

- 1 **Q. Regarding the responses to PUB-NP-006 and PUB-NP-010, please provide an**
 2 **expanded version of Table 3 in PUB-NP-006 showing the STI provided as a**
 3 **percentage in addition to the percentages for base increases and progression**
 4 **increases.**
 5
 6 **A. See Table 1 below.**
 7

Table 1
Executive and Directors Wage Increases &
Short-Term Incentive Payouts as a Percentage of Base Salaries
2016 to 2020F
(%)

Year	<u>Base Increase</u>	<u>Progression Increase</u>		<u>Short-Term Incentive</u>	
	Executive & Directors	Executive	Directors	Executive	Directors
2016	2.40	2.95 ¹	0.21	57.7	19.6
2017	2.20	(0.70) ²	(2.56) ³	58.9	20.0
2018F	1.00	0.75	0.75	43.4	15.0
2019F	1.00	0.75	0.75	43.4	15.0
2020F	1.25	0.75	0.75	43.4	15.0

¹ Reflects the Vice President, Operations and Engineering and Chief Operating Officer.

² Reflects a change in the CEO and CFO positions.

³ Reflects salary differential between a retiring Director and a new Director.