

1 Q. Please provide a copy of Morneau Shepell's invoice(s) in relation to its work in
2 relation to the Benefits Market Study.

3

4

5 A. CA-NLH-258, Attachment 1, provides copies of the Morneau Shepell invoices in
6 relation to the 2013 Benefits Market Study.



7071 Bayers Road, Suite 3007
Halifax, Nova Scotia B3L 2C2

FILE COPY

September 13, 2013

CONFIDENTIAL

Peggy Beer
HR Specialist Compensation and Benefits
Newfoundland and Labrador Hydro
A Nalcor Energy Company
Hydro Place, P.O. Box 12400
500 Columbus Drive
St. John's, NL A1B 4K7

Dear Peggy:

RE: Group Market Survey

Please find enclosed invoice no. 733475 in the amount \$24,014.25 for services rendered in the period March 1, 2013 to August 31, 2013. Also attached is an itemized schedule summarizing the services provided. Including H.S.T. of \$3,121.85, the total invoice to be remitted is **\$27,136.10**.

Please note that our HST registration number is #R-105660310RT. Payment terms are net 30 days, with 2% per month interest chargeable thereafter. I trust you will find everything to be in order. I invite you to call me if you have any questions or wish to discuss this invoice further.

Yours truly,

A handwritten signature in cursive script, appearing to read "Linda Evans".

Linda Evans
Senior Consultant

LE/cm
Encl.

Client No. NFLD11

Bill. Consult: Evans, Linda

Resp. Consult: Caines, Gregory T

Payor: Newfoundland and Labrador Hydro Group Of

Newfoundland and Labrador Hydro Group Of Companies
 Ms. Dana Reardon
 Human Resources Analyst, Compensation & Benefits
 P.O. Box 12400
 500 Columbus Drive
 St. John's NL, A1B4K7
 Canada

August 31, 2013

For services rendered through August 2013 and costs:

NFLD11.0007 - Group Market Study

| | | |
|------------------------------|----------|--------------------|
| Fees: | | 24,014.25 |
| HST on Fees (13.000 %) | 3,121.85 | |
| Tax Subtotal: | | 3,121.85 |
| Matter Subtotal: | | 27,136.10 |
| Total This Statement: | | \$27,136.10 |

| Narrative | Time Id | Date | Timekeeper |
|--|----------|----------|---------------|
| Discussion with P. Beer and forward required data information. | 14944721 | 03/12/13 | L. Evans |
| Prepare for meeting with P. Beer and D. Reardon re: market study. | 14896046 | 03/21/13 | G. Caines |
| Meeting with P. Beer and D. Reardon re: market study. | 14896051 | 03/21/13 | G. Caines |
| Preparation for and meeting to discuss MS. | 14944872 | 03/21/13 | L. Evans |
| Preliminary work on RFP specifications. | 14978589 | 04/01/13 | G. Caines |
| Worked on RFP. | 15106000 | 04/03/13 | L. Evans |
| Work on RFP document. | 15106054 | 04/05/13 | L. Evans |
| Preparation of RFP. | 15024270 | 04/16/13 | C. MacCormack |
| Preparing insurer submission workbook for template of proposal rates, charges, fees, plan design alternate quotes. | 15043166 | 04/19/13 | C. Curran |
| Prepare for and participate in conference call to discuss market study spec document. | 15083824 | 04/22/13 | G. Caines |
| Update RFP with changes; update insurer listing/emails. | 15120940 | 04/23/13 | L. Evans |
| Review/revise submission workbook re RFP. | 15121234 | 04/24/13 | L. Evans |
| Worked on non-scheduled flight info/exposure and forward to P. Beer to confirm; revise RFP per Peggy's changes. | 15122835 | 04/26/13 | L. Evans |
| Discussing insurer submission workbook with L. Evans. Updating workbook information. | 15105535 | 04/29/13 | C. Curran |
| Preparation of contracts for RFP. | 15124505 | 04/30/13 | L. Evans |
| Issue re SSQ aircraft wording and GWL re life ins for ees > 65. | 15301709 | 05/01/13 | L. Evans |
| Update contact list; DLR listing. | 15301746 | 05/06/13 | L. Evans |
| RFP; follow-up re: flight info and confidentiality agreement. | 15301767 | 05/08/13 | L. Evans |

