

1 **Q. Further to CA-NP-206, please provide Newfoundland Power's 2016 salary, salary**  
2 **policy and incentive targets for Director and Executive group members by position.**

3  
4 **A.** Table 1 shows the salary, salary policy and incentive targets for Director and Executive  
5 group members by position.  
6  
7

**Table 1**  
**2016 Salary, Salary Policy and**  
**Incentive Targets as a Percentage of Base Pay**

	Salary	Salary Policy <sup>1</sup>	Incentive Target <sup>2</sup> (% of Base Pay)
<b>Executives</b>			
President & CEO	\$360,000	\$372,500	50%
VP Engineering & Operations	\$250,000	\$276,700	40%
VP Finance & CFO	\$280,000	\$267,400	40%
VP Regulation & Planning	\$280,000	\$267,400	40%
<b>Directors</b>			
Director St. John's Region	\$182,000	\$171,300	15%
Director Eastern Region	\$149,000	\$171,300	15%
Director Western Region	\$171,000	\$171,300	15%
Director Engineering	\$182,000	\$171,300	15%
Director Operations	\$173,000	\$171,300	15%
Director Operations Support	\$147,800	\$166,300	15%
Director Technology	\$172,500	\$166,300	15%
Director Human Resources & Corporate Affairs	\$170,600	\$162,400	15%
Director Customer & Corporate Relations	\$163,700	\$162,400	15%
Director Revenue & Supply	\$158,000	\$158,000	15%
Director Finance	\$147,300	\$151,900	15%

<sup>1</sup> Salary policy based on advice of compensation consultant Hay Group.

<sup>2</sup> Target incentive payout based on achievement of 100% of corporate and individual targets.