

1 Q. **Staffing**

2 Further to PUB-NLH-424 for those organization charts that are shown on pages 5
3 through 7 of the Governance Presentation confirm that the charts show all
4 personnel within the organization depicted on each chart (i.e., each PIN
5 corresponds to an individual employee) and if not identify any additional personnel
6 not depicted.

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8
9 A. The organization charts shown on pages 5 through 7 of the Governance
10 Presentation are updated in PUB-NLH-427 Attachment 1, PUB-NLH-427 Attachment
11 2 and PUB-NLH-427 Attachment 3. A summary of the changes are noted, by page
12 number 5, 6 and 7 of the Governance Presentation, below.

13
14 ***System Operations and Planning***

15 The changes to page 5, System Operations and Planning are outlined below. The
16 updated Systems Operation and Planning organizational chart is provided in PUB-
17 NLH-427 Attachment 1

- 18 • Two Shift Supervisor positions, reporting to the Supervisor Energy
19 Control Center, PIN 271-29, were missing from the Energy Control
20 Center:
- 21 • Shift Supervisor, PIN 261-10; and
22 • Shift Supervisor, PIN 261-11.
- 23 • The following three positions were included on the chart but the
24 corresponding PIN was unmatched to the position description:
- 25 • Manager, System Operations and Integration Support, correct
26 PIN 273-20 (on chart as 261-01);

- Supervisor System Operations Engineer, correct PIN 261-01 (on chart as 275-05); and
- Systems Operations Engineer Integrated, correct PIN 275-05 (on chart as 273-20).
- PIN 290-31 Senior System Planning Engineer was transferred to Project Execution, Regulated at the beginning of 2014 and retitled to Capital Budget Coordinator.
- At the beginning of 2014, PIN 290-50, Administrative Assistant was transferred to Project Execution and Technical Services, Engineering, Transmission and Distribution and is a Hydro position.

Project Execution and Technical Services (PETS)

The changes to Page 6, Project Execution and Technical Services (PETS) are outlined below. The PETS organization charts are provided in PUB-NLH-427 Attachment 2.

This includes the updated charts for the referenced Charts:

- Chart 17 - Civil Engineering;
- Chart 18 - Electrical Engineering;
- Chart 19 - Transmission and Distribution Engineering;
- Chart 20 - Mechanical Engineering; and
- Chart 21 - Protection Control and Communications Engineering.

Project Execution Regulated

PINs 271-61 Project Planner/Scheduler, 271-62 Mechanical Engineer, and 290-31 Capital Budget Coordinator, all reporting to PIN 312-32 Manager, Project Execution Regulated were missing. PIN 290-31 was transferred from System Operations and Planning and retitled as noted in the System Operations and Planning section above.

Manager Engineering and Asset Management

- PIN 271-27 Asset Management Reliability Specialist, a Nalcor position, reporting to the Office of Asset Management was missing from the chart but is currently vacant and recruitment for this position is ongoing.
- The FTE for PIN 751-11, Manager, Engineering Research and Development, a Nalcor position, was reallocated to Protection, Control, and Communications Engineering under a new PIN 271-89, Senior Protection and Control Engineer. The incumbent in the Manager role retired August 30, 2014 and the position will not be filled.

Civil Engineering

- One Civil Engineer, PIN 271-41 and two Nalcor Civil Engineers, PINs 740-27 and 271-42 were missing.

Electrical Engineering

- Two Nalcor Electrical Engineer positions, PINs 720-14 and 273-06 were not included on the chart.
- The PIN 720-67, Technologist, Electrical Design should be on the Transmission and Distribution Engineering chart.

Transmission and Distribution Engineering

- As noted above, PIN 720-67 Technologist, Electrical Design, shown on the Electrical Engineering chart but should be included with Transmission and Distribution.
- The PIN for the Administrative Assistant is 290-50 and was transferred from Generation and Rural Planning and was shown as PIN 351-50 on the chart in the Governance Presentation.

- PIN 351-50 was retitled to Team Lead, Support Services.
- PINs 271-67 Transmission Design Engineer and 271-68 Transmission Engineer, both Nalcor positions, were not included on the chart.

Mechanical Engineering

- Not included on the chart are Nalcor PINs, 271-50, 271-49, 271-48, all Nalcor based Mechanical Engineers.