| Narrative | Time Id | Date | Timekeeper |
|--|----------|----------|------------|
| Information to proponents; miscellaneous; workbook. | 15301787 | 05/09/13 | L. Evans |
| Discussing insurer submission workbook with L. Evans. Reviewing experience amounts and formatting spreadsheets. | 15192723 | 05/10/13 | C. Curran |
| Response to queries from DFS; request info re LTD claims from GWL. | 15301823 | 05/13/13 | L. Evans |
| Provide info to Nalcor re ins queries; provide contracts, data to insurers. | 15301887 | 05/15/13 | L. Evans |
| Information to insurers; respond to queries. | 15301902 | 05/16/13 | L. Evans |
| Reply to ins queries. | 15306575 | 05/21/13 | L. Evans |
| Reply to insurer queries. | 15306751 | 05/22/13 | L. Evans |
| Peer review all data entry for Nalcor market study for insurer submissions; advise on corrections/interpretation of insurer submissions. | 15441556 | 06/14/13 | C. Norman |
| Conference call with Nalcor Human Resources team to discuss market study analysis. Action items following. | 15505786 | 06/17/13 | G. Caines |
| Review submission workbooks. | 15562752 | 06/17/13 | L. Evans |
| Updated insurer comparison spreadsheet. | 15468864 | 06/18/13 | A. Aucoin |
| Review pricing workload and provide comments to team. | 15505806 | 06/18/13 | G. Caines |
| Finalise summary roll up of all quotations; peer review latest work on cost summaries. | 15470816 | 06/19/13 | C. Norman |
| Prepare for and participate in conference call with Nalcor Human Resources team to discuss market study results and next steps. | 15505766 | 06/20/13 | G. Caines |
| Review proposals. | 15563287 | 06/20/13 | L. Evans |
| Review proposals. | 15563493 | 06/21/13 | L. Evans |
| Prepare retention exhibits. | 15757349 | 07/02/13 | L. Evans |
| Miscellaneous re MS. | 15757593 | 07/03/13 | L. Evans |
| Conference call with P. Beers re: agenda and preparation for finalist meeting. Draft agenda and send to P. Beers for approval. | 15635227 | 07/08/13 | G. Caines |
| Prepared AD&D marketing results spreadsheet for L. Evans. | 15620854 | 07/09/13 | A. Aucoin |
| Notify insurers of finalist meeting agenda/details. | 15635281 | 07/09/13 | G. Caines |
| Prepared AD&D marketing results spreadsheet for L. Evans and emailed to her. | 15654696 | 07/16/13 | A. Aucoin |
| Updated AD&D marketing spreadsheet for L. Evans. | 15660139 | 07/17/13 | A. Aucoin |
| Work on market study scorecard and briefing doc. Respond to insurer questions. | 15678020 | 07/19/13 | G. Caines |
| Prepare for finalist meetings, review proposals, review scorecard and briefing document. | 15711324 | 07/22/13 | G. Caines |
| Market study-finalist presentations, meeting with committee. | 15711764 | 07/23/13 | G. Caines |

