

1 Q. **2013 General Rate Application, Intercompany Transaction Costing Guidelines –**

2 **Exhibit 8**

3 Page 3, lines 1-7 - Provide the employee count by position, on a full-time equivalent  
4 (“FTE”) basis, for Hydro’s Human Resources department for each year from 2007 to  
5 2012 and budgeted for 2013 to 2015.

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8 A. PUB-NLH-172, Attachment 1 (Revision 1) lists the employees by position on a home  
9 based full time equivalent basis for Hydro’s Human Resources department for each  
10 year from 2007 to 2013 (actuals) and 2014 and 2015 forecast.

## HYDRO HUMAN RESOURCES HOME BASED FTES

Position Description	Actual							Forecast	
	2007	2008	2009	2010	2011	2012	2013	2014	2015
Administrative Assistant	0.2	-	-	-	-	-	-	-	-
Business Development Trainee	-	-	1.0	-	-	-	-	-	-
Co-op Commerce	0.4	0.0	-	-	-	-	0.3	0.3	0.7
Graduate Trainee <sup>1</sup>	0.3	0.7	0.2	0.2	-	-	-	1.0	1.0
Human Resources Specialist Payroll / Human Resources Information Systems	-	-	-	0.6	1.0	1.0	1.0	1.0	1.0
Human Resources Advisor	-	0.6	1.0	1.0	0.9	1.0	1.0	1.1	1.0
Human Resources Analyst <sup>2</sup>	1.0	1.0	1.0	1.0	1.5	1.3	0.7	1.0	1.0
Human Resources Assistant	2.5	1.6	0.9	0.2	-	0.1	0.2	-	-
Human Resources Coordinator	-	-	-	-	-	-	-	0.6	1.5
Human Resources Organizational Effectiveness Analyst	0.4	1.0	1.0	1.0	1.0	1.0	1.0	0.8	1.0
Human Resources Specialist	-	-	0.5	0.4	-	-	-	-	-
Human Resources Specialist Compensation	0.9	1.1	1.0	1.0	0.4	1.0	1.0	1.0	1.0
Human Resources Specialist Organizational Effectiveness	0.6	1.0	1.0	-	-	-	-	-	-
Human Resources Specialist Recruitment	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Human Resources Specialist Talent Management	0.6	1.0	1.0	1.0	0.7	0.7	1.0	1.0	1.0
Human Resources Trainee	-	-	0.3	1.0	1.2	1.0	1.0	0.8	1.0
Human Resources/Labour Relations Advisor	-	-	-	-	-	0.6	1.0	1.0	1.0
Human Resources/Labour Relations Lead	0.5	1.0	1.0	0.8	1.0	1.0	1.0	1.0	1.0
Manager Human Resources	1.0	1.0	1.0	-	-	-	-	-	-
Payroll Administrator	2.0	2.2	2.0	2.0	2.0	2.2	2.8	2.6	2.5
Staff Training Officer	0.8	-	-	-	-	-	-	-	-
Summer Student <sup>3</sup>	-	-	-	-	-	3.4	3.1	4.5	4.5
Vacancy Allowance	-	-	-	-	-	-	-	-	(2.4)
<b>Grand Total</b>	<b>12.2</b>	<b>13.2</b>	<b>14.0</b>	<b>11.2</b>	<b>10.6</b>	<b>15.4</b>	<b>16.2</b>	<b>18.7</b>	<b>17.8</b>

<sup>1</sup> Graduate Trainees are mostly reflected in the areas to which they are assigned versus Human Resources.

<sup>2</sup> Human Resources Analyst retitled to Human Resources Advisor Compensation and Benefits.

<sup>3</sup> Summer Students for Hydro are budgeted in Human Resources but allocated to areas.