

**Q. Please provide on a table, the total Executive compensation provided to the President and Vice-Presidents of the Company as well as for managers, for period 2000 to 2010 F, showing the annual percentage of increase/decrease, as the case may be, and actual dollar amounts.**

**A.** Table 1 shows the salary and short term incentive (“STI”) compensation earned by the President and Vice-Presidents of Newfoundland Power for the years 2000 to forecast 2010, with the annual change expressed as a percentage.

In accordance with the Board’s direction in Order No. P.U. 19 (2003), STI payouts in excess of 100 per cent of target payouts are charged to non-regulated expenses.

**Table 1**  
**President and Vice-Presidents Compensation**  
**(\$000s)**

Year	Number of Executives	Total Cash Compensation <sup>1</sup>	Change (%)	STI <sup>2</sup> (Non-Regulated)	Adjusted Cash Compensation <sup>3</sup>	Change (%)
2000 <sup>4</sup>	6	1,335		0	1,335	
2001	5	1,495	12.0%	0	1,495	12.0%
2002	5	1,586	6.1%	0	1,586	6.1%
2003	5	1,570	-1.0%	207	1,363	-14.1%
2004	5	1,361	-13.3%	85	1,276	-6.4%
2005	5	1,501	10.3%	153	1,348	5.6%
2006	5	1,484	-1.1%	85	1,399	3.8%
2007	5	1,624	9.4%	132	1,492	6.6%
2008	5	1,667	2.6%	88	1,579	5.8%
2009F	5	1,695	1.7%	0	1,695	7.3%
2010F	5	1,745	2.9%	0	1,745	2.9%
<b>Average Annual Increase</b>			<b>3.0%</b>			<b>3.0%</b>

<sup>1</sup> Includes compensation (salary and STI) earned prior to allocations to affiliated companies on account of services rendered. Does not include sums paid upon retirement.

<sup>2</sup> In accordance with the Board’s direction in Order No. P.U. 19 (2003), STI Payouts in excess of 100 per cent of target payouts are charged to non-regulated expenses.

<sup>3</sup> The net compensation earned on account of regulated operations.

<sup>4</sup> Beginning in 2001, the Corporate Counsel and Secretary position became an executive level position. Prior to 2001, it was a manager level position. For comparison purposes, compensation related to this position has been included in the table for 2000.

Table 2 shows the salary and STI compensation earned by the Managers of Newfoundland Power for the years 2000 to forecast 2010, with the annual change expressed as a percentage.

**Table 2**  
**Managers Compensation**  
**(\$000s)**

Year	Number of Managers <sup>1</sup>	Total Cash Compensation <sup>2</sup>	Change (%)	STI <sup>3</sup> (Non-Regulated)	Adjusted Cash Compensation <sup>4</sup>	Change (%)
2000 <sup>5</sup>	14	1,705		0	1,705	
2001	11	1,319	-22.6%	0	1,319	-22.6%
2002	10	1,379	4.5%	0	1,379	4.5%
2003	9	1,336	-3.1%	57	1,279	-7.3%
2004	10	1,247	-6.7%	32	1,215	-5.0%
2005	9	1,272	2.0%	66	1,206	-0.7%
2006	9	1,305	2.6%	47	1,258	4.3%
2007	9	1,291	-1.1%	48	1,243	-1.2%
2008	9	1,378	6.7%	44	1,334	7.3%
2009F	9	1,434	4.1%	0	1,434	7.5%
2010F	9	1,477	3.0%	0	1,477	3.0%
<b>Average Annual Decrease</b>			<b>-1.1%</b>			<b>-1.0%</b>

<sup>1</sup> Changes in the number of Managers in each year principally reflect retirements, appointments and promotions.

<sup>2</sup> Includes compensation (salary and STI) earned prior to allocations to affiliated companies on account of services rendered. Does not include sums paid upon retirement.

<sup>3</sup> In accordance with the Board's direction in Order No. P.U. 19 (2003), STI Payouts in excess of 100 per cent of target payouts are charged to non-regulated expenses.

<sup>4</sup> The net compensation earned on account of regulated operations.

<sup>5</sup> Beginning in 2001, the Corporate Counsel and Secretary position became an executive level position. Prior to 2001, it was a manager level position. For comparison purposes, compensation related to this position has been excluded from the table for 2000.