

**SECTION 2: CUSTOMER OPERATIONS/OPERATING COSTS**

**Q. Reference: NLH-NP-047**

**What is driving the increase of approximately 12 full-time equivalents in the 2026 Forecast from the 2023 Test Year in Engineering and Operations?**

A. Newfoundland Power manages its workforce to match resources with anticipated work requirements. Forecast full-time equivalents (“FTEs”) for Engineering and Operations in 2026 are comparable with actual 2023 FTEs for that functional area.

Table 1 provides a breakdown of the change in FTEs in the Engineering and Operations functional group from 2023 test year to 2026 forecast.

**Table 1:  
Engineering and Operations FTE Increase  
2023 Test Year to 2026 Forecast**

		<b>FTEs</b>
<b>2023 Test Year</b>		<b>380.9</b>
Material Handlers	5.0	
Asset Management	2.0	
Regional Managers	2.0	
Environmental Analyst	1.0	
Other <sup>1</sup>	2.6	12.6
<b>2026 Forecast</b>		<b>393.5</b>

The 12.6 increase in the 2026 forecast compared to 2023 test year includes:

- (i) Approximately 5.0 FTEs associated with Material Handlers. These are existing positions transferred from the Finance department to regional operations following a change in the reporting structure. This change resulted in a corresponding decrease of 5.0 FTEs in the Finance department and no overall change in FTEs.
- (ii) Approximately 2.0 FTEs associated with additional work related to asset management requirements for capital planning.
- (iii) Approximately 2.0 FTEs related to the division of two former Manager Operations and Engineering positions into the positions of Manager Operations and Manager Engineering.
- (iv) Approximately 1.0 FTE associated with increased work requirements related to environmental matters.

<sup>1</sup> “Other” largely reflects changes in the Company’s workforce that are not associated with the creation of new positions. This includes employees that were forecast to begin their employment or to return from leaves part way through 2023 and were not included as a full FTE in the 2023 test year.