

- 1 **Q. Further to the response to PUB-NP-010, provide a list of the positions in the**  
 2 **executive and director categories that are eligible to receive short-term incentives in**  
 3 **2019 and 2020 and the amount forecast to be paid each year to each position.**  
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 5 A. Table 1 provides the list of positions in the executive and director categories that are  
 6 eligible to receive short-term incentives and the forecast amounts to be paid for 2019 and  
 7 2020.  
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**Table 1**  
**Short-Term Incentives<sup>1</sup> - Executives and Directors**  
**2019F and 2020F**  
**(\$)**

	<b>2019F</b>	<b>2020F</b>
<b>Executives</b>		
President & CEO	193,822	197,698
VP Customer Operations	120,065	122,466
VP Finance & CFO	95,238	97,143
VP Energy Supply & Planning	91,711	93,546
<b>Executive Total</b>	<b>500,836</b>	<b>510,853</b>
<b>Directors</b>		
Director St. John's Region	23,504	23,974
Director Eastern Region	25,946	26,465
Director Operations	28,327	28,894
Director Human Resources & Corporate Affairs	26,954	27,493
Director Customer Relations	23,748	24,223
Director Engineering	20,147	20,549
Director Western Region	27,473	28,022
Director Planning & Supply	24,939	25,438
Director Finance	19,078	19,460
Director Technology	27,244	27,788
<b>Director Total</b>	<b>247,360</b>	<b>252,306</b>
<b>Grand Total</b>	<b>748,196</b>	<b>763,159</b>

<sup>1</sup> The forecast amounts included in short-term incentives reflect both regulated and non-regulated amounts. The non-regulated amount is based on 50% of the components for earnings and regulatory performance, as the forecast payout is based on achieving 100% of the targets.