

*Requests for Information*

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1 **Q. Please provide copies of all reports provided to Management in respect of employee**  
2 **benefits/compensation from 2007 to present.**

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4 A. Since 2007, Newfoundland Power has not generated formal reports internally, and has  
5 not commissioned external reports, with a specific focus on employee benefits.  
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7 Attachment A is the Hay Group January 2007 Analysis of Executive Compensation. This  
8 report provides the basis of current executive compensation practices at Newfoundland  
9 Power.  
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11 Newfoundland Power uses the services of Hay Group to assist in determining appropriate  
12 compensation for its management employees. The Company subscribes to Hay Group's  
13 PayNET service (an on-line product that provides market information on jobs below the  
14 executive level) and orders selected analyses on management positions below the  
15 executive level as required.  
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17 In Order No. P.U. 27 (1998-99) the Board determined that copies of every letter,  
18 memoranda, etc. between the Company and Hay Group was not useful or necessary.  
19 Accordingly, the Company has not produced every piece of correspondence between it  
20 and Hay Group since 2007.  
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22 Please refer to the response for Request for Information in CA-NP-123.  
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24 Please refer to *Executive Compensation Review, September 2009* found in *Volume 2,*  
25 *Supporting Materials*, Tab 11. This report, completed by Hay Group, provides a review  
26 of Newfoundland Power executives' compensation elements in comparison to the  
27 Canadian Industrial Market.