

1 **Q. With reference to CA-NP-120 and page 3 of the Hay Report of January 2007, it**
2 **states:**

3
4 **“It is recommended that actual executive salaries continue to be**
5 **allowed to exceed 110% of the salary range midpoint only under**
6 **special circumstances recommended by the President and CEO and**
7 **approved by the Board of Directors.”**
8

9 **Since and including 2007, has any executive’s salary been allowed to exceed 110% of**
10 **the salary range midpoint? Please provide details and justification.**
11

12 **A. Since and including 2007, no Newfoundland Power executive’s salary has been above**
13 **110% of the salary range midpoint.**