

Executive Compensation Summary (Nalcor Energy)

Position	2014 Base Salary	Performance ¹ and Other Compensation (Includes Vehicle Allowance)	Total Compensation 2014
President & CEO	\$511,931.92	\$153,493.83	\$665,425.75
VP, Corporate Relations	\$176,829.97	\$43,654.82	\$220,484.79
VP, Finance & CFO	\$276,907.06	\$66,939.43	\$343,846.49
VP, Lower Churchill	\$271,535.83	\$55,137.12	\$326,672.95
VP, Human Resources & Organizational Effectiveness	\$211,797.76	\$48,642.50	\$260,440.26
VP, Newfoundland & Labrador Hydro	\$214,579.59	\$36,261.75	\$250,841.34
VP, Oil & Gas	\$250,517.54	\$61,774.19	\$312,291.73
VP, Project Execution & Technical Services ²	\$261,716.91	\$62,626.61	\$324,343.52
VP, Strategic Planning & Business Development	\$242,845.32	\$50,037.70	\$292,883.02
VP, System Operations and Planning	\$194,143.41	\$38,269.25	\$232,412.66

¹ Performance paid in 2014 is based on 2013 performance.

² Also has responsibility for Churchill Falls.

Position	2013 Base Salary	Performance ¹ and Other Compensation (Includes Vehicle Allowance)	Total Compensation 2013
President & CEO	\$495,819.05	\$146,343.98	\$642,163.03
VP, Corporate Relations	\$114,790.40	\$73,555.40	\$188,345.80
VP, Finance & CFO	\$268,190.99	\$63,030.82	\$331,221.81
VP, Lower Churchill	\$262,988.84	\$49,411.13	\$312,399.97
VP, Human Resources & Organizational Effectiveness	\$205,131.12	\$46,485.49	\$251,616.61
VP, Newfoundland & Labrador Hydro	\$200,729.83	\$23,733.26	\$224,463.09
VP, Oil & Gas	\$242,632.14	\$57,580.52	\$300,212.66
VP, Project Execution & Technical Services ²	\$253,478.97	\$58,214.85	\$311,693.82
VP, Strategic Planning & Business Development	\$205,151.90	\$41,992.32	\$247,144.22
VP, System Operations and Planning	\$186,114.46	\$26,911.55	\$213,026.01
VP, Regulated Operations ³	\$72,142.77	\$41,080.80	\$113,223.57

¹ Performance paid in 2013 is based on 2012 performance.

² Also has responsibility for Churchill Falls.

³ VP, Regulated Operations retired April 2013