

1 **Q. In reference to CA347, please provide the individual total compensation for each**
2 **executive member for the period 1996 to forecast, showing the percentage of**
3 **increase/decrease, as the case may be, year over year, and actual dollar amounts for**
4 **each executive member.**

5
6 A. The position of Corporate Counsel & Secretary was a Manager level position prior to
7 2001. For comparison purposes, the salary and STI for that position was excluded from
8 executive compensation data provided in Request for Information CA-347 (1st Revision),
9 and included in manager compensation data provided in Request for Information CA-330
10 (1st Revision).

11
12 Attachment A page 1 of 4 contains both executive compensation data as provided in
13 Request for Information CA-347 (1st Revision), and manager compensation data as
14 provided in Request for Information CA-330 (1st Revision) with the Corporate Counsel &
15 Secretary compensation removed and shown separately. Total salary and STI on page 1
16 of Attachment A reconciles to total salary and STI included in Requests for Information
17 CA-330 (1st Revision) and CA-347 (1st Revision).

18
19 Attachment A page 1 of 4 also indicates the total number of executives and managers for
20 each year, and the cumulative percentage change in total executive and manager salary
21 and STI for the period 1996 to forecast 2004.

22
23 Attachment A pages 2-4 contain a breakdown of individual compensation for each
24 Company executive for the period 1996 to forecast 2004, including actual dollar amounts
25 and the year over year percentage increase or decrease. Pages 2 and 3 contain executive
26 salary and STI separately, while page 4 provides the total combined salary and STI by
27 individual.

Newfoundland Power Inc.
Executive and Manager Salary and Short Term Incentive (STI) (\$)
1996 to 2004F

Year	Executive Salary and STI ¹	Manager Salary and STI ¹	Corporate Counsel & Secretary Salary and STI ¹	Total Salary and STI ²	Cumulative % Change in Total Salary and STI since 1996	Number of Managers and Executives ³
1996	893,473	1,675,681	104,502	2,673,656		25
1997	1,105,806	1,296,485	97,028	2,499,319	-6.5%	29
1998	904,000	1,310,200	95,000	2,309,200	-13.6%	18
1999	1,058,887	1,559,000	120,000	2,737,887	2.4%	20
2000	1,203,330	1,705,088	131,693	3,040,111	13.7%	20
2001	1,290,334	1,319,265	205,000	2,814,599	5.3%	17
2002	1,362,500	1,393,491	224,667	2,980,658	11.5%	15
2003F	1,160,875	1,266,176	202,500	2,629,551	-1.7%	14
2004F	1,195,701	1,303,877	209,000	2,708,578	1.3%	14

¹ Beginning in 2001 the Corporate Counsel and Secretary position became an executive level position. Prior to 2001, it was a manager level position. For the purposes of this reconciliation, Corporate Counsel & Secretary compensation is shown separately.

² Total salary and STI reconciles to the total salary and STI amounts shown in response to Requests for Information CA-330 (1st Revision) and CA-347 (1st Revision).

³ Changes in the number of managers and executives in each year principally reflect departures, retirements, appointments and promotions.

Newfoundland Power Inc.
Executive Salary^{1 & 2}
1996 to 2004F
(\$s)

Year	Philip Hughes	Nora Duke	Michael Mulcahy	Earl Ludlow	Barry Perry	Peter Alteen	John Evans	Karl Smith	Aidan Ryan	Mardon Erbland	Wallace Pinhorn	Kevin Warr
1996	-	-	-	-	-	-	115,100	101,833	181,600	110,600	112,200	81,000
1997	206,917	-	-	107,400	-	-	132,542	129,583	68,100	130,667	46,750	-
% change	-	-	-	-	-	-	15.2%	27.3%	-62.5%	18.1%	-58.3%	-
1998	240,000	-	-	156,000	-	-	150,000	156,000	-	-	-	-
% change	16.0%	-	-	45.3%	-	-	13.2%	20.4%	-	-	-	-
1999	260,000	137,887	-	162,000	-	-	157,000	108,000	-	-	-	-
% change	8.3%	-	-	3.8%	-	-	4.7%	-30.8%	-	-	-	-
2000	275,000	160,000	-	170,000	116,922	-	165,000	-	-	-	-	-
% change	5.8%	16.0%	-	4.9%	-	-	5.1%	-	-	-	-	-
2001	285,000	175,000	-	183,000	175,000	140,000	29,334	-	-	-	-	-
% change	3.6%	9.4%	-	7.6%	49.7%	-	-82.2%	-	-	-	-	-
2002	305,000	185,000	-	195,000	190,000	150,000	-	-	-	-	-	-
% change	7.0%	5.7%	-	6.6%	8.6%	7.1%	-	-	-	-	-	-
2003F	320,000	-	178,100	205,000	200,000	162,000	-	-	-	-	-	-
% change	4.9%	-	-	5.1%	5.3%	8.0%	-	-	-	-	-	-
2004F	329,600	-	183,443	211,150	206,000	166,860	-	-	-	-	-	-
% change	3.0%	-	3.0%	3.0%	3.0%	3.0%	-	-	-	-	-	-

¹ Includes salary prior to allocations to affiliated companies on account of services rendered. Does not include sums paid upon retirement.

