

1 **Q. Compare NP's executives' actual base salaries for 2008 and 2007 as compared to the**
2 **estimated Market Median Salary for those years as provided by Hay Group.**

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4 A. Table 1 shows Newfoundland Power's executives' actual base salaries for 2007 and 2008
5 as compared to the estimated Market Median Salary for those years provided by Hay
6 Group.
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Table 1
Executive Base Salary and Salary Policy
for 2007 and 2008

	2007		2008	
	Actual Base Salary	Salary Policy ¹	Actual Base Salary	Salary Policy ¹
Executives				
President & CEO	\$315,000	\$321,678	\$335,000	\$332,900
VP Engineering & Operations	\$225,000	\$225,009	\$236,000	\$235,300
VP Finance & CFO	\$185,000	\$201,515	\$202,000	\$210,200
VP Customer Relations & Corporate Services	\$193,300	\$193,338	\$200,600	\$200,600
VP Regulatory Affairs & General Counsel	\$202,000	\$193,338	\$215,000	\$200,600

¹ Salary policy based on advice of compensation consultant Hay Group.