

1 Q. **2013 General Rate Application, Intercompany Charges and Shared Services**

2 Further to PUB-NLH-146, provide a list of the 24 positions transferred and the salary
3 for each position and percentage of time charged to Hydro each year from 2008 to
4 2012 for services performed by these positions.

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7 A. PUB-NLH-147, Attachment 1 lists each position that was transferred from regulated
8 Hydro to Nalcor in 2008. The positions were primarily in the areas of Executive
9 Leadership, Corporate Communications, Internal Audit and Finance.

Position Description	Actual									
	2008		2009		2010		2011		2012	
	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²	Job Rate ¹	Time Charged ²
Assistant Controller	\$ 98,600	50.2%	\$ 101,550	43.9%	\$ 108,150	33.0%	\$ 123,350	8.3%	\$ 138,000	8.8%
Assistant Corporate Secretary and Legal Counsel	\$ 108,100	13.8%	\$ 111,350	10.6%	\$ 118,600	7.9%	\$ 123,350	7.4%	\$ 138,000	7.5%
Budget Accountant	\$ 65,900	34.6%	\$ 67,900	27.4%	\$ 72,300	41.4%	\$ 80,650	21.6%	\$ 84,950	27.3%
Budgets/Reports Coordinator	\$ 65,900	35.2%	\$ 67,900	7.1%	\$ 72,300	18.2%	\$ 75,200	44.3%	\$ 78,200	3.5%
Communication Coordinator	\$ 50,950	0.8%	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Corporate Controller	\$ 119,400	62.3%	\$ 123,000	27.4%	\$ 131,000	24.8%	\$ 136,250	30.4%	\$ 152,050	15.2%
Corporate Treasurer	\$ 119,400	18.4%	\$ 123,000	16.6%	\$ 131,000	15.1%	\$ 136,250	1.8%	\$ -	-
Executive Assistant	\$ 50,950	31.8%	\$ 52,500	35.3%	\$ 55,900	33.1%	\$ 58,150	32.8%	\$ 60,500	32.5%
Executive Assistant	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
General Counsel and Corporate Secretary	\$ 137,000	8.6%	\$ 162,400	6.8%	\$ 164,800	8.6%	\$ 177,200	12.8%	\$ 184,300	13.8%
Internal Auditor	\$ 70,700	36.8%	\$ 72,800	16.6%	\$ 77,550	24.1%	\$ 80,650	16.7%	\$ 84,950	22.9%
Internal Auditor	\$ 70,700	43.5%	\$ 72,800	36.0%	\$ 77,550	39.1%	\$ 80,650	35.3%	\$ 84,950	30.3%
Manager Corporate Communications and Shareholder Relations ³	\$ 98,600	56.6%	\$ 101,550	17.0%	\$ 108,150	17.6%	\$ 112,500	7.7%	\$ -	-
Manager Internal Audit	\$ 98,600	9.1%	\$ 101,550	9.8%	\$ 108,150	6.5%	\$ 112,500	4.1%	\$ 125,200	6.4%
Manager Risk and Insurance	\$ 82,600	32.1%	\$ 85,100	28.4%	\$ 90,650	31.7%	\$ 94,300	23.4%	\$ 103,150	18.8%
President and Chief Executive Officer	\$ 314,700	12.4%	\$ 418,300	4.8%	\$ 450,000	8.8%	\$ 513,400	6.8%	\$ 518,300	7.9%
Senior Communication Advisor	\$ 76,250	39.1%	\$ 78,550	38.3%	\$ 83,650	58.2%	\$ 87,000	51.9%	\$ 93,600	66.8%
Senior Corporate Planning Analyst	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Senior Financial Accountant	\$ 70,800	44.6%	\$ 72,800	40.7%	\$ 77,550	29.6%	\$ 80,650	44.2%	\$ 84,950	31.7%
Senior Internal Auditor	\$ 76,250	41.3%	\$ 78,550	21.5%	\$ 83,650	31.8%	\$ 87,000	26.0%	\$ 93,600	7.5%
Team Lead Financial Reports and Budgets	\$ 70,800	48.9%	\$ 72,800	22.7%	\$ 90,650	12.6%	\$ 102,700	28.4%	\$ 103,150	12.0%
V-P Corporate Communications and Shareholder Relations ³	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ 184,300	13.6%
V-P Finance and Chief Financial Officer	\$ 187,800	10.0%	\$ 216,100	5.3%	\$ 231,800	4.7%	\$ 249,300	4.5%	\$ 259,200	2.5%
V-P Human Resources and Organizational Effectiveness	\$ 158,400	66.7%	\$ 162,400	59.6%	\$ 190,600	59.8%	\$ 205,000	51.1%	\$ 213,100	20.1%
V-P Project Execution and Technical Services	\$ 120,000	80.5%	\$ 162,400	78.9%	\$ 231,800	73.9%	\$ 249,300	35.7%	\$ 259,200	23.2%

¹ The job rate is 100% of the salary scale for that position

² Time charged represents hours divided by standard hours (1950 or 2080) charged to Hydro at the position's bill rate (see the bill rate calculation procedure in response to PUB-NLH-222)

³ The Manager Corporate Communications and Shareholder Relations and the V-P Corporate Communications and Shareholder Relations are the same position and not an increase in FTEs.