

1 Q. Further to the response to PUB-NLH-305 (Revision 1, Nov 28-14), state the total
2 actual merit-based, re-earnable cash payments paid related to 2014 performance,
3 the number of employees that received such payments, the list of positions that
4 were eligible to receive such payments and the criteria or factors used to determine
5 the amount of each payment.

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8 A. Table 1 provides the actual merit based re-earnable cash payments from 2008 to
9 2015. 51 employees received cash lump sum payments related to merit based
10 performance in 2014. All non-union employees are eligible for merit based cash
11 payments. The number and specific positions receiving cash payments varies from
12 year to year based on individual performance and salary progression.

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14 Non-union employees (except those participating in the STI program at the senior
15 compensation level) are eligible to receive merit awards based on individual
16 performance. The entitlement for such payment is described in Hydro's response
17 to PUB-NLH-305. Employees who received a rating of "exceeds expectations" or
18 "exceptional" for 2014 performance were eligible for a merit award of 3% and 6%,
19 respectively. The amount received as a cash lump sum varied as merit rewards is
20 first applied in the form of salary progression up to 100% of the salary scale.

Table 1

Merit-Based, Re-Earnable Cash Payments

Year	Total¹
2008	\$207,185
2009	\$165,952
2010	\$170,071
2011	\$187,690
2012	\$69,180
2013	\$145,980
2014	\$162,232
2015	\$158,138

¹ Payments received in any given year are based on the previous calendar year's performance evaluation and results.