

- 1 **Q. Does Korn Ferry provide compensation policy advice and services to other**
2 **Canadian utilities besides Newfoundland Power?**
3 **(i) If yes, please state what comparator group these utilities use to evaluate**
4 **executive compensation and whether they have short term incentive plans.**
5 **(ii) Does Korn Ferry know the comparator groups used by other Canadian utilities**
6 **that are not clients to evaluate executive compensation?**
7 **(iii) If yes, does Korn Ferry know the amount or percentage of total executive**
8 **compensation that is included in the client utility's revenue requirement as a**
9 **regulated expense to be recovered from customers?**
10
11 **A. (i) Korn Ferry provides compensation policy advice to other Canadian utility**
12 **organizations, ranging from local distribution organizations to major provincial**
13 **generators, transmitters and distributors.**
14
15 Utility organizations may use a target comparator group or a broad market group
16 depending on their own size, type of services, service jurisdiction, and/or ownership
17 structure etc. There is no one single approach to building the appropriate comparator
18 group.
19
20 In Canada, the great majority of utility organizations have adopted an STI plan for
21 their executive, management and professional positions. The plan typically excludes
22 union positions.
23
24 (ii) Korn Ferry does not know.
25
26 (iii) Korn Ferry does not know.