Protection, Control, and Communications Engineering (PCC)

- As noted above, the FTE for PIN 751-11, Manager Engineering, Research and Development, a Nalcor position, has been reallocated to PCC Engineering and a new number assigned, PIN 271-89, Senior P&C Engineer.
- Nalcor positions not included on the chart are P&C Engineers, PINS 271-72, 271-84, 751-53, 271-85, 271-26, 271-74, and 271-88, and Communications Engineers, PINs 271-63, 271-73, 271-71, and 720-72.

Project Execution Non-Regulated

The chart for this department was not included in the Governance Presentation but is included with PUB-NLH-427 Attachment 2.

Finance NL Hydro

The changes to Page 7, Finance NL Hydro are outlined below. The Finance NL Hydro organization chart is provided in PUB-NLH-427 Attachment 3. This includes the updated information for the referenced Chart 25, Supply Chain Management.

Supply Chain Management

- PIN 451-01, currently a Nalcor based position, will be transferred to Hydro in 2015.
- PIN 445-46 Supply Chain Analyst, reporting to PIN 454-45 Team Lead Procurement was missing from Page 7.

Controller NL Hydro

The following are new positions added to Hydro in 2014:

- PIN 101-35 Manager, Accounting, Reporting, and Budgeting.
- PIN 274-02 Forecast Budget and Cash Flow Analyst.

The following positions within Hydro were retitled and redefined:

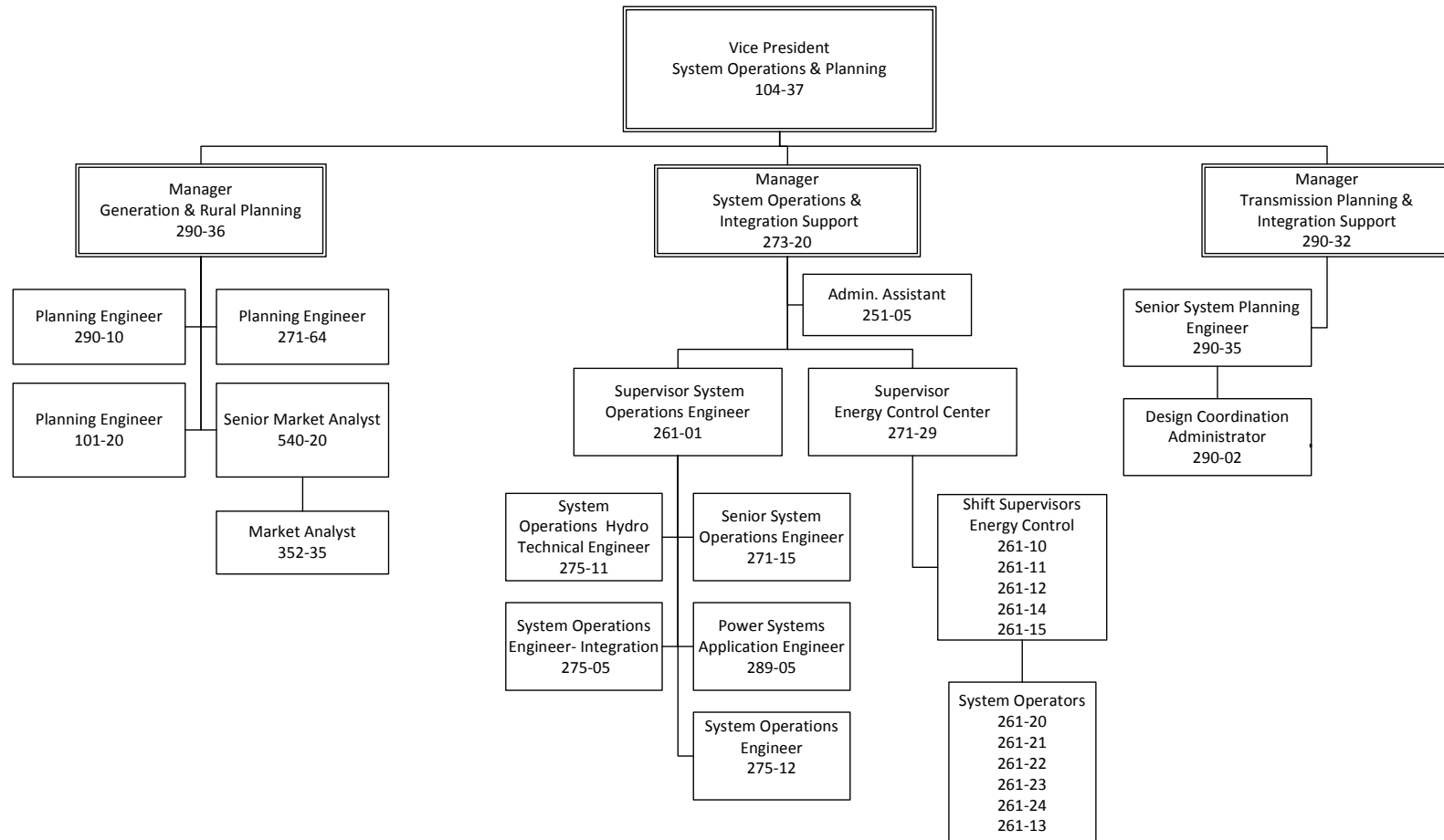
- PIN 274-01 Manager, Regulatory Finance, previously titled Assistant Divisional Controller;
- PIN 444-01 Regulatory Finance Analyst, previously titled Special Projects;
- PIN 520-35 Senior Regulatory Planning Specialist, previously titled Team Lead Rates and Regulatory.

