

- 1 **Q. Please provide the job description of each Executive member and his or her direct**
2 **reports.**
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4 A. Attachment A provides the job description of each Executive member.
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6 Attachment B provides the job description of each Executive member's direct reports at
7 the Director (formerly Manager) level.

Newfoundland Power Inc.
Executive Member Job Descriptions

2015
Newfoundland Power

	President & CEO	VP Finance & CFO	VP Operations & Engineering	VP Regulation & Planning
Job Functions	All Business Functions (inclusive of Corporate Communications)	Financial Planning Budgetary Oversight & Control Financial & Corporate Reporting Corporate Governance & Management Control Corporate Development Human Resources Purchasing & Procurement Customer Relations Energy Efficiency	Safety Transmission/Distribution Operations Power Generation System Planning & Engineering Environment Transportation Warehousing/Materials Third Party & Provisioning Services Capital Budget Preparation	Corporate Secretary Regulatory Policy Regulatory Hearings Regulatory Compliance Technology Planning General Counsel
Unique Accountabilities of This Role	Strategic corporate leadership & direction Ensure safe, cost, effective provision of all aspects of customer service in a fully regulated environment Government relations Provincial energy policy Leadership in external communications and public relations	Financial planning key component of customer rate stability Public capital markets; financing and disclosure Evolving securities disclosures and reporting standards Business continuity Risk management Progressive in customer service excellence; a differentiating factor in a monopoly environment Multifaceted call center operation Human Resources (inclusive of strategic workforce planning, career and employee development, compensation and benefits, succession and talent management, labour and employee relations) Energy efficiency programming	Systems Operation & Engineering focus to ensure safety and reliability Accountable for operational cost management Efficient operations through technology and deployment of resources Responsible for safety (OHSAS 18001 standard) and environmental (ISO 14001 standard) compliance Public and employee safety Meeting urban/rural service expectations Unique geography containing most challenging weather conditions in North America	Complex, dynamic, public and challenging regulatory environment Strategic development Strategic planning Evolving securities law and governance standards environment Technology implementation

Newfoundland Power Inc.
Executive Member Direct Reports – Director Level

2015
Newfoundland Power

	Director Operations	Director Engineering	Director St. John's Region	Director Eastern Region	Director Western Region	Director Operations Support
Reports To:	VP Operations & Engineering	VP Operations & Engineering	VP Operations & Engineering	VP Operations & Engineering	VP Operations & Engineering	VP Operations & Engineering
Job Functions	System Planning & Engineering Safety Environment	Power Generation System Planning & Engineering	Transmission/Distribution Operations Third Party & Provisioning Services	Transmission/Distribution Operations	Transmission/Distribution Operations Transportation	Transmission/Distribution Operations Central Dispatch
Unique Accountabilities of This Role	Systems Operation & Engineering focus to ensure safety and reliability Accountable for operational cost management Safety (OHSAS 18001 standard) compliance Environmental (ISO 14001 standard) compliance Public and employee safety Operation and maintenance of generation equipment Provision of major mechanical and electrical maintenance Oversight of the SCADA system	Systems Operation & Engineering focus to ensure safety and reliability Accountable for operational cost management Long range power system planning Power Quality Civil design, construction and standards Commissioning of Company plant and protective relaying Stewardship of land and property Project management services	Systems Operation & Engineering focus to ensure safety and reliability Accountable for operational cost management Meeting urban/rural service expectations Planning and organization of regional resources to efficiently meet both present and future requirements	Systems Operation & Engineering focus to ensure safety and reliability Accountable for operational cost management Meeting urban/rural service expectations Planning and organization of regional resources to efficiently meet both present and future requirements	Systems Operation & Engineering focus to ensure safety and reliability Accountable for operational cost management Meeting urban/rural service expectations Planning and organization of regional resources to efficiently meet both present and future requirements	Systems Operation & Engineering focus to ensure safety and reliability Accountable for operational cost management Meeting urban/rural service expectations Planning and organization of regional resources to efficiently meet both present and future requirements

Director Revenue and Supply		Director Technology		Director Finance		Director Human Resources & Corporate Affairs		Director Customer & Corporate Relations	
Reports To:	VP Regulation & Planning	VP Regulation & Planning	VP Regulation & Planning	VP Finance & CFO	VP Finance & CFO	VP Finance & CFO	VP Finance & CFO	VP Finance & CFO	VP Finance & CFO
Job Functions	Regulatory Policy Regulatory Hearings Regulatory Compliance Regulatory Planning	Information Technology	Information Technology	Budgetary Oversight & Control Financial & Corporate Reporting Financial Planning Corporate Governance & Management Control Purchasing & Procurement Warehousing/Materials	Human Resources Corporate Development Energy Efficiency	Human Resources Corporate Development Energy Efficiency	Human Resources Corporate Development Energy Efficiency	Corporate Communication Customer Relations	Corporate Communication Customer Relations
Unique Accountabilities of This Role	Complex, dynamic, public and challenging regulatory environment Direction of the Company's short term & long term pricing objectives Identifying inconsistencies between rate structure and revenue requirements Establishing rate structures to optimize revenue requirements, stability & competitive position vs. impact on customer costs Preparation of revenue forecasts	Efficient operations through technology & deployment of resources Accountable for operational cost management Identify system development opportunities within the Company Rapidly changing technological environment Oversight of the Company's production centre	Efficient operations through technology & deployment of resources Accountable for operational cost management Public capital markets; financing and disclosure Evolving securities disclosures and reporting standards Storage, distribution and management of the Company's inventory Operation of Central Stores	Financial Planning as a key component of customer rate stability Accountable for operational cost management Public capital markets; financing and disclosure Evolving securities disclosures and reporting standards Storage, distribution and management of the Company's inventory Operation of Central Stores	Strategic workforce planning to address changing workforce demographics, corporate priorities and technology advancement Accountable for operational cost management Career and employee development for skill growth, knowledge transfer, talent management and engagement of employees Competitive compensation and benefits aligned with market relations	Strategic workforce planning to address changing workforce demographics, corporate priorities and technology advancement Accountable for operational cost management Career and employee development for skill growth, knowledge transfer, talent management and engagement of employees Competitive compensation and benefits aligned with market relations	Strategic workforce planning to address changing workforce demographics, corporate priorities and technology advancement Accountable for operational cost management Career and employee development for skill growth, knowledge transfer, talent management and engagement of employees Competitive compensation and benefits aligned with market relations	Progressive in customer service excellence; a differentiating factor in a monopoly environment Accountable for operational cost management Manage a multifaceted call centre operation Effective external communication & public relations Accountable for government relations Provincial energy policy and direction/public policy oversight Ensure appropriate internal communication to inform and engage employees	Progressive in customer service excellence; a differentiating factor in a monopoly environment Accountable for operational cost management Manage a multifaceted call centre operation Effective external communication & public relations Accountable for government relations Provincial energy policy and direction/public policy oversight Ensure appropriate internal communication to inform and engage employees