

1 **Q. Please advise if the Company's chartered accountants are in the bargaining unit and**
2 **the compensation package provided to the Company's chartered accountants.**

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4 A. The Company's 4 non-executive chartered accountants are all management employees
5 and are not part of a bargaining unit. Chartered accountants employed by Newfoundland
6 Power are compensated in accordance with Newfoundland Power's general
7 compensation policy.
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9 The goal of Newfoundland Power's compensation policy is to provide employees with a
10 total compensation package that is fair and equitable in relation to the labour markets in
11 which it competes, and that encourages continual development and performance
12 improvement. To achieve internal equity, the Company employs the Hay grading system
13 to ensure objective determinations with respect to the relative value of management
14 positions within the Company.
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16 The Company's chartered accountants hold positions at various levels of the organization.
17 Their compensation packages vary according to the position held, the incumbent's work
18 experience and individual performance.
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20 Chartered accountants that hold positions at the Executive and Manager levels have their
21 salary policy and bonus targets set to be competitive against the median of salaries paid
22 by Canadian industrial companies. Chartered accountants that hold positions below the
23 level of Manager have their salary policy set to be competitive against the median of
24 salaries paid by Atlantic Canadian utilities and communication companies. Actual
25 salaries and incentive payouts are dependent on individual employee performance.