

- 1 **Q. Please advise as to the targets in place through which a bonus and incentive**
2 **program is provided to the executive and managers and state what changes have**
3 **been made in these targets since 1998.**
4
5 A. A detailed description of the Company's short-term incentive plan for Executives and
6 Managers is contained in the Company's response to Request for Information NLH-210.