

*Requests for Information*

---

1 Q. With reference to CA-NP-120 and page 2 of the Hay Group report of January 2007  
2 by David Crane, it states:

3  
4 “It is further recommended that the aggregate value of all elements of  
5 compensation (i.e. including incentives, pensions, employment  
6 perquisites, etc.) should also approximate market median.”

7  
8 Please provide details of the aggregate value of all elements of compensation for  
9 each executive of NP for each of 2007, 2008, 2009 (f) and 2010 (f) and indicate  
10 whether the same also approximates market median and how this is determined.

11  
12 A. Attachment A shows the aggregate executive compensation for each executive of  
13 Newfoundland Power from 2007 to 2010F.

14  
15 Per response to Request for Information CA-NP-120 (1<sup>st</sup> Revision), the January 2007  
16 Hay Group report provides the basis of current executive compensation practices of  
17 Newfoundland Power. This report includes base salary, short term incentive, and stock  
18 option grant compensation elements. < >.

19  
20 Please refer to *Executive Compensation Review, September 2009* found in *Volume 2,*  
21 *Supporting Materials*, Tab 11. This report, completed by Hay Group, provides a review  
22 of Newfoundland Power executives’ compensation elements in comparison to the  
23 Canadian Industrial Market.