The following are new positions to Hydro in 2014, as part of a finance re-organization, which transferred from Nalcor. As part of the reorganization, certain positions were re-evaluated, retitled and redefined. These changes will result in less charged from Nalcor for work related to Hydro on a go forward basis.

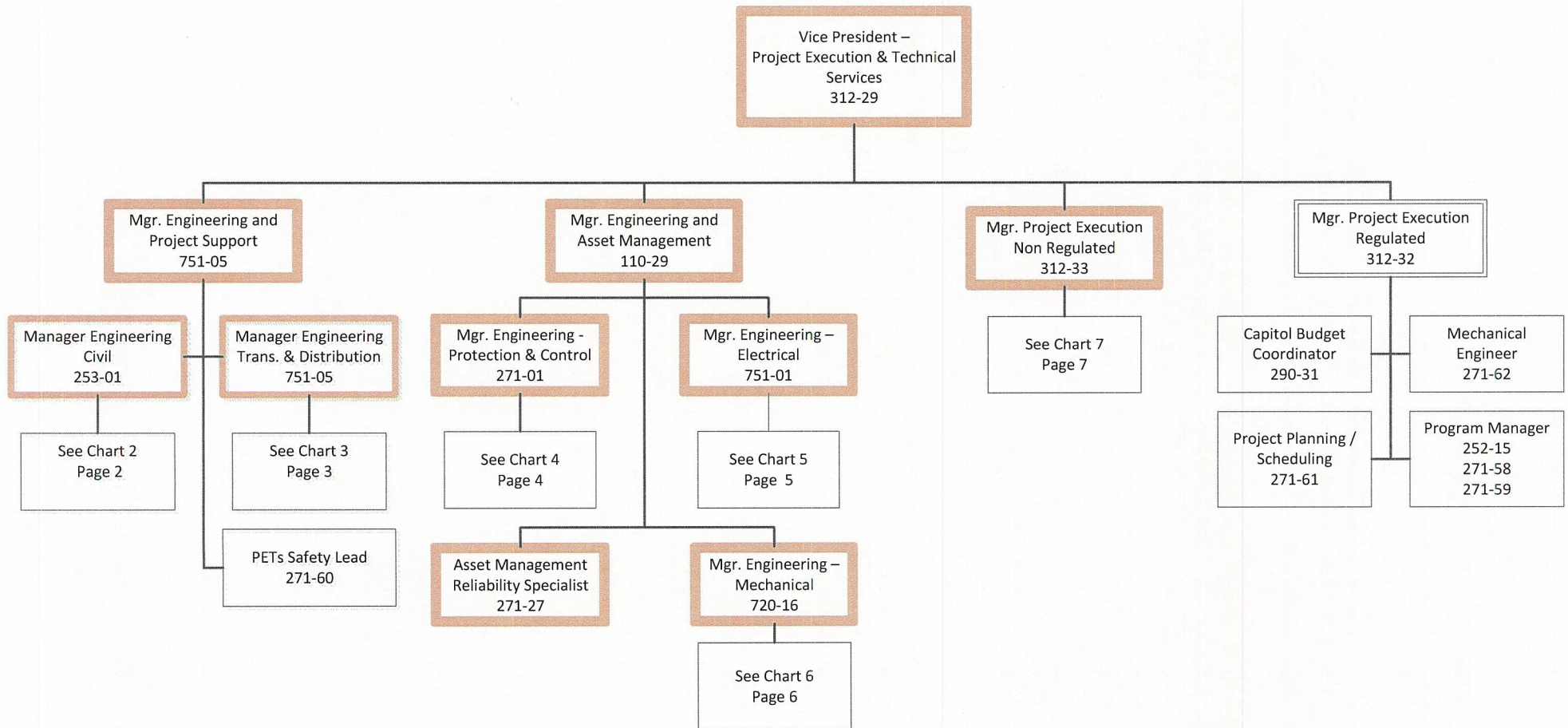
- PIN 110-46 Budget Analyst;
- PIN 442-05 Team Lead Financial Accounting;
- PIN 520-36 Manager Financial Controls Processes and Risk;
- PINs 445-55 and 445-20, Accountants;
- PIN 445-56 Accounting Clerk III;

