

1 Q. Please provide, in table format, total wage costs and percentage changes in
2 these costs by department for the years 1996 to projected 2005?

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5 A. Please see attached schedules of salaries and fringe benefits by department.
6 Detailed information is not available for 2005. Certain prior years' data have
7 been reclassified to conform with the current organizational structure.

Newfoundland & Labrador Hydro
Total Salaries and Fringe Benefits by Department 1996 - 2004 with % of Change
(\$ thousands)

	1996	1997	% Change	1998	% Change	1999	% Change	2000	% Change
Internal Audit	245	243	-0.82%	235	-3.29%	253	7.66%	281	11.07%
Finance Division									
Finance	2,671	2,134	-20.10%	2,418	13.31%	2,614	8.11%	2,692	2.98%
Rates & Customer Service	1,662	1,772	6.62%	2,240	26.41%	2,645	18.08%	2,478	-6.31%
Corporate & Risk Management	129	109	-15.50%	111	1.83%	101	-9.01%	108	6.93%
Executive Management	987	895	-9.32%	962	7.49%	1,441	49.79%	1,290	-10.48%
Human Resources Division									
Legal	353	381	7.93%	397	4.20%	177	-55.42%	325	83.62%
Materials Management	2,173	1,978	-8.97%	2,165	9.45%	2,120	-2.08%	2,126	0.28%
Labour Relations & Safety	304	353	16.12%	312	-11.61%	314	0.64%	334	6.37%
Human Resources	5,235	2,754	-47.39%	2,472	-10.24%	3,141	27.06%	5,692	81.22%
Production Division									
Generation Engineering	1,190	1,254	5.38%	1,120	-10.69%	1,225	9.38%	1,330	8.57%
Generation Operations	1,291	1,203	-6.82%	1,290	7.23%	1,118	-13.33%	1,154	3.22%
System Planning	651	631	-3.07%	636	0.79%	780	22.64%	892	14.36%
Information Systems & Telecommunications	3,957	3,990	0.83%	4,219	5.74%	4,655	10.33%	4,780	2.69%
Thermal Generation	7,750	6,705	-13.48%	7,067	5.40%	7,541	6.71%	7,419	-1.62%
Hydro Generation	4,501	4,574	1.62%	5,123	12.00%	5,282	3.10%	5,230	-0.98%
Transmission & Rural Operations Division									
Environment & Properties	693	694	0.14%	828	19.31%	883	6.64%	953	7.93%
TRO Engineering	3,211	2,623	-18.31%	2,532	-3.47%	2,704	6.79%	2,885	6.69%
TRO Operations	19,721	19,570	-0.77%	20,777	6.17%	20,075	-3.38%	21,297	6.09%
	56,724	51,863		54,904		57,069		61,266	

Newfoundland & Labrador Hydro
Total Salaries and Fringe Benefits by Department 1996 - 2004 with % of Change
(\$ thousands)

	2001	% Change	2002	% Change	2003	% Change	2004	% Change
Internal Audit	233	-17.08%	270	15.88%	310	14.81%	313	0.97%
Finance Division								
Finance	1,642	-39.00%	2,237	36.24%	2,335	4.38%	2,320	-0.64%
Rates & Customer Service	3,630	46.49%	2,635	-27.41%	2,112	-19.85%	2,009	-4.88%
Corporate & Risk Management	87	-19.44%	140	60.92%	146	4.29%	147	0.68%
Executive Management	857	-33.57%	1,955	128.12%	1,195	-38.87%	1,198	0.25%
Human Resources Division								
Legal	327	0.62%	302	-7.65%	417	38.08%	420	0.72%
Materials Management	2,191	3.06%	2,251	2.74%	2,194	-2.53%	2,193	-0.05%
Labour Relations & Safety	350	4.79%	368	5.14%	351	-4.62%	351	0.00%
Human Resources	5,589	-1.81%	6,135	9.77%	8,080	31.70%	8,131	0.63%
Production Division								
Generation Engineering	1,674	25.86%	1,730	3.35%	1,821	5.26%	1,824	0.16%
Generation Operations	1,164	0.87%	1,221	4.90%	1,293	5.90%	1,299	0.46%
System Planning	695	-22.09%	947	36.26%	962	1.58%	964	0.21%
Information Systems & Telecommunications	4,947	3.49%	5,099	3.07%	4,812	-5.63%	4,823	0.23%
Thermal Generation	7,460	0.55%	7,125	-4.49%	7,170	0.63%	7,287	1.63%
Hydro Generation	5,267	0.71%	5,667	7.59%	5,424	-4.29%	5,410	-0.26%
Transmission & Rural Operations Division								
Environment & Properties	1,081	13.43%	1,124	3.98%	1,023	-8.99%	1,024	0.10%
TRO Engineering	3,202	10.99%	3,306	3.25%	3,340	1.03%	3,348	0.24%
TRO Operations	21,333	0.17%	22,047	3.35%	20,620	-6.47%	20,176	-2.15%
	61,729		64,559		63,605		63,237	