

- 1 **Q. Did Newfoundland Power have external expertise to assist with the review of**
2 **employee benefits (other than salaries and wages) from the period 2012 onward? If**
3 **so, please provide a copy of each such report provided to Newfoundland Power.**
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- 5 A. Annually, Newfoundland Power engages AON Hewitt to conduct a benefit review.
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7 These reviews contain commercially sensitive information. For this reason,
8 Newfoundland Power has disclosed the information on the stranded website at the link
9 <ftp.nfpower.nf.ca>.
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11 Attachment A contains AON Hewitt's 2012 Renewal Review.
12
13 Attachment B contains AON Hewitt's 2013 Renewal Review.
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15 In 2013, Newfoundland Power engaged AON Hewitt to conduct a market study to
16 determine if the Company's existing benefit premiums continued to be competitive. The
17 study results showed that the Company's existing benefits' provider, Medavie Blue
18 Cross, continued to be the most competitive for the Company's existing benefits. As a
19 result, a new agreement was signed with Medavie Blue Cross in October 2013 for an
20 eighteen month term. No annual benefit review was necessary in 2014. Attachment C
21 contains AON Hewitt's Newfoundland Power Group Benefits Market Study results
22 report.
23
24 Attachment D contains AON Hewitt's 2015 Renewal Review.