

1 Q. Further to the response to PUB-NLH-231, provide an update to details of the Bill
2 Rates used for Nalcor's Leadership Team effective April 1, 2013.

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5 A. Table 1 provides the Bill Rates for Nalcor's Leadership Team who charged into
6 Hydro's regulated operations for these periods. The Bill Rate calculation has not
7 changed from that described in Hydro's response to PUB-NLH-231.

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9 **Table 1**

Position Group¹	Effective Date	Salary Component (Job Rate) \$	Bill Rate \$
President & CEO	4/1/2013	276.43	433.99
	4/1/2014	284.72	447.01
Vice President Finance & CFO Vice President Project Execution & Technical Services	4/1/2013	138.24	217.04
	4/1/2014	142.39	223.55
Vice President Newfoundland & Labrador Hydro ² Vice President System Operations & Planning ² Vice President Human Resources & Organizational Effectiveness ³ Vice President Strategic Planning & Business Development	4/1/2013	113.65	178.44
	4/1/2014	117.06	183.79
	4/1/2013	98.29	154.32
	4/1/2014	101.24	158.95

¹ Excludes General Counsel & Corporate Secretary, which is included with Legal Services. See Hydro's response to PUB-NLH-429.

² The Regulated Operations Division (Hydro) was restructured in April 2013. The Vice President, Newfoundland and Labrador Hydro replaced the Vice President, Regulated Operations (upon the retirement of the incumbent) and the departments of System Planning and System Operations were consolidated under a new position, Vice President of System Operations and Planning.

³ In June 2014, the VP HROE was seconded to lead the coordination of the Outage and Electricity System Reviews for Hydro resulting in the secondment of the Manager Human Resources and Labour Relations to this position in an acting capacity.