

- 1 Q. Further to the response to PUB-NLH-060 and CA-NLH-136, list the positions eligible
2 to receive incentive payments for 2016 performance, the maximum amount that
3 was potentially available to be paid and the actual amount paid out to each
4 position.
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7 A. Table 1 provides a summary of the positions eligible for an incentive payment for
8 2016 performance, the maximum payment eligible¹ and the amount paid by
9 position.² The incentive payments were made in 2017.

Table 1 Summary of Incentive Payments 2016 (\$)

Position Title	Max Eligible Payment	Final Payment
President, NL Hydro ³	60,000	57,300
General Counsel & Corporate Secretary ⁴	11,467	10,435
Vice President, Production Operations ⁴	12,333	11,223
Vice President, Engineering Services ⁴	28,500	25,935
Vice President, Corporate Services & Regulatory Affairs	38,181	34,744
Vice President, System Operations ^{4,5}	26,615	24,220
Vice President, Transition to Operations ⁶	44,125	40,816
General Manager, Thermal Production	29,250	27,690
General Manager, TRO Western & Eastern ⁴	19,236	18,210
General Manager, Gas Turbines & Diesels	24,923	23,593
General Manager, Production ^{4,5}	9,920	9,391
General Manager, Finance ^{4,5}	5,722	5,417

¹ The maximum payment is prorated based on the length of time in the position and the target payment.

² Amounts paid per position, which reflects all payments made to incumbents who held that position throughout the year.

³ Total final payment made to multiple incumbents.

⁴ Pro-rated payment.

⁵ Position eliminated in 2016.

⁶ Position transferred to Nalcor in 2016.

Position Title	Max Eligible Payment	Final Payment
General Manager, TRO Northern & Labrador	26,823	25,393
General Manager Systems Operations & Integration Support ^{4,5}	8,723	8,258
Divisional Controller	24,923	23,593
Senior Legal Counsel ⁴	10,050	10,050
Senior Counsel, Regulatory ⁴	7,814	7,814
Manager, Building the Production Organization ⁶	24,923	20,146
Manager, Customer Service	13,110	13,110
Manager, Finance Control Processes & Risk ⁶	15,075	15,075
Manager, Generation & Rural Planning	15,075	14,171
Manager, Hydro Generation	15,075	15,075
Manager, Project Execution	15,075	15,075
Manager, Regulatory Affairs	24,538	23,229
Manager, Regulatory Engineering ^{3,4}	13,469	13,419
Manager, Supply Chain Management & Administration	13,680	13,680
Manager, System Operations & Integration Support ^{4,6}	25,360	16,612
Manager, System Integration	24,923	20,353
Manager, Technical Services ⁴	6,231	6,231
Manager, Thermal Generation	24,923	23,593
Manager, Transmission Planning	14,903	12,593
Manager, TRO Central	15,075	15,075
Manager, TRO Labrador	15,075	15,075
Manager, TRO Northern	14,903	14,903
Manager, System Operations Engineering ^{4,5}	10,050	10,500