

Requests for Information

Q. In reference to the evidence of Earl Ludlow, page 50, line 13, please provide, on a table, the number of executives in place for the period 1996 to present and please provide, year over year, the total compensation package for these executives collectively, and any bonuses provided, including the amounts and dates of the bonuses/incentives.

A. Table 1 provides the number of Newfoundland Power's Executives and shows the compensation earned by Executives for the period 1996 to 2002, including salary and short-term incentive (STI) compensation.

Table 1 Executive Compensation			
Year	Number of Executives¹	Compensation² (\$000s)	STI (included in compensation) (\$000s)
1996	6	894	191
1997	7	1,106	284
1998	4	904	202
1999	5	1,059	234
2000	5	1,203	316
2001 ³	5	1,290	443
2002	4	1,363	488

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

² Total Compensation includes STI and represents amounts earned in the year, whether paid in that year or in the following year. Amounts do not include retiring allowances paid to executives who retired during the year.

³ 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.

STI compensation is typically paid in the year following the year to which it is attributable. Since 1999, STI compensation has been paid in two instalments. The first is an advance payment of 40 per cent of the total estimated payout for each Executive, based on the forecasted achievement of individual and corporate targets. This payment is typically made in January, but employees have the option of requesting an earlier payment in December. The second instalment is paid following final approval of Executive STI by the Company's Board of Directors in late January or early February.

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- 1 A detailed description of the Company's STI plan is contained in the Company's
- 2 response to Request for Information NLH-210.