

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

Table 1
Managerial Wage Increases &
Payouts as a Percentage of Base Salaries
2016 to 2020F
(%)

Year	Base Increase	Progression Increase	Pay-for-Performance
2016	2.50	0.85	3.81
2017	1.50	0.99	3.86
2018F	1.00	0.75	3.86
2019F	1.00	0.75	3.86
2020F	1.25	0.75	3.86