

1 Q. **Staffing**

2 Hydro has referred to “*net ins and outs by function*”, provide them.

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5 A. Hydro reports full time equivalents (FTEs) as the net of employees based in Hydro
6 (home based) plus FTEs that charge time to Hydro (Ins) less FTEs that charge time to
7 lines of business other than Hydro (Outs). Ins and Outs by function are presented in
8 PUB-NLH-422 Attachment 1. Please note that some of the totals may not sum due
9 to rounding. Also please note that some Hydro (home based) FTEs work in
10 functional areas where their service to other lines of business is charged through an
11 administration fee. Where an administration fee is used, there is no recorded
12 charge out time and therefore no Hydro (Outs) for those functions.

Newfoundland and Labrador Hydro
FTE Outs and FTE Ins by Functional Area

	Division	Function	2007	2008	2009	2010	2011	2012	2013	
Outs	Corporate Relations	Corp. Comm. & Shareholder Rel.	(1)	-						
	Corporate Relations Total		(1)	-	-	-	-	-	-	
	Executive Leadership & Assoc.	Executive Leadership	(1)	-	-	-	-	-	-	
		General Counsel/Corporate Sect	(1)	-	(1)	-	-	-	-	
		Internal Audit	(1)							
	Executive Leadership & Assoc. Total		(3)	-	(1)	-	-	-	-	
	Finance/CFO	Finance & Corporate Services	(4)	(4)	(4)	(5)	(4)	(5)	(5)	
		Treasury, Risk & Insurance	(1)	(1)	(1)	(1)	-	-	(1)	
		IS Administration	-	-	-	(1)	(1)	(1)	(2)	
		Supply Chain Management	(2)	(2)	(2)	(3)	(3)	(3)	(3)	
	Finance/CFO Total		(8)	(7)	(7)	(9)	(9)	(9)	(10)	
	Human Resources & Org. Effect.	Environmental Services	(1)	(1)	(1)	(1)	(1)	(1)	(1)	
		Human Resources	(1)	(2)	(2)	(1)	(1)	(1)	-	
		Safety & Health	-	-	(1)	-	-	-	-	
	Human Resources & Org. Effect. Total		(2)	(3)	(3)	(3)	(2)	(2)	(2)	
	Project Execution & Tech Serv.	Civil Engineering	-	(1)	(3)	(3)	(4)	(2)	(1)	
		Electrical Engineering	(1)	(2)	(2)	(2)	(2)	-	(1)	
		Mechanical Engineering	-	-	(2)	(2)	(2)	(1)	(2)	
		Project Execution (Reg)						-	(1)	
		Prot, Control & Comm Eng	(2)	(2)	(3)	(4)	(6)	(2)	(3)	
		System Planning	(1)	(1)	(2)	(1)	(2)	(1)	(1)	
		T & D Engineering	-	(2)	(2)	(2)	(2)	(1)	(1)	
		Project Execution & Tech Serv. Total		(5)	(8)	(13)	(15)	(17)	(8)	(9)
	Regulated Operations	Hydro Generation	-	-	-	-	(1)	(2)	(2)	
		System Operations	-	-	-	-	(1)	(1)	(2)	
		Transmission & Rural Ops	(1)	(2)	(3)	(4)	(4)	(3)	(3)	
	Regulated Operations Total		(1)	(2)	(4)	(4)	(6)	(6)	(7)	
Total Outs by function			(20)	(19)	(27)	(32)	(35)	(26)	(28)	
Ins	Corporate Relations	Corp. Comm. & Shareholder Rel.		2	2	2	1	1	1	
	Corporate Relations Total			2	2	2	1	1	1	
	Executive Leadership & Assoc.	Executive Leadership		2	2	2	2	1	1	
		Internal Audit		2	1	1	1	1	1	
	Executive Leadership & Assoc. Total			4	3	3	3	2	2	
	Finance/CFO	Treasury, Risk & Insurance		-	-	1	1	1	1	
		Finance & Corporate Services		3	2	3	4	4	5	
		Investment Evaluation		1	1	1	1	1	-	
	Finance/CFO Total			4	3	5	6	6	7	
	Human Resources & Org. Effect.	Human Resources				-	-	1	1	
	Human Resources & Org. Effect. Total					1	1	1	1	
	Project Execution & Tech Serv.	Civil Engineering					1	-	1	
		Electrical Engineering					1	1	-	
		Mechanical Engineering					-	1	1	
		Project Execution				-	-	-	1	
		Prot, Control & Comm Eng					-	1	4	
		T & D Engineering					2	2	3	
		Project Execution & Tech Serv. Total					-	5	6	10
	Total Ins by function			-	10	8	11	16	17	22

Note: FTEs charged through the Admin fee are not included in Outs by function presented in the table above