

1 **Undertaking Request (U-20)**

2 **Tuesday, April 24, 2018**

3 **Transcript Reference: Pg. 176, line 18 to Pg. 177, line 19**

4 Undertake to provide the amount of 2018 payments made in relation to 2017
5 performance. (*Company-wide for Hydro*)

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7

8 **Undertaking Response**

9 The payouts for 2017 performance contracts are provided in U-JH-020, Attachment 1.

Position Title	Max Eligible Payment	Final Payment
President, NL Hydro ¹	\$72,000	\$41,850
General Counsel & Corporate Secretary ¹	\$41,280	\$23,813
Vice President, Production Operations ¹	\$44,400	\$24,160
Vice President, Engineering Services ¹	\$48,000	\$27,096
Vice President, Corporate Services & Regulatory Affairs ¹	\$49,680	\$32,495
Vice President, Transmission & Distribution & NLSO ^{1,2}	\$44,400	\$18,765
Vice President, Finance ¹	\$49,680	\$31,813
General Manager, Thermal Production	\$35,100	\$22,868
General Manager, TRO Western & Eastern	\$32,009	\$20,857
General Manager, Gas Turbines & Diesels	\$29,907	\$21,398
General Manager, Hydraulic Production	\$32,958	\$27,942
General Manager, TRO Northern & Labrador	\$32,958	\$22,986
General Manager, NLSO	\$32,658	\$25,600
Divisional Controller	\$29,907	\$27,193
Legal Counsel & Assistant Corporate Secretary	\$15,268	\$12,472
Manager, Reliability & Asset Management	\$29,028	\$21,141
Manager, Civil Engineering ¹	\$17,732	\$12,749
Manager, Commercial	\$28,128	\$15,883
Manager, Customer Care & Energy Efficiency ²	\$16,416	\$6,694
Manager, Human Resources & Labour Relations	\$16,162	\$13,879
Manager, Hydraulic Generation	\$18,090	\$16,251
Manager, Information & Operations Technology	\$17,237	\$14,131
Manager, Interconnection & Integration	\$16,416	\$13,799
Manager, Mechanical Engineering	\$18,090	\$12,891
Manager, Project Execution ¹	\$18,090	\$13,859

¹ No payment made for 2017 corporate safety performance

² Pro-rated payment

Manager, Protection and Controls and Communications Engineering ²	\$18,090	\$8,594
Manager, Regulatory Affairs	\$29,907	\$26,735
Manager, Regulatory Engineering	\$18,090	\$15,674
Manager, Resource & Production Planning ²	\$14,472	\$6,840
Manager, Risk, Control & Planning	\$16,416	\$13,402
Manager, Rural Planning	\$18,090	\$14,528
Manager, System Operations & Integration Support	\$29,631	\$24,082
Manager, Thermal Generation	\$29,907	\$19,715
Manager, Transmission Planning	\$18,090	\$13,985
Manager, TRO Central	\$18,090	\$11,683
Manager, TRO Labrador	\$18,090	\$10,332
Manager, TRO Northern	\$18,090	\$15,497
Senior Counsel, Regulatory	\$16,958	\$14,890

TOTAL AMOUNT OF INCENTIVES PAID FOR 2017 PERFORMANCE

\$718,542