

1 **Q. Reference: CA-NP-51, p. 2 of 3: with respect to Individual Performance Measures,**  
2 **please indicate whether, and if so, how many (and which) employees are measured**  
3 **as regards cost controls in their respective areas of authority. Please also provide**  
4 **the weighting for the same.**

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6 A. Cost control targets are a major component of Newfoundland Power's corporate  
7 performance targets, and apply to all participants in the Short Term Incentive Plan. Cost  
8 control targets include targets for both operating and capital costs.  
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10 Table 1 provides the weightings applied to cost control targets by position for 2007.  
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**Table 1**  
**Cost Control Targets by Position**  
**2007 Performance Targets**

<b>Position</b>	<b>Weighting</b>
President & CEO <sup>1</sup>	35.0%
VP – Engineering & Operations <sup>2</sup>	30.0%
VP – Finance & CFO <sup>3</sup>	40.0%
VP – Customer Relations & Corporate Services	12.5%
Manager Information Systems <sup>2</sup>	20.0%
Manager Customer Relations	20.0%
Manager Engineering <sup>2</sup>	40.0%
Manager of Finance	30.0%
Manager of Eastern Region <sup>2</sup>	20.0%
Manager of Western Region <sup>2</sup>	20.0%

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<sup>1</sup> Included as a component of a performance target to provide leadership and oversight over all operations of the Company.

<sup>2</sup> Target includes cost control related to both operating and capital costs.

<sup>3</sup> Included as a component of a performance target to provide leadership in overall financial management.