

1 Q. (Section 2: Regulated Activities, p. 2.18, lines 6-8)
2 Please state which positions received the 1.3% to 7.9% upward adjustments in
3 2012, stating the applicable adjustments for each position affected.

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6 A. Table 1 summarizes the upward adjustments effective April 1, 2012. The
7 adjustments were provided on the basis of pay grade (Hay grade) to reduce some of
8 the disparity relative to the market for positions at these levels. A detailed listing of
9 Hydro positions by Hay grade is provided in CA-NLH-106 Attachment 1. This list
10 includes positions that provide common services to various lines of business but are
11 based in Hydro.

Table 1
Adjustment above General Increase

Pay Grade	Applicable Percentage Increase
HAY11	1.3%
HAY12	3.6%
HAY13	5.4%
HAY14	6.7%
HAY15	7.3%
HAY16	7.9%
HAY17	7.6%
HAY18	7.1%

Position Listing by HAY Grade

Pay Grade	Applicable % Increase	Position
HAY11	1.3%	Architecture Analyst Customer Comm. & Billing Admin. Customer Service Technical Support Supervisor Distribution Services Supervisor Electrical P&C Supervisor Geomatics/Property Coordinator HROE Analyst Infrastructure Specialist Energy Systems Infrastructure Specialist System Support Protection & Control Supervisor Quality Assurance Co-ordinator Rates & Regulatory Analyst Revenue Metering Supervisor Software Specialist Software Specialist Business Analysis Software Specialist Enterprise Applications Software Specialist Software Applications Supervisor Network Services Eastern Supervisor Plant Operations Tech./Elec. Maint. Supervisor Tech./Operations Supv. Eastern Tech./Oprs Supervisor-Western Technical Service Supervisor Vegetation Control Coordinator Supervisor Short Term Work Planning & Sched
HAY12	3.6%	Asset Specialist - Distribution Asset Specialist - Thermal Asset Specialist - Transmission TRO Asset Specialist- Fleet Asset Specialist-Distribution Civil Engineer Distribution Design Engineer Electrical Design Engineer Electrical Engineer Energy Efficiency Advisor HR Specialist Payroll / HRIS HR Specialist Recruitment Industrial Energy Efficiency Specialist Line Supt. Central Region Maintenance Supervisor Western Network Architect Occupational Health Nurse Performance Specialist

Position Listing by HAY Grade

Pay Grade	Applicable % Increase	Position
		Planning Engineer
		Plant Chemist
		Plant Engineer - Long Term Asset Planning
		Project & QA Engineer
		Project Leader
		Project Manager (IS)
		Safety & Environment Coordinator
		Safety Specialist
		Senior Market Analyst
		Shift Supervisor - ECC
		Shift Supervisor - Thermal
		Supt. Generation & Terminals
		System Operations Engineer
		Team Lead Procurement
		Team Lead, Business Solutions Support
		Team Lead, Support Services
		Work Methods Specialist
HAY13	5.4%	Asset Specialist, Generation & Terminals
		Asst. Manager Operations (Thermal)
		Civil Engineer
		Electrical Design Engineer
		Electrical Engineer
		Energy Efficiency Manager
		Environmental Specialist
		HR Specialist Compensation
		Materials Superintendent
		Power System Appl. Eng. (Software App)
		Reliability Standards Engineer
		Team Lead Asset Mgmt. & Admin.
		Team Lead Capital Asset Accounting
		Team Lead General Accounting
		Telecontrol Engineer
		Transmission Design Engineer
HAY14	6.7%	Asst. Divisional Controller
		Civil Engineer
		Communications Engineer
		Customer Services Manager
		Electrical Engineer
		HR Lead- People Development
		I.S. Security Officer
		Manager Oper & Work Exec G & T
		Manager Oper & Work Execution T & D
		Manager Safety, Health, & Envir
		Mechanical Engineer

Position Listing by HAY Grade

Pay Grade	Applicable % Increase	Position
		Program Manager
		Protection & Control Engineer
		Sr Prot. & Control Engineer
		Sr System Operations Engineer
		Supv.Energy Control Center
		System Operations Hydrotechnic Eng.
		Team Lead - EMS
		Team Lead Corporate Systems
		Team Lead, Rates & Regulatory
		Transmission Engineer
HAY15	7.3%	Civil Engineering Specialist
		Communications Engineer
		Maintenance Engineer-Work Exec
		Manager Long Term Asset Planning
		Manager Network Services
		Manager Safety, Health,& Envir.
		Manager Technology Planning & Proj
		Manager Work Exec G & T
		Manager Work Execution
		P & C Engineering Specialist
		Plant Engineer - Mechanical
		Sr Network Services Engineer
		Sr. System Planning Engineer
		Supervisor Engineer Communications
		Supervisor Engineer Protection
		Supervisor System Operations Eng.
		System Planning Specialist
		Manager Long Term Asset Planning G & T
		Manager Long Term Asset Planning T & D
HAY16	7.9%	Manager Oper & Work Execution T&D
		Manager Project Exe (Reg)
		Manager Systems Operations
		Manager TRO Labrador
		Manager TRO Northern
		Mechanical Engineer
		Senior Legal Counsel
HAY17	7.6%	Manager System Oper & Integration Support
		Manager System Planning
		Manager Thermal Generation
		Manager TRO Central
HAY18	7.1%	General Manager TRO