

1 Q. **Reference: Capital Expenditures and Carryover Report for the Year Ended December 31, 2022,**
2 **page 36 and 37**

3 It is stated

4 Hydro experienced communications engineering resource challenges in 2022
5 with a high volume of work and vacancy due to retirement.

6 Have these challenges since been corrected, and if so, in what manner?

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9 A. Recruitment and retention continue to be a concern for Newfoundland and Labrador Hydro
10 (“Hydro”), as it currently is with many organizations. In particular, Hydro has experienced
11 recruitment and retention issues in the engineering field of protection, controls, and
12 communications due to the specialized nature of this work and the competitive market for this
13 type of talent. Hydro has been successful in filling a number of its roles in this field and has
14 supplemented it with contract resourcing to help alleviate some of the pressures experienced.
15 Hydro continues its efforts to fill all necessary roles, recognizing the employment market
16 constraints that are occurring. Hydro will continue to supplement its workforce with contract
17 resources, where necessary, until it has its full complement of staffing.