

Requests for Information

- 1 **Q. Further to the response to PUB-NP-010, provide a list of the positions in the**
2 **executive and director categories that are eligible to receive short-term incentives in**
3 **2019 and 2020 and the amount forecast to be paid each year to each position.**
4
5 A. Table 1 provides the list of positions in the executive and director categories that are
6 eligible to receive short-term incentives and the forecast amounts to be paid for 2019 and
7 2020.

Table 1
Short-Term Incentives¹ - Executives and Directors
2019F and 2020F
(\$)

	2019F	2020F
Executives		
President & CEO	193,822	197,698
VP Customer Operations	120,065	122,466
VP Finance & CFO	83,333	85,000
VP Energy Supply & Planning	91,711	93,546
Executive Total	488,931	498,710
Directors		
Director St. John's Region	23,504	23,974
Director Eastern Region	25,946	26,465
Director Operations	28,327	28,894
Director Human Resources & Corporate Affairs	26,954	27,493
Director Customer Relations	23,748	24,223
Director Engineering	20,147	20,549
Director Western Region	27,473	28,022
Director Planning & Supply	24,939	25,438
Director Finance	19,078	19,460
Director Technology	27,244	27,788
Director Total	247,360	252,306
Grand Total	736,291	751,016

¹ The forecast amounts included in short-term incentives reflect both regulated and non-regulated amounts. The non-regulated amount is based on 50% of the components for earnings and regulatory performance, as the forecast payout is based on achieving 100% of the targets.