

- 1 **Q. Please file Newfoundland Power’s latest executive and senior management**
2 **compensation review(s) and advise whether its recommendations were**
3 **implemented.**
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- 5 A. Newfoundland Power engages Hay Group Limited, a leading human resource
6 consultancy (the “Hay Group”) to provide professional advice on compensation for the
7 Company’s executive and senior management.
8
- 9 See Attachment A to the response to Request for Information CA-NP-199 for Hay
10 Group’s salary policy recommendations relative to Newfoundland Power’s executive.
11 Newfoundland Power’s Board of Directors has established Executives’ compensation,
12 considering relevant individual factors, on the basis of the salary policy recommendations
13 indicated in these reviews.
14
- 15 See Attachment B to the response to Request for Information CA-NP-199 for Hay
16 Group’s salary policy recommendations relative to Newfoundland Power’s Directors.¹
17 The Company’s Executive establishes the Directors’ compensation, considering relevant
18 individual factors, on the basis of the salary policy recommendations indicated in these
19 reviews.

¹ 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 2nd, 2015.