

1 Q. Further to response to Request for Information NP-NLH-011:

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3 FTEs are forecast to increase for *Finance NL Hydro* from 48 in 2016 to 68 in 2018T
4 and 2019T. Please provide the job titles and functions of each of the additional 20
5 staff, together with a full business justification for the requirement for each
6 position.

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9 A. Per Hydro's response to PUB-NLH-033, the five new positions added to the Financial
10 Services division were: Manager, Internal Audit; Manager, Treasury & Tax; Treasury
11 Supervisor; Team Lead – AP; and Team Lead, Budgeting & Forecasting. These
12 positions were added as part of the corporate reorganization, with the goal of
13 ensuring organizational independence for Hydro related to financial management.
14 Previously, these FTEs resided in Nalcor and provided services to Hydro. In
15 addition, there was a decision made to transfer fifteen existing positions
16 responsible for warehousing from Production and Transmission Rural Operations
17 into the Supply Chain Department in 2017.

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19 The Manager, Internal Audit provides an annual assessment on the adequacy and
20 effectiveness of Hydro's processes for controlling its activities and managing its risks
21 and will regularly report significant control issues and opportunities for
22 improvement to the Audit Committee of the Board of Directors.

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24 The Manager, Treasury & Tax is responsible for the formulation of financing
25 strategy, and has primary accountability for the execution of cashflow management
26 and long-term financing, the management of financial risk, the informational needs
27 of debenture investors as well as tax planning and compliance.

1 The Treasury Supervisor prepares and maintains annual cash flow forecasts
2 including explanation of variances, uses cash flow forecasts to make short-term
3 borrowing and investment decisions, executes financing strategies, manages the
4 short-term investment and borrowing portfolios, administers all corporate debt
5 service obligations, manages related sinking funds, and manages daily banking
6 activities including the control of all cash receipts and disbursements.

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8 The Team Lead, Accounts Payable is responsible for planning, managing and
9 executing all aspects of accounts payable.

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11 The Team Lead, Budgeting & Forecasting is responsible for planning, managing and
12 executing all aspects of budgeting and forecasting.

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14 There were a total of thirteen Stores Workers and two Stores Supervisors (Central
15 and Eastern) transferred into Financial Services (refer to Exhibit 2, Schedule I, page
16 33 of 33). The decision to centralize these services was made with the goal of
17 improving cost management within inventory and warehousing processes.

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19 Stores Workers perform warehousing functions to support the Goods and Services
20 process including the monitoring