| Narrative | Time Id | Date | Timekeeper |
|--|----------|----------|--------------------|
| Attend finalist presentations at Nalcor. | 15762899 | 07/23/13 | L. Evans |
| Market study -finalist presentations and delivery meetings with committee. | 15711823 | 07/24/13 | G. Caines |
| Attend finalist presentations at Nalcor. | 15762977 | 07/24/13 | L. Evans |
| Review presentations/notes and draft questionnaire to insurers. | 15947502 | 08/01/13 | L. Evans |
| Review presentations/notes and draft questionnaire to insurers. | 15947870 | 08/02/13 | L. Evans |
| Finalize questionnaires/miscellaneous. | 15948145 | 08/05/13 | L. Evans |
| Forward questionnaires to insurers. | 15948430 | 08/06/13 | L. Evans |
| Discussion with P Beer and forward insurer response to questionnaires; compile info for meeting. | 15949407 | 08/19/13 | L. Evans |
| Review insurer response and compile info for meeting. | 15949730 | 08/20/13 | L. Evans |
| Review and compile info from insurer responses; retention. | 15949967 | 08/21/13 | L. Evans |
| Preparation for meeting with Nalcor. | 15950334 | 08/26/13 | L. Evans |
| Meeting with M. Roberts and P. Beer to discuss market study. | 15949035 | 08/27/13 | G. Caines |
| Meeting re market study/selection of carrier/benefits. | 15950562 | 08/27/13 | L. Evans |
| Total Fees: | | | \$24,014.25 |



7071 Bayers Road, Suite 3007
Halifax, Nova Scotia B3L 2C2

Invoice No.: 733475

Date: August 31, 2013

Account No.: NFLD11.0007

GST/HST : 14480 7559

Contact: Linda Evans

Tel: (709) 753-4506

To: Newfoundland and Labrador Hydro Group Of Companies
P.O. Box 12400
500 Columbus Drive
St. John's NL A1B4K7
Canada

Attn: Ms. Dana Reardon
Human Resources Analyst, Compensation & Benefits

Consulting Services for the months of March through August 2013 inclusive.

| Item | Fee (\$Cdn) |
|--|--------------------|
| For services as outlined on the attached schedule. | 24,014.25 |
| Subtotal | 24,014.25 |
| ATLHST (13%) | 3,121.85 |
| Total This Statement: | \$27,136.10 |

Please Return One Copy With Remittance:

Cheque Payments To: Morneau Shepell Ltd. - P.O. Box 11503 - Station Downtown - Montréal, QC, H3C 5N7

Electronic Funds Transfer (EFT) Payments To: Beneficiary Bank: TD Canada Trust - 55 King St. W. - Toronto, ON, M5K 1A2
Beneficiary Account Name: Morneau Shepell Ltd. - One Morneau Sobeco CTR - 895 Don Mills Rd, Suite 700 - Toronto, ON, M3C 1W3
Beneficiary Acc# 5281508 - Transit# 10202 - Swift Code# TDOMCATTTOR



7071 Bayers Road, Suite 3007
Halifax, Nova Scotia B3L 2C2

FILE COPY

October 10, 2013

CONFIDENTIAL

Peggy Beer
HR Specialist Compensation and Benefits
Newfoundland and Labrador Hydro
A Nalcor Energy Company
Hydro Place, P.O. Box 12400
500 Columbus Drive
St. John's, NL A1B 4K7

Dear Peggy:

RE: Group Market Survey

Please find enclosed invoice no. 740384 in the amount \$3,900.00 for services rendered in the period September 1, 2013 to September 30, 2013. Also attached is an itemized schedule summarizing the services provided. Including H.S.T. of \$507.00, the total invoice to be remitted is **\$4,407.00**

Please note that our HST registration number is #R-105660310RT. Payment terms are net 30 days, with 2% per month interest chargeable thereafter. I trust you will find everything to be in order. I invite you to call me if you have any questions or wish to discuss this invoice further.

Yours truly,

A handwritten signature in cursive script, appearing to read "Linda Evans".

Linda Evans
Senior Consultant

LE/cm
Encl.

Newfoundland and Labrador Hydro Group Of Companies
 Peggy Beer
 HR Specialist, Compensation and Benefits
 Hydro Place, P.O. Box 12400
 500 Columbus Drive
 St. John's NL, A1B4K7
 Canada

September 30, 2013

For services rendered through September 2013 and costs:

