

1 (Reference Executive Compensation Report by Korn-Ferry)
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3 **Q. It is stated (page 7) “In aligning with NFP pay principles, 390 Commercial Industrial**
4 **organizations of the total database have been selected for this review.”**

5 **a) Did Newfoundland Power choose or advise on the selection of these**
6 **organizations or were they chosen independently by Korn-Ferry?**

7 **b) How many of the 390 comparator organizations operate in a monopoly market**
8 **with a regulatory regime that ensures a positive rate of return on equity every**
9 **year?**

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11 **A. a) See our response to Request for Information PUB-NP-171.**

12
13 **b) Without detail and empirical data, Korn Ferry estimates that only a few Commercial**
14 **Industrial comparator organizations operate in a monopoly market with a regulatory**
15 **regime.**