engineering	\$178,700	\$168,200	15%
Director Western Region	\$167,000	\$168,200	15%
Director Revenue & Supply	\$151,700	\$153,200	15%
Director Operations Support	\$133,900	\$161,900	15%
Director Finance	\$143,700	\$147,400	15%
Director Technology	\$168,300	\$161,900	15%

<sup>1</sup> In order to bring Newfoundland Power's leadership job titles in line with those in the utility industry and broader business community, the title of Manager was changed to Director effective February 2<sup>nd</sup>, 2015.

<sup>2</sup> Salary policy based on advice of compensation consultant Hay Group.

<sup>3</sup> Target incentive payout based on achievement of 100% of corporate and individual targets.