

*Requests for Information*

- 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  
8

**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 <sup>1</sup>	0.21	57.7	19.6
2017	2.20	(0.70) <sup>2</sup>	(2.56) <sup>3</sup>	58.9	20.0
2018F	1.00	0.75	0.75	42.3	15.0
2019F	1.00	0.75	0.75	42.3	15.0
2020F	1.25	0.75	0.75	42.3	15.0

<sup>1</sup> Reflects the Vice President, Operations and Engineering and Chief Operating Officer.

<sup>2</sup> Reflects a change in the CEO and CFO positions.

<sup>3</sup> Reflects salary differential between a retiring Director and a new Director.