

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 lists the employees by position on a home based full
9 time equivalent basis for Hydro's Human Resources department for each year from
10 2007 to 2015 budget.

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	-	-	-	-	-	-	-
Graduate Trainee	0.3	0.7	0.2	0.2	-	-	1.0	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	1.0	1.0
Human Resources Analyst	1.0	1.0	1.0	1.0	1.5	1.3	1.0	-	-
Human Resources Assistant	2.5	1.6	0.9	0.2	-	0.1	-	1.0	1.0
Human Resources Organizational Effectiveness Analyst	0.4	1.0	1.0	1.0	1.0	1.0	1.0	1.4	1.4
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	1.0	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	2.0	2.3	2.3
Staff Training Officer	0.8	-	-	-	-	-	-	-	-
Summer Student	-	-	-	-	-	3.5	4.5	4.5	4.5
Vacancy Allowance	-	-	-	-	-	-	(2.4)	(1.5)	(1.5)
Grand Total	12.2	13.2	14.0	11.2	10.6	15.4	15.1	16.7	16.7