

Q. Please provide tables showing the base salary for each Executive for the years 2004 to 2014 (f), with the annual change expressed as a percentage.

A. Table 1 shows the base salary earned by the President and Vice Presidents of Newfoundland Power for the years 2004 to 2012F, with the annual change expressed as a percentage.

Table 1
President and Vice-Presidents Base Salaries
2004 to 2012F
(\$000)

Year	President & CEO		VP, Finance & CFO		VP, Customer Operations & Engineering		VP, Regulation & Planning		VP, Customer Relations & Corp Services ¹	
	Base Salary	Change (%)	Base Salary	Change (%)	Base Salary	Change (%)	Base Salary	Change (%)	Base Salary	Change (%)
2004	\$280	-	\$160	-	\$180	-	\$170	-	\$181	-
2005	\$300	7.1	\$160	0.0	\$195	8.3	\$180	5.9	\$177	-2.2
2006	\$315	5.0	\$170	6.3	\$207	6.2	\$190	5.6	\$188	4.4
2007	\$315	0.0	\$185	8.8	\$225	8.7	\$202	6.3	\$193	2.7
2008	\$335	6.3	\$202	9.2	\$236	4.9	\$215	6.4	\$201	4.1
2009	\$370	10.4	\$220	8.9	\$250	5.9	\$225	4.7	\$210	4.5
2010	\$370	0.0	\$220	0.0	\$250	0.0	\$225	0.0	-	-
2011	\$385	4.1	\$230	4.5	\$256	2.4	\$230	2.2	-	-
2012	\$400	3.9	\$240	4.3	\$265	3.5	\$240	4.3	-	-

Base salaries for the President and Vice Presidents are established by Newfoundland Power's Board of Directors which has not yet considered 2013 and 2014 salaries.

¹ In 2010, Newfoundland Power reduced its Executive team by one position. The responsibilities of the VP, Customer Relations and Corporate Services position were transferred to the VP, Engineering and Operations and the VP, Regulation & Planning.