

VECC INTERROGATORY #4

INTERROGATORY

Reference: Exhibit B, TAB 4, Schedule 2, page 2

- a) Please confirm that "STIP" is short term incentive plan. If not please provide an explanation of the acronym.
- b) Please explain why STIP has increased in 2016 and from what level in 2014 and 2015.

RESPONSE

- a) STIP is short term incentive plan
- b)

	2014	2015	2016
STIP (in millions)	\$ 23.0	\$ 28.2	\$ 30.3

Measures of performance include: Safety, Integrity and Operations; Financial Performance; Customer Experience; Project Execution; and Employee Engagement . Each year's results are relative and comparable to forecast targets for the year and are not linked to previous year targets and results.

Key drivers for better than forecasted and budgeted performance mostly attributed to performance in areas of Safety, Integrity and Operations and Financial Performance, in Business Unit Performance objectives. (See EB-2016-0142, FRPO Interrogatory #9, found at I.B.EGDI.FRPO.9).

Witnesses: N. Verma  
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