- 1 PIN 520-32 was incorrectly numbered on the Governance chart. The correct PIN is
- 2 520-25, Rates and Regulatory Analyst.

System Operations and Planning



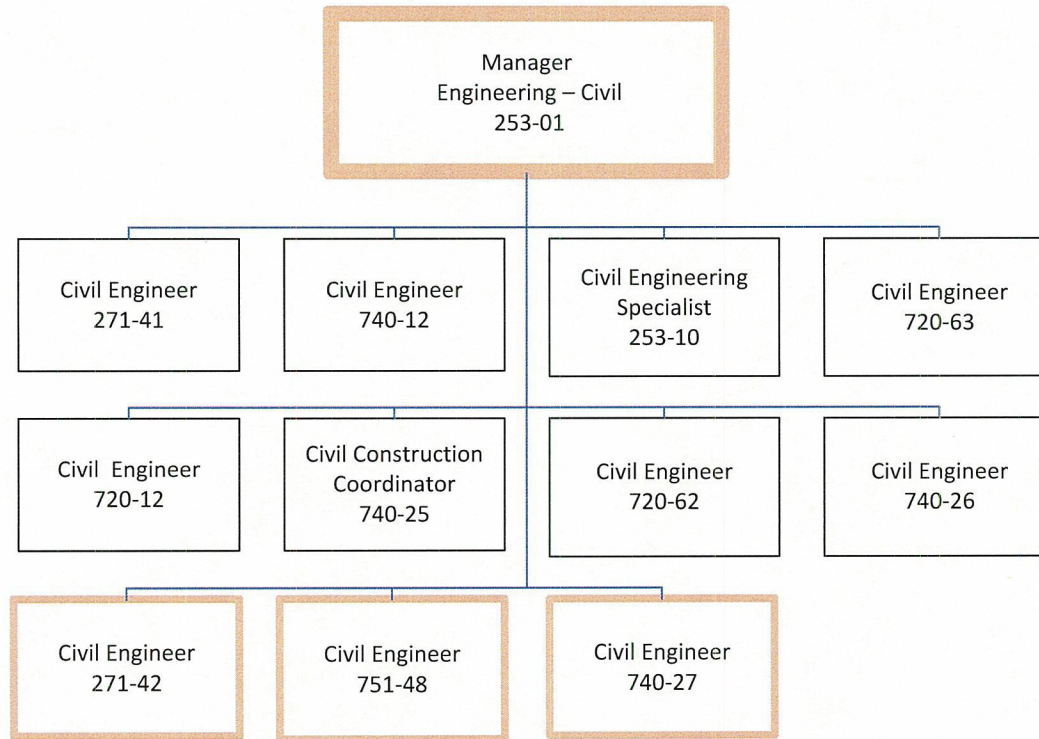
PROJECT EXECUTION & TECHNICAL SERVICES (PETS) Chart 1 of 7



