

CA-NLH-085  
**2013 NLH General Rate Application**

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1    Q.    (Exhibit 8: Intercompany Transaction Costing Guidelines)  
2        Please provide a breakdown of salaries between regulated and non-regulated  
3        activities for Managers and Executives from 2010 to 2013 forecast.

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6    A.    Please see CA-NLH-085, Attachment 1. Column "Time Charged" indicates the  
7        percentage of time charged to non-regulated activities for Managers and  
8        Executives, in Regulated Hydro, from 2010 to 2013 forecast.

Position Transferred to Nalcor (Y/N)	Position Description <sup>1</sup>	Actual								Forecast			
		2010		2011		2012		2013					
		Job Rate <sup>2</sup>	Time Charged <sup>3</sup>										
Y	Manager Engineering Protection and Control	\$ 118,600	9.8%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Y	Manager Engineering Transmission and Distribution	\$ 118,600	9.8%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Y	Manager Engineering Civil	\$ 118,600	3.7%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Y	Manager Engineering Electrical	\$ 118,600	29.1%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Y	Manager Engineering Mechanical	\$ 118,600	1.5%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Y	Manager Engineering Research and Development	\$ 118,600	12.8%	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-
Y	Manager Supply Chain	\$ 108,150	56.7%	\$ 112,500	20.8%	\$ -	-	\$ -	-	\$ -	-	\$ -	-
N	General Manager Transmission and Rural Operations	\$ 144,950	-	\$ 150,750	-	\$ 167,550	-	\$ 174,250	-	\$ -	-	\$ -	-
N	Manager Customer Services	\$ 98,750	-	\$ 102,700	-	\$ 113,650	-	\$ 118,200	-	\$ -	-	\$ -	-
N	Manager Energy Efficiency	\$ 90,650	3.6%	\$ 94,300	0.8%	\$ 103,150	1.8%	\$ 107,300	63.5%	\$ -	-	\$ -	-
N	Manager Engineering Telecontrol	\$ 118,600	3.9%	\$ 123,350	-	\$ 138,000	-	\$ 143,500	-	\$ -	-	\$ -	-
N	Manager Generation and Rural Planning	\$ 108,150	22.8%	\$ 112,500	32.7%	\$ 125,200	9.1%	\$ 130,200	22.0%	\$ -	-	\$ -	-
N	Manager Hydro Generation	\$ 118,600	0.2%	\$ 123,350	3.9%	\$ 138,000	9.7%	\$ 143,500	-	\$ -	-	\$ -	-
N	Manager Labour Relations	\$ 108,150	35.5%	\$ 112,500	20.2%	\$ 125,200	-	\$ -	-	\$ -	-	\$ -	-
N	Manager Long Term Asset Planning	\$ 108,150	-	\$ 112,500	2.1%	\$ 125,200	3.9%	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Long Term Asset Planning	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Long Term Asset Planning Generation and Terminals	\$ 108,150	-	\$ 112,500	-	\$ 125,200	5.8%	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Long Term Asset Planning Transmission and Distribution	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Network Services	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Operation and Work Execution Generation and Terminals	\$ 98,750	-	\$ 102,700	-	\$ 113,650	-	\$ 118,200	-	\$ -	-	\$ -	-
N	Manager Operation and Work Execution Generation and Terminals	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Operation and Work Execution Generation and Terminals	\$ 98,750	-	\$ 102,700	-	\$ 113,650	0.6%	\$ 118,200	-	\$ -	-	\$ -	-
N	Manager Operations	\$ 108,150	-	\$ 112,500	3.3%	\$ 125,200	3.2%	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Operations	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Operations and Work Execution Transmission and Distribution	\$ 98,750	-	\$ 102,700	-	\$ 113,650	-	\$ 118,200	-	\$ -	-	\$ -	-
N	Manager Operations and Work Execution Transmission and Distribution	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Operations and Work Execution Transmission and Distribution	\$ 98,750	-	\$ 102,700	-	\$ 113,650	-	\$ 118,200	-	\$ -	-	\$ -	-
N	Manager Project Execution (Regulated)	\$ 118,600	-	\$ 123,350	-	\$ 138,000	-	\$ 143,500	-	\$ -	-	\$ -	-
N	Manager Safety, Health and Environment	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Safety, Health and Environment	\$ 98,750	-	\$ 102,700	-	\$ 113,650	-	\$ 118,200	-	\$ -	-	\$ -	-
N	Manager System Operations and Integration Support	\$ 131,000	19.6%	\$ 136,250	35.8%	\$ 152,050	63.6%	\$ 174,250	-	\$ -	-	\$ -	-
N	Manager System Planning	\$ 131,000	30.7%	\$ 136,250	35.6%	\$ 152,050	42.3%	\$ 158,150	70.0%	\$ -	-	\$ -	-
N	Manager Systems Operations	\$ 131,000	3.9%	\$ 136,250	5.9%	\$ 152,050	16.2%	\$ 158,150	-	\$ -	-	\$ -	-
N	Manager Technology Planning and Project Delivery	\$ 108,150	-	\$ 112,500	1.7%	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Thermal Generation	\$ 131,000	-	\$ 136,250	-	\$ 152,050	-	\$ 158,150	-	\$ -	-	\$ -	-
N	Manager Transmission and Rural Operations Central	\$ 131,000	-	\$ 136,250	-	\$ 152,050	-	\$ 158,150	-	\$ -	-	\$ -	-
N	Manager Transmission and Rural Operations Labrador	\$ 118,600	-	\$ 123,350	-	\$ 138,000	-	\$ 143,500	-	\$ -	-	\$ -	-
N	Manager Transmission and Rural Operations Northern	\$ 118,600	-	\$ 123,350	-	\$ 138,000	-	\$ 143,500	-	\$ -	-	\$ -	-
N	Manager Transmission and Rural Operations Services	\$ 98,750	-	\$ 102,700	-	\$ 113,650	-	\$ 118,200	-	\$ -	-	\$ -	-
N	Manager Transmission Planning and Integration Support	\$ 108,150	35.1%	\$ 112,500	41.5%	\$ 125,200	23.2%	\$ 130,200	80.0%	\$ -	-	\$ -	-
N	Manager Work Execution	\$ 108,150	-	\$ 112,500	0.7%	\$ 125,200	2.1%	\$ 130,200	-	\$ -	-	\$ -	-
N	Manager Work Execution	\$ 108,150	-	\$ 112,500	-	\$ 125,200	-	\$ 130,200	-	\$ -	-	\$ -	-
N	V-P Regulated Operations	\$ 231,800	4.5%	\$ 249,300	7.0%	\$ 259,200	10.0%	\$ 269,550	4.0%	\$ -	-	\$ -	-

<sup>1</sup> Includes the Vice President level, the Vice President direct report level, as well as Managers with senior accountability in their functional areas.

<sup>2</sup> The job rate is 100% of the salary scale for that position

<sup>3</sup> Time charged represents hours divided by standard hours (1950 or 2080) charged from Hydro at the position's bill rate (see the bill rate calculation procedure in response to PUB-NLH-222)