

1 **Q. Does NP provide compensation data to the Hay Group?**

2
3 **A. Yes.**

4
5 Newfoundland Power provides compensation data for its own employees to the Hay
6 Group as part of the Company's submission in the annual Hay Group Compensation
7 Survey. This information is part of Hay Canada's compensation database with
8 information on more than 220,000 incumbents from over 475 organizations.