

- 1 **Q. Please provide a copy of Newfoundland Power's current Manager and Executive**
 2 **Group Salary policy and incentive targets, with the text of the policies provided.**
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 4 A. Table 1 shows the salary policy and incentive targets for Manager and Executive group
 5 members by position.
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Table 1
Salary Policy and Incentive Targets for 2012
as a Percentage of Base Pay

	Salary Policy¹	Incentive Target² (% of Base Pay)
Executives		
President & CEO	\$400,000	50%
VP Customer Operations & Engineering	\$265,000	40%
VP Finance & CFO	\$240,000	35%
VP Regulation & Planning	\$240,000	35%
Managers		
Manager St. John's Region	\$163,500	15%
Manager Eastern Region	\$163,500	15%
Manager Operations	\$154,000	15%
Manager Human Resources & Corporate Affairs	\$152,500	15%
Manager Customer Relations & Information Services	\$152,500	15%
Manager Engineering	\$147,000	15%
Manager Western Region	\$140,000	15%
Manager Rates and Regulation	\$138,800	15%
Manager Finance	\$128,000	15%

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 9
 10 Newfoundland Power does not have a compensation policy document for Managers or
 11 Executives.

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

² Target incentive payout based on achievement of 100% of corporate and individual targets.