

1 Q. **Further to response to Request for Information PUB-NLH-228:**

2 PUB-NLH-228, Attachment 1 (Revision 1, Nov 7-13) summarizes hours of support
3 services provided by the Nalcor Leadership Team to Hydro or other legal entities for
4 the period 2007 to 2015 forecast. Please provide the costs associated with the
5 hours of support services provided in a table using the same format as Attachment
6 1.

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9 A. Please see NP-NLH-221 Attachment 1 (Revision 3) which provides the costs
10 associated with the hours of support services provided.

NALCOR LEADERSHIP TEAM POSITIONS

Position Description	Hours Charge In ¹																			
	Actual												Forecast							
	2008		2009		2010		2011		2012		2013		2014 ⁵		2015 ⁵		2016F		2016 Budget	
	Hours	Amount	Hours	Amount	Hours	Amount	Hours	Amount	Hours	Amount	Hours	Amount	Hours	Amount	Hours	Amount	Hours	Amount	Hours	Amount
President and Chief Executive Officer	242.5	\$ 55,564	93.5	\$ 24,444	172.0	\$ 62,317	133.5	\$ 53,727	154.5	\$ 64,457	137.0	\$ 58,539	560.5	\$ 249,669	560.5	\$ 257,798	560.5	\$ 264,243	20.0	\$ 9,169
V-P Project Execution and Technical Services	1,570.5	\$ 137,230	1,539.5	\$ 148,349	1,441.5	\$ 200,012	697.0	\$ 136,168	451.5	\$ 92,805	365.5	\$ 78,401	522.0	\$ 115,754	451.5	\$ 102,280	451.5	\$ 104,837	451.5	\$ 102,280
V-P Finance and Chief Financial Officer	194.5	\$ 26,596	103.5	\$ 15,084	92.0	\$ 17,166	88.5	\$ 17,559	48.0	\$ 10,017	60.5	\$ 13,131	300.0	\$ 67,075	350.0	\$ 80,500	350.0	\$ 82,512	25.0	\$ 5,750
V-P Human Resources and Organizational Effectiveness ²	1,301.5	\$ 150,063	1,162.0	\$ 139,411	1,165.5	\$ 177,515	996.0	\$ 160,719	392.5	\$ 66,389	302.0	\$ 53,786	1462.5	\$ 260,356	1,121.0	\$ 210,926	1,121.0	\$ 216,200	393.0	\$ 73,852
V-P Corporate Communications and Shareholder Relations ³									265.5	\$ 37,680	496.5	\$ 63,404	979.1	\$ 153,989	979.0	\$ 158,184	979.0	\$ 162,139	682.6	\$ 110,081
V-P Strategic Planning and Business Development													152.7	\$ 28,060						
Total ⁴	3,309.0	\$369,453	2,898.5	\$327,288	2,871.0	\$457,011	1,915.0	\$368,173	1,312.0	\$271,348	1,361.5	\$267,261	3,976.9	\$874,903	3,462.0	\$809,689	3,462.0	\$829,931	1,572.1	\$301,132

¹ The charge in hours are provided for any position charging time to Hydro.

² In June 2014, the V-P HROE was seconded to lead the coordination re Outage and Electricity System Reviews for Hydro.

³ New position October 2011.

⁴ Time shown above does not represent all time worked relating to Hydro. Time worked for all lines of business (including Hydro) is frequently charged to Nalcor, as this work is considered to be part of the Nalcor executive role. Examples of this would be time related to safety, environment, Management and Board meetings, as well as long term strategic planning relating to energy supply, which are all of benefit and relate to Hydro.

⁵ The numbers shown have been reforecast based on actuals to the end of November 2014. FTEs have been restated to reflect the level of activity in the 2014 actual but are not included in Test Years (see response PUB-NLH-228 Attachment 1 Rev 3, June 3-15).