

1 Q. (Reference 2017 GRA Volume I, p. 3.36, Table 3-19) In a public document made
2 available by Nalcor on the 22nd of June, 2017, known as Nalcor Energy and its
3 Subsidiaries Compensation Disclosure, a Hydro mechanical maintenance (HD repair)
4 employee is shown as earning a base salary of \$80,500, plus overtime of \$73,100,
5 plus a bonus of \$7,500, in the calendar year 2016. Please provide details / rationale
6 for this bonus payment.

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9 A. Bonuses, for the purpose of the Compensation Transparency Act are defined as “*an*
10 *amount paid to an employee, in addition to his or her base salary, which is based on*
11 *predetermined criteria*”.¹ In the ‘bonus’ category of the Compensation
12 Transparency Disclosure for 2016, Hydro included re-earnable lump sum payments,
13 performance contracts, Labrador allowance, travel benefits, and recognition
14 awards. These additional allowances and benefits would not generally be
15 categorized as ‘bonuses’ for any other purpose.

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17 For the employee in question, the payment of \$7,500 was comprised of the
18 employee’s Labrador Allowance and Travel Benefit payments in the amount of
19 \$6,100 and \$1,400, respectively.

¹ Section 2, *Public Sector Compensation Transparency Regulations*, 81/16.