² The date of hire, promotion, retirement or departure will impact the amount of salary, and the % change from year to year.

Newfoundland Power Inc.
Executive Short Term Incentive (STI) ¹
1996 to 2004F
(\$s)

Year	Philip Hughes	Nora Duke	Michael Mulcahy	Earl Ludlow	Barry Perry	Peter Alteen	John Evans	Karl Smith	Aidan Ryan	Mardon Erbland	Wallace Pinhorn	Kevin Warr
1996	-	-	-	-	-	-	28,200	24,949	63,560	27,097	27,489	19,845
1997	87,750	-	-	37,700	-	-	37,700	37,700	29,510	37,700	15,787	-
% change	-	-	-	-	-	-	33.7%	51.1%	-53.6%	39.1%	-42.6%	-
1998	90,000	-	-	37,000	-	-	33,000	42,000	-	-	-	-
% change	2.6%	-	-	-1.9%	-	-	-12.5%	11.4%	-	-	-	-
1999	100,000	34,000	-	38,000	-	-	34,000	28,000	-	-	-	-
% change	11.1%	-	-	2.7%	-	-	3.0%	-33.3%	-	-	-	-
2000	123,750	47,408	-	51,000	46,400	-	47,850	-	-	-	-	-
% change	23.8%	39.4%	-	34.2%	-	-	40.7%	-	-	-	-	-
2001	185,000	80,000	-	85,000	80,000	65,000	13,000	-	-	-	-	-
% change	49.5%	68.7%	-	66.7%	72.4%	-	-72.8%	-	-	-	-	-
2002	210,000	90,000	-	95,000	92,500	73,000	-	-	-	-	-	-
% change	13.5%	12.5%	-	11.8%	15.6%	12.3%	-	-	-	-	-	-
2003F	112,000	-	44,525	51,250	50,000	40,500	-	-	-	-	-	-
% change	-46.7%	-	-	-46.1%	-45.9%	-44.5%	-	-	-	-	-	-
2004F	115,360	-	45,861	52,788	51,500	41,715	-	-	-	-	-	-
% change	3.0%	-	3.0%	3.0%	3.0%	3.0%	-	-	-	-	-	-

¹ The date of hire, promotion, retirement or departure will impact the amount of STI in that year, and the % change from year to year.

Newfoundland Power Inc.
Executive Salary and Short Term Incentive (STI) ^{1 & 2}
1996 to 2004F
(\$s)

Year	Philip Hughes	Nora Duke	Michael Mulcahy	Earl Ludlow	Barry Perry	Peter Alteen	John Evans	Karl Smith	Aidan Ryan	Mardon Erbland	Wallace Pinhorn	Kevin Warr
1996	-	-	-	-	-	-	143,300	126,782	245,160	137,697	139,689	100,845
1997	294,667	-	-	145,100	-	-	170,242	167,283	97,610	168,367	62,537	-
% change	-	-	-	-	-	-	18.8%	31.9%	-60.2%	22.3%	-55.2%	-
1998	330,000	-	-	193,000	-	-	183,000	198,000	-	-	-	-
% change	12.0%	-	-	33.0%	-	-	7.5%	18.4%	-	-	-	-
1999	360,000	171,887	-	200,000	-	-	191,000	136,000	-	-	-	-
% change	9.1%	-	N/A	3.6%	-	-	4.4%	-31.3%	-	-	-	-
2000	398,750	207,408	-	221,000	163,322	-	212,850	-	-	-	-	-
% change	10.8%	20.7%	-	10.5%	-	-	11.4%	-	-	-	-	-
2001	470,000	255,000	-	268,000	255,000	205,000	42,334	-	-	-	-	-
% change	17.9%	22.9%	-	21.3%	56.1%	-	-80.1%	-	-	-	-	-
2002	515,000	275,000	-	290,000	282,500	224,667	-	-	-	-	-	-
% change	9.6%	7.8%	-	8.2%	10.8%	9.6%	-	-	-	-	-	-
2003F	432,000	-	222,625	256,250	250,000	202,500	-	-	-	-	-	-
% change	-16.1%	-	-	-11.6%	-11.5%	-9.9%	-	-	-	-	-	-
2004F	444,960	-	229,304	263,938	257,500	209,000	-	-	-	-	-	-
% change	3.0%	-	3.0%	3.0%	3.0%	3.2%	-	-	-	-	-	-

¹ Includes salary and STI prior to allocations to affiliated companies on account of services rendered. Does not include sums paid upon retirement.

² The date of hire, promotion, retirement or departure will impact the amount of salary and STI in that year, and the % change from year to year.