

*Requests for Information*

**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.

<b>Table 1</b> <b>President and Vice-Presidents Compensation</b> <b>(\$000s)</b>					
<b>Year</b>	<b>Number of Executives<sup>1</sup></b>	<b>Compensation<sup>2</sup></b>	<b>Intercorporate<sup>3</sup></b>	<b>Net<sup>4</sup></b>	<b>Change (%)<sup>5</sup></b>
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	12.1
2000	5	1,203	101	1,102	12.6
2001 <sup>6</sup>	5	1,290	179	1,111	0.8
2002	4	1,363	124	1,239	11.5
2003F	4	1,161	125	1,036	(16.4)
2004F	4	1,196	129	1,067	3.0
<b>Average annual increase: 1996 to 2004F</b>					<b>2.9</b>

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

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

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

<sup>4</sup> The net compensation earned on account of regulated operations.

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

<sup>6</sup> Beginning in 2001, the Corporate Counsel and Secretary position became an executive level position. Prior to 2001, it was a manager level position. For comparative purposes, this position has been included in the manager compensation data provided in CA-330 and CA-469, and excluded from Table 1 above.

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