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7 8 9 In reference to the evidence of Philip Hughes, page 11, line 9, please advise as to the compensation paid Departmental Managers at Newfoundland Power for the period 1996 to forecast.

A. Table 1 below provides the annual compensation payments made to Newfoundland Power's Managers for the period 1996 to 2002, as well as forecast payments for 2003 and 2004.

| Table 1                       |
|-------------------------------|
| <b>Newfoundland Power</b>     |
| <b>Managers' Compensation</b> |
| 1996 to 2004F                 |

| Year       | Amount      |
|------------|-------------|
| 1996       | \$1,780,183 |
| 1997       | \$1,393,513 |
| 1998       | \$1,405,200 |
| 1999       | \$1,679,000 |
| 2000       | \$1,836,781 |
| $2001^{1}$ | \$1,524,265 |
| 2002       | \$1,618,158 |
| 2003F      | \$1,468,676 |
| 2004F      | \$1,512,877 |

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Beginning in 2001 the Corporate Counsel and Secretary position became an executive level position. Prior to 2001, it was a manager level position. For comparison purposes this position has been included in the manager's compensation table for the entire period. This position has also been included in the manager compensation data provided in CA-469.