

<b>Nortel Bonuses</b>		<b># Employees</b>
<b>\$ Millions</b>		
Key Executive Incentive Plan	\$23	92
Key Employee Retention Plan	\$22	880
2010-2011 Special Incentive Plan	\$93	1,475
<b>Post Bankruptcy Key Executive and Key Employee Retention Bonuses</b>	<b>\$138</b>	
Annual Incentive Plan % Paid (Urquhart Estimate (1) )	10%	
Gross Payroll in Canada, Excluding AIP 2009	\$466	
Gross Payroll in Canada, Excluding AIP 2010	\$144	
<b>Annual Incentive Plan Bonuses in Canada (Urquhart Estimate)</b>	<b>\$61</b>	
Ratio of Canada Jobs to Global Jobs	20%	
<b>Annual Incentive Plan Bonuses Globally (Urquhart Estimate)</b>	<b>\$305</b>	
<b>Nortel Bonuses Globally Post Bankruptcy Filing (Urquhart Estimate)</b>	<b>\$443</b>	

**(1) What is the payout opportunity for Annual Incentive Plan?**

% of Salary No Change from 2008 Target Levels:

JCI 55: 45% - 100%

JCI 1- 6: 8 -20%

Nortel Performance Factor (NPF) Payout Range: 0-150%

How is AIP calculated? Salary x NPF x AIP target by JCI