Project Execution & Technical Services

Chart 2 of 7 – Civil Engineering

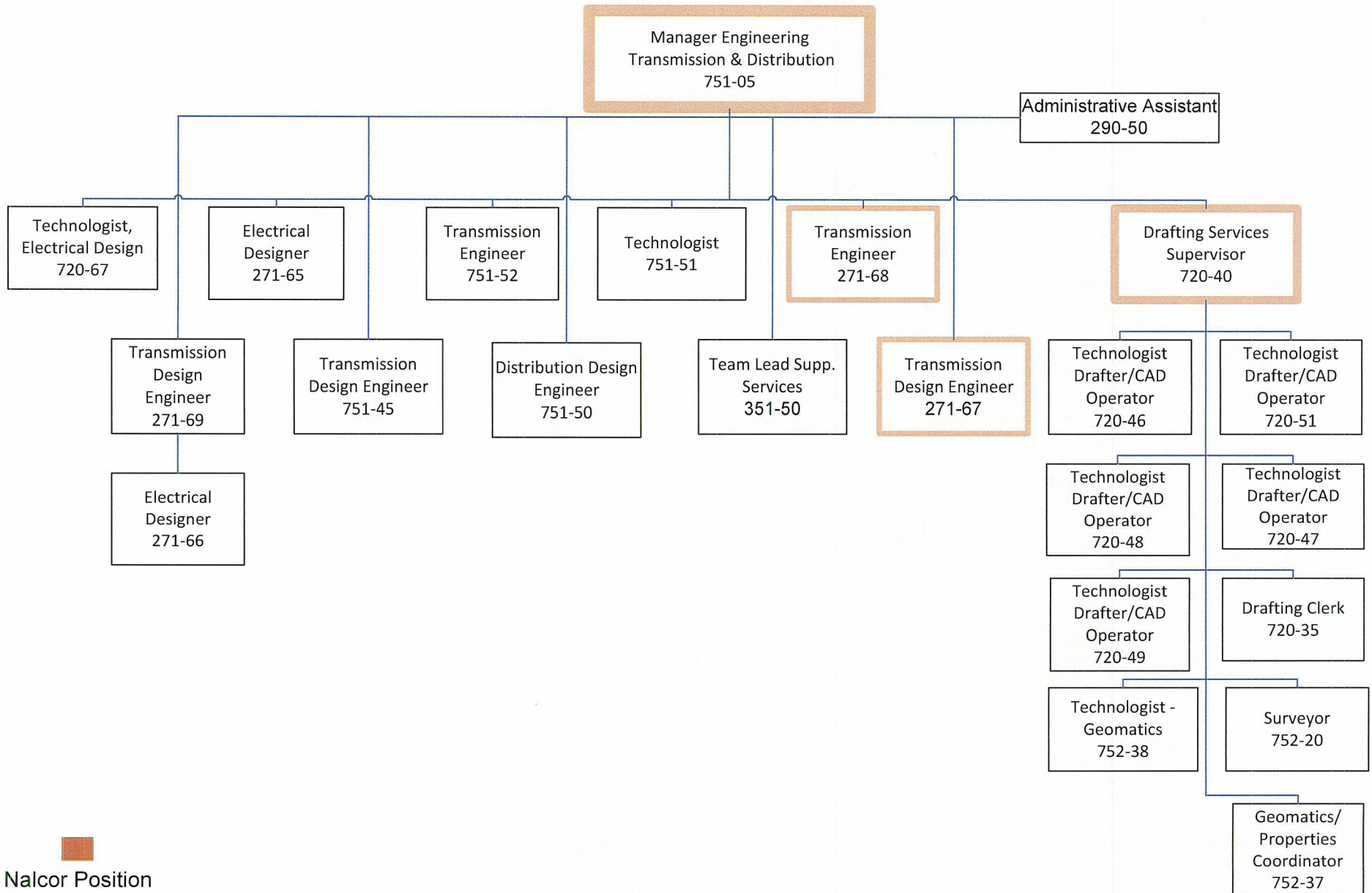
(update Chart 17 Governance Presentation)



