

1 Q. In reply to PUB-NLH-029, Hydro states that it also participates "in comprehensive or  
2 specialized surveys as it deems necessary due to challenges or increasing pressure  
3 arising in the labour market." Please provide a copy of Hydro's completed surveys  
4 over each of the years 2007 to and including 2013.

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7 A. Hydro has identified the annual Mercer Total Compensation Survey (MTCS) as its  
8 most comprehensive survey and therefore reference point for compensation data.  
9 The submission guidelines of MTCS specifically indicate that any part of the survey  
10 including documentation, submissions, and reports contain the proprietary  
11 information of Mercer. Redistribution or reproduction of survey material is  
12 expressly unauthorized. (Also see Hydro's responses to CA-NLH-203 and PUB-NLH-  
13 029, Attachment 1.)