NFLD11.0007 - Group Market Study

| | | | |
|------------------------------|------------------------|--------|-------------------|
| Fees: | | | 3,900.00 |
| | HST on Fees (13.000 %) | 507.00 | |
| | Tax Subtotal: | | 507.00 |
| Matter Subtotal: | | | 4,407.00 |
| Total This Statement: | | | \$4,407.00 |

| Narrative | Time Id | Date | Timekeeper |
|--|----------|----------|------------|
| Follow up re: reference checks; miscellaneous re: market study. | 16170265 | 09/03/13 | L. Evans |
| Market study action items. | 16170432 | 09/04/13 | L. Evans |
| Prepare alternate costings and assess rate impacts. | 16170791 | 09/09/13 | L. Evans |
| Peer review slides for L. Evans re: meeting of September 12 and comments. | 16045873 | 09/11/13 | G. Caines |
| Conference call with P. Beer and M. Roberts re: market study decision points. | 16045891 | 09/12/13 | G. Caines |
| Discuss action items with L. Evans. | 16146251 | 09/13/13 | G. Caines |
| Questions via email to Medavie and GWL re: market study. | 16146390 | 09/15/13 | G. Caines |
| GWL response. Comments for M. Roberts and P. Beer. | 16146561 | 09/17/13 | G. Caines |
| Meeting with DFS to discuss market study decision following notification from Nalcor. | 16156095 | 09/18/13 | G. Caines |
| Meetings with Sun Life and Manulife re: market study decisions following notification from Nalcor. | 16156199 | 09/19/13 | G. Caines |
| Prepare alternate costings and PowerPoint overview. | 16171531 | 09/23/13 | L. Evans |
| Revise cost summary/retention; miscellaneous preparation for conference call. | 16171666 | 09/24/13 | L. Evans |
| Conference call with P. Beer re: decision. | 16156684 | 09/25/13 | G. Caines |
| Market study action items relative to alternate plan design options. | 16171751 | 09/26/13 | L. Evans |

| Narrative | Time Id | Date | Timekeeper |
|---|----------|----------|------------|
| Peer reviewing plan design alternates for L. Evans. | 16131191 | 09/27/13 | C. Curran |
| Prepare alternate calculations and PowerPoint presentation. | 16171849 | 09/30/13 | L. Evans |
| Peer reviewing health and dental plan options for L. Evans. | 16139061 | 09/30/13 | C. Curran |
| Total Fees: | | | \$3,900.00 |



7071 Bayers Road, Suite 3007
Halifax, Nova Scotia B3L 2C2

Invoice No.: 740384

Date: September 30, 2013

Account No.: NFLD11.0007

GST/HST : 14480 7559

Contact: Linda Evans

Tel: (709) 753-4506

To: Newfoundland and Labrador Hydro Group Of Companies
P.O. Box 12400
500 Columbus Drive
St. John's NL A1B4K7
Canada

Attn: Peggy Beer
HR Specialist Compensation and Benefits

Consulting Services for the month of September 2013.

| Item | Fee (\$Cdn) |
|--|-------------------|
| For services as outlined on the attached schedule. | 3,900.00 |
| Subtotal | 3,900.00 |
| ATLHST (13%) | 507.00 |
| Total This Statement: | \$4,407.00 |

Outstanding Balance (Please disregard if paid)

| Invoice No. | Date | Bill Amount | Payment Received | Outstanding |
|--------------------------|-----------------|-------------|------------------|--------------------|
| 733475 | August 31, 2013 | 27,136.10 | - | 27,136.10 |
| Total Amount Due: | | | | \$31,543.10 |

Please Return One Copy With Remittance:

Cheque Payments To: Morneau Shepell Ltd. - P.O. Box 11503 - Station Downtown - Montréal, QC, H3C 5N7

Electronic Funds Transfer (EFT) Payments To: Beneficiary Bank: TD Canada Trust - 55 King St. W. - Toronto, ON, M5K 1A2

Beneficiary Account Name: Morneau Shepell Ltd. - One Morneau Sobeco CTR - 895 Don Mills Rd, Suite 700 - Toronto, ON, M3C 1W3

Beneficiary Acc# 5281508 - Transit# 10202 - Swift Code# TDOMCATTTOR

morneaushepell.com

Terms: Payment is due upon receipt. Interest on unpaid invoices will accrue at a rate of 1% per month (12.68% per annum, compounded monthly) beginning 45 days after the invoice date.