

**Executive Compensation - Nalcor Energy**

<b>Alpha Name</b>	<b>Position</b>	<b>Annual Salary</b>	<b>Base Earnings</b>	<b>Other Compensation <sup>1</sup></b>	<b>Total Compensation</b>
Marshall, H. Stanley	President & Chief Exec Officer	\$525,000	\$490,673	\$183,106	\$673,779
Maclsaac, John	EVP Power Supply	\$310,000	\$307,115	\$73,459	\$380,574
Bennett, Gilbert J.	EVP Power Development	\$300,000	\$293,996	\$59,756	\$353,753
Sturge, Derrick	EVP Finance & CFO	\$300,000	\$295,589	\$69,682	\$365,271
Keating, Jim	EVP Corporate Services & Offshore Development	\$280,000	\$273,532	\$64,255	\$337,787
Kieley, Chris	VP Strategic Planning & Business Development	\$245,000	\$243,424	\$59,287	\$302,711
Henderson, Robert J.	VP Transition to Operations	\$225,000	\$223,738	\$53,556	\$277,294
Roberts, Michael J.	Chief HR Officer & VP, Safety, Health & Sustainability	\$215,000	\$210,673	\$55,406	\$266,079
Hickman, Peter	VP General Counsel & Corporate Secretary	\$207,000	\$202,096	\$46,325	\$248,421
Meaney, James	VP Finance Power Supply <sup>2</sup>	\$207,000	\$200,106	\$36,530	\$236,636
Dunphy, Gerard M.	VP, Engineering Power Supply <sup>3</sup>	\$192,500	\$179,344	\$23,669	\$203,013
Penton, Cyril J.	VP Production, Power Supply <sup>2</sup>	\$187,500	\$185,893	\$39,533	\$225,425
Parsons, Walter D.	VP, Transmission & Town Services <sup>4</sup>	\$180,000	\$110,769	\$14,811	\$125,580

<sup>1</sup> Includes performance contract payment and vehicle benefit

<sup>2</sup> Appointed VP April 2017

<sup>3</sup> Appointed VP May 2017

<sup>4</sup> Hired May 2017

**Executive Compensation - Newfoundland and Labrador Hydro**

<b>Alpha Name</b>	<b>Position</b>	<b>Annual Salary</b>	<b>Base Earnings</b>	<b>Other Compensation <sup>1</sup></b>	<b>Total Compensation</b>
Haynes, James R.	President NL Hydro	\$300,000	\$300,000	\$40,169	\$340,169
Dalley, Dawn	VP Regulatory Affairs & Corporate Services	\$207,000	\$202,357	\$47,349	\$249,706
Hutchens, Lisa	VP Financial Services	\$207,000	\$198,242	\$12,201	\$210,443
Gardiner, Terence J.	VP Engineering	\$200,000	\$197,115	\$44,906	\$242,021
LeBlanc, Ron	VP Transmission & Distribution & NLSO <sup>2</sup>	\$185,000	\$128,077	\$1,381	\$129,458
Williams, Jennifer	VP, Production Operations	\$185,000	\$185,000	\$36,853	\$221,853
Young, Geoffrey P.	Corporate Secretary & General Counsel	\$172,000	\$172,000	\$33,305	\$205,304
Humphries, Paul	VP, System Operations <sup>3</sup>			\$24,220	\$24,220

<sup>1</sup> Includes performance contract payment and vehicle benefit

<sup>2</sup> Hired April 2017

<sup>3</sup> Retired August 2016, performance contract paid in 2017