

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

2 Provide a list of positions transferred to Nalcor from Hydro since 2008, the salary
3 for each position and the percentage of time charged to Hydro each year,
4 subsequent to their transfer, for services performed by each position for Hydro.

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7 A. PUB-NLH-148, Attachment 1 provides a list of each position that was transferred to
8 Nalcor since 2008.

| Position Description | Actual | | | | | | | | Forecast | |
|---|-----------------------|---------------------------|-----------------------|---------------------------|-----------------------|---------------------------|-----------------------|---------------------------|-----------------------|---------------------------|
| | 2009 | | 2010 | | 2011 | | 2012 | | 2013 | |
| | Job Rate ¹ | Time Charged ² | Job Rate ¹ | Time Charged ² | Job Rate ¹ | Time Charged ² | Job Rate ¹ | Time Charged ² | Job Rate ¹ | Time Charged ² |
| Administrative Assistant | \$ 44,200 | 12.2% | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Administrative Assistant | \$ - | - | \$ - | - | \$ - | - | \$ 50,900 | 11.7% | \$ - | - |
| Manager Menihek Generation | \$ - | - | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Civil Engineer | \$ - | - | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Drafting Services Supervisor | \$ - | - | \$ - | - | \$ 80,650 | 62.5% | \$ 84,950 | 66.0% | \$ 88,350 | 20.0% |
| Electrical Design Engineer | \$ - | - | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Electrical Engineer | \$ - | - | \$ - | - | \$ - | - | \$ 93,600 | 45.1% | \$ - | - |
| Executive Assistant | \$ - | - | \$ 55,900 | 6.1% | \$ 58,150 | 10.6% | \$ 60,500 | 9.2% | \$ 62,900 | 6.0% |
| HR Specialist Organizational Effectiveness | \$ - | - | \$ 108,150 | 23.2% | \$ 112,500 | 24.9% | \$ 125,200 | 34.8% | \$ 130,200 | 20.0% |
| Manager Engineering Civil | \$ - | - | \$ - | - | \$ 123,350 | 35.1% | \$ 138,000 | 24.3% | \$ 143,500 | 40.0% |
| Manager Engineering Electrical | \$ - | - | \$ - | - | \$ 123,350 | 38.9% | \$ 138,000 | 47.1% | \$ 143,500 | 40.0% |
| Manager Engineering Mechanical | \$ - | - | \$ - | - | \$ 123,350 | 29.2% | \$ 138,000 | 16.5% | \$ 143,500 | 44.0% |
| Manager Engineering Protection and Control | \$ - | - | \$ - | - | \$ 123,350 | 9.7% | \$ 138,000 | 18.5% | \$ 143,500 | 50.0% |
| Manager Engineering Research and Development | \$ - | - | \$ - | - | \$ 123,350 | 43.7% | \$ 138,000 | 58.8% | \$ 143,500 | 40.0% |
| Manager Engineering Transmission and Distribution | \$ - | - | \$ - | - | \$ 123,350 | 60.3% | \$ 138,000 | 67.0% | \$ 143,500 | 40.0% |
| Manager Environmental Services | \$ - | - | \$ 108,150 | 9.7% | \$ 112,500 | 14.4% | \$ 125,200 | 19.6% | \$ 130,200 | 5.0% |
| Manager Human Resources | \$ - | - | \$ 131,000 | 24.9% | \$ 136,250 | 9.7% | \$ 152,050 | 17.5% | \$ 158,150 | 20.0% |
| Manager Information Systems | \$ - | - | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Manager Safety and Health | \$ - | - | \$ 108,150 | 17.9% | \$ 112,500 | 25.6% | \$ 138,000 | 25.5% | \$ 143,500 | 25.0% |
| Manager Supply Chain | \$ - | - | \$ - | - | \$ 112,500 | 21.6% | \$ 125,200 | 30.3% | \$ 130,200 | 32.0% |
| Mechanical Engineer | \$ - | - | \$ - | - | \$ - | - | \$ 93,456 | 73.6% | \$ - | - |
| Mechanical Engineer | \$ - | - | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Project Manager | \$ - | - | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Protection and Control Engineer | \$ - | - | \$ - | - | \$ - | - | \$ 113,650 | 1.2% | \$ - | - |
| Protection and Control Engineer | \$ - | - | \$ - | - | \$ - | - | \$ - | - | \$ - | - |
| Senior Civil Engineer | \$ - | - | \$ - | - | \$ - | - | \$ 125,200 | 1.9% | \$ - | - |
| Team Lead Cash Management | \$ - | - | \$ - | - | \$ - | - | \$ 103,150 | 19.6% | \$ 107,300 | 46.2% |
| Team Lead Finance Performance and Controls | \$ 101,550 | 2.5% | \$ - | - | \$ - | - | \$ - | - | \$ - | - |

¹ The job rate is 100% of the salary scale for that position² Time charged represents hours divided by standard hours (1950 or 2080) charged to Hydro at the position's bill rate (see the bill rate calculation procedure in response to PUB-NLH-222)