

1 **Q. What is Newfoundland Power's minimum target for payment of an annual**
2 **incentive/bonus to executive and managers and also state the maximum target.**

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4 A. Other than the condition that a minimum threshold of return on equity must be reached
5 before any payout can occur, payouts under Newfoundland Power's short-term incentive
6 (STI) plan are not dependent on the achievement of any single individual or corporate
7 performance target.

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9 A detailed description of the Company's STI plan for Executives and Managers is
10 contained in the Company's response to Request for Information NLH-210.