

- 1 **Q. Which employees at Newfoundland Power are not eligible to receive overtime pay?**
2
3 A. Newfoundland Power Executive, Managers and managerial employees in pay bands 7
4 and 8 are not eligible to receive overtime pay.¹

¹ Pay bands 7 and 8 apply to the majority of the Company's supervisory staff, including Directors and Superintendents, as well as Senior Technologists and Senior Engineers.