

1 Q. Further to the response to PUB-NLH-304 (Revision 1, Nov 28-14), state the total
2 actual 2014 incentive payments that were paid, the number of employees who
3 received an incentive payment related to 2014 performance, the list of positions
4 that were eligible to receive an incentive payment and the criteria or factors that
5 were used to determine the amount of each incentive payment.

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8 A. Table 1 provides the short-term incentive payments from 2007 to 2015. 21
9 positions were eligible to receive incentive payments related to performance in
10 2014. Senior Managers at Hay Level 16 and above and those at Hay Level 15 who
11 report directly to a Vice President are eligible for an incentive payment of 10% or
12 15%, depending on their Hay Grade Level. The list of positions qualifying in 2014 is
13 provided in Table 2. Eligibility and the criteria or factors used to determine the
14 amount of incentive payment are described in Hydro's response to PUB-NLH-032.

Table 1
Short Term Incentive Payments

Year	Total ¹
2007	\$306,858
2008	\$118,880
2009	\$122,277
2010	\$130,676
2011	\$94,096
2012	\$109,646
2013	\$180,555
2014	\$246,965
2015	\$380,194

¹Payments received in any given year are based on the previous year's performance contract and results.

Table 2
Positions Eligible for Incentive Payments (Regulated Hydro)

Chief Operating Officer (NL Hydro)
Divisional Controller Electric Utilities
General Manager, Finance (NL Hydro)
General Manager, Gas Turbines & Diesels
General Manager, TRO
Manager, Hydro Generation
Manager, of Systems Integration
Manager, Project Execution (Regulated)
Manager, Rates & Regulation
Manager, Regulatory Engineering
Manager, System Operation & Integration Support
Manager, TRO Central
Manager ,TRO Labrador
Manager, Building The Production Organization
Manager, Financial Control Processes & Risk
Manager, Generation & Rural Planning
Manager, Supply Chain Management & Administration
Senior Legal Counsel
Systems Operations Engineering Manager
VP, Newfoundland & Labrador Hydro
VP, Systems Operations & Planning