

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

2 Page 3.14, lines 9-10: It is stated that Hydro had the strategic opportunity to
3 implement a retention and recruitment initiative. Did Hydro implement this
4 initiative? If yes, provide details of this initiative, including the associated costs.

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7 **A.** Yes, Hydro did implement retention and recruitment initiatives. Please refer to NP-
8 NLH-085 for the details of the initiatives. PUB-NLH-151, Attachment 1 indicates the
9 associated costs for the various retention and recruitment initiatives applicable to
10 Hydro.

Compensation Initiatives	Cost Since Inception ¹ (\$000s)						
	2007	2008	2009	2010	2011	2012	2013(F)
Special Market Adjustments – Salaries and Wages ²	284	375	283	933	1,001	1,020	819
Special Market Adjustments - Non-Union Salaries ³						435	465
Supervisory Differential	89	220	308	601	750	692	720
Pay for Performance - Lump Sum Re-earnable Payment		207	166	170	188	69	146
Pay for Performance - STI Adjustments							64
Non-Compensation Initiatives							
Employee Recognition		86	127	110	130	117	124
Employee Wellness ⁴			4	150	115	117	81
Workplace Diversity and Inclusion ⁵							
Recruitment and Retention in Rural Areas ⁶							
TOTAL	373	888	888	1,964	2,184	2,450	2,419

Notes:

1. Reflects total cost incurred by Hydro over the seven year period 2007-2013(F).
2. Reflects special market adjustments for trade classifications in 2007, 2008, 2009, and 2010.
3. Reflects non-union salary scale adjustments in 2012.
4. Reflects the cost of a Wellness Coordinator and wellness incentives.
5. Development/delivery costs related to diversity and inclusion training were absorbed within the Company's existing training budget and did not involve incremental costs to the Company.
6. Funds for this program are fully recoverable from the provincial government.