

Q. Please provide, on a table, the total Executive compensation provided to the President and Vice-Presidents of the Company for the period 1996 to forecast, showing the percentage of increase/decrease, as the case may be, year over year and actual dollar amounts.

A. Table 1 below shows the salary and short term incentive (STI) compensation earned by the President and Vice-Presidents of Newfoundland Power for the years 1996 to 2004 forecast, with the annual change expressed in dollars and as a percentage.

Table 1 President and Vice-Presidents Compensation (\$000s)					
Year	Number of Executives¹	Compensation²	Intercorporate³	Net⁴	Change (%)⁵
1996	6	894	-	894	-
1997	7	1,106	-	1,106	23.7
1998	4	904	31	873	(21.1)
1999	5	1,059	80	979	12.2
2000	5	1,203	101	1,102	12.6
2001	5	1,290	179	1,111	1.0
2002F	4	1,248	163	1,085	(2.3)
2003F	4	1,178	125	1,053	(3.0)
2004F	4	1,213	129	1,084	2.9
Average annual increase: 1996 to 2004F					2.7

¹ Changes in the number of executives in each year principally reflects retirements, appointments and promotions.

² Includes compensation (salary and STI) earned prior to allocations to affiliated companies on account of services rendered. Does not include sums paid upon retirement.

³ Includes intercorporate charges on account of services rendered by President and Vice Presidents to affiliated companies.

⁴ The net compensation earned on account of regulated operations.

⁵ Change (in per cent) of net total compensation earned on account of regulated operations.

Attachment A to the response to Request for Information CA-251 contains Hay Management Consultants' April 2001 Analysis of Executive compensation.