Project Execution & Technical Services

Chart 3 of 7 – Transmission & Distribution Engineering (T & D)

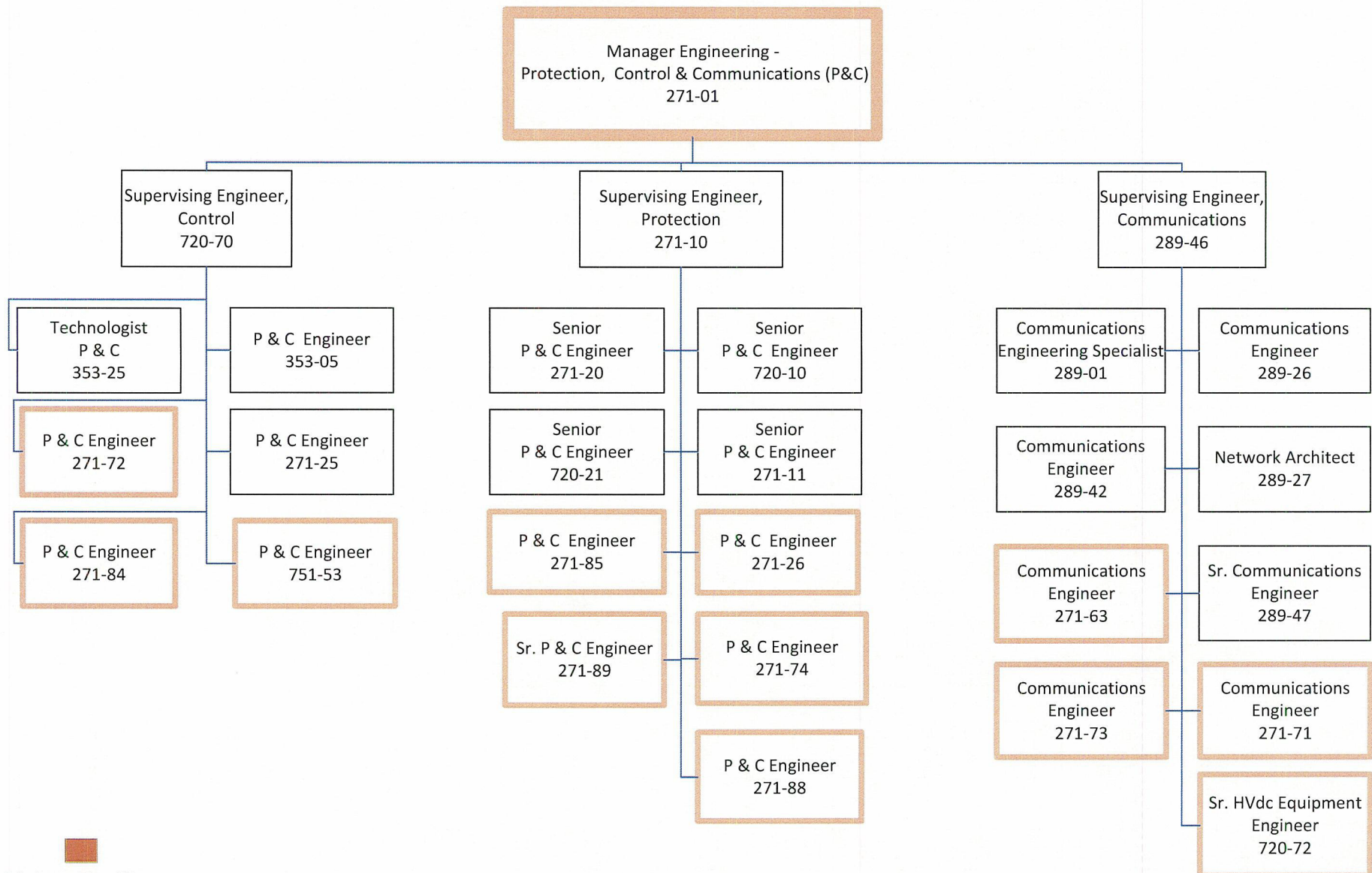
(update Chart 19 Governance Presentation)



Project Execution & Technical Services

Chart 4 of 7 – Protection, Control & Communications Engineering

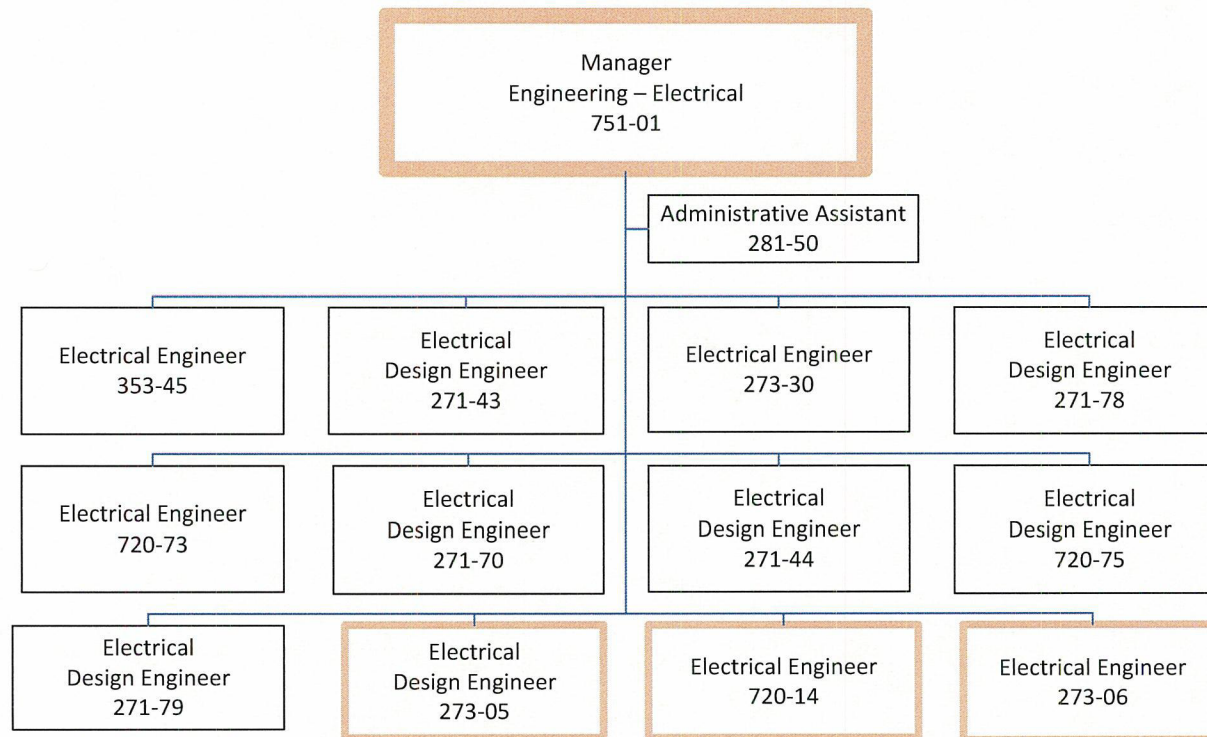
(update of Chart 21 Governance Presentation)



Project Execution & Technical Services

Chart 5 of 7 – Electrical Engineering

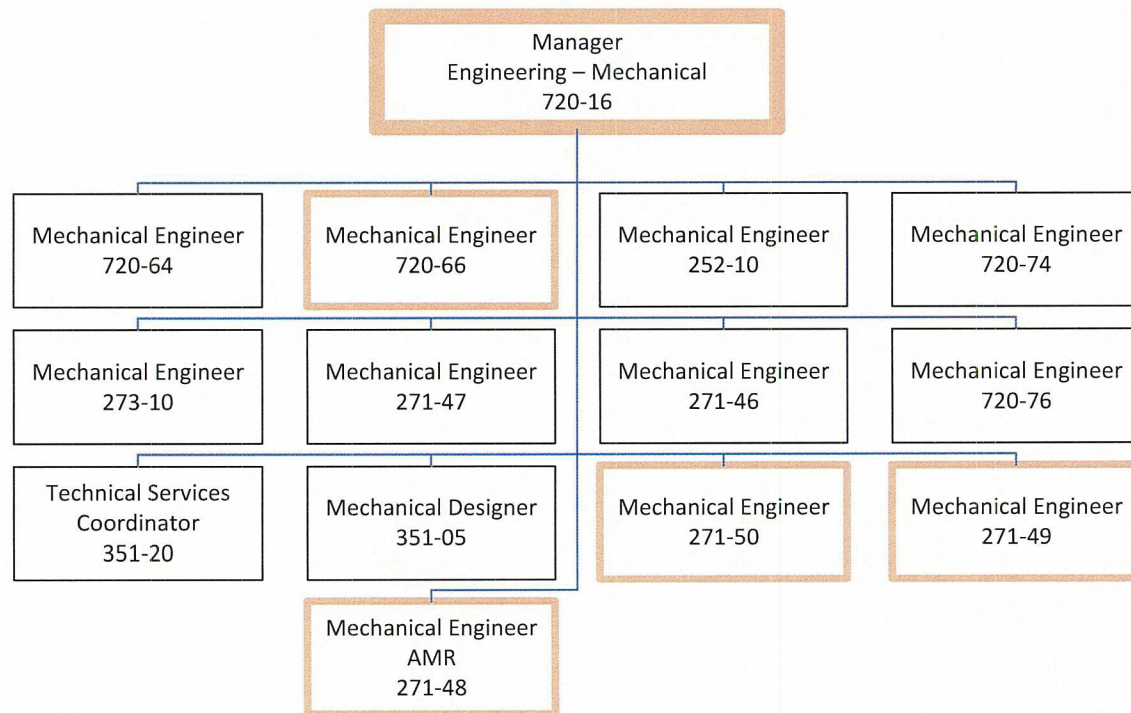
(update Chart 18 Governance Presentation)



Project Execution & Technical Services

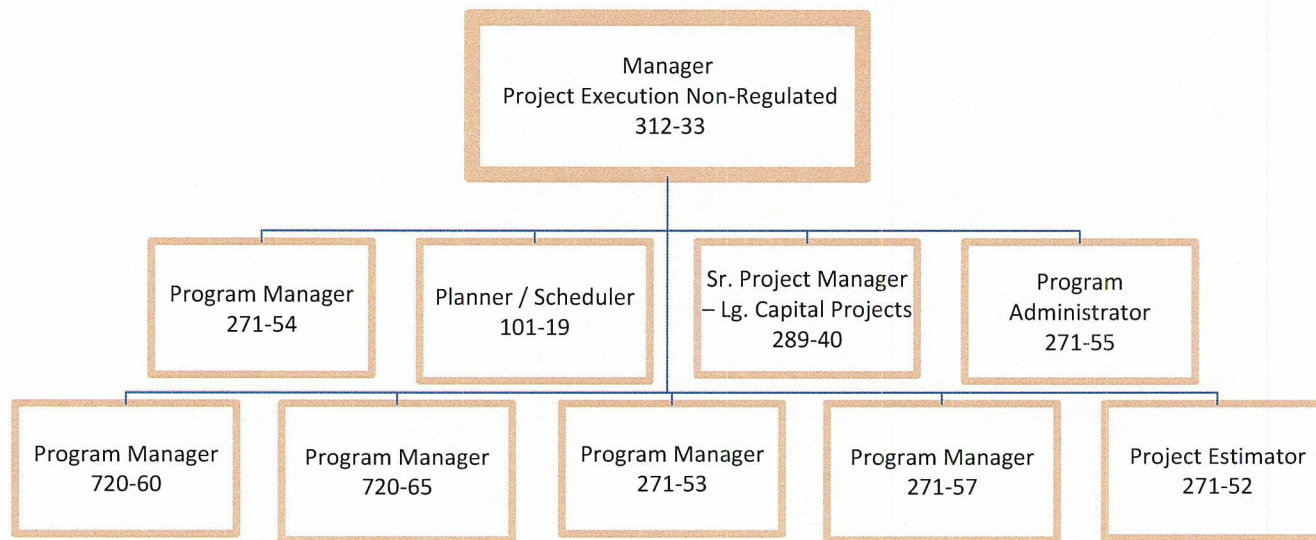
Chart 6 of 7 – Mechanical Engineering

(update Chart 20 Governance Presentation)



Project Execution & Technical Services

Chart 7 of 7 – Project Execution Non-Regulated



FINANCE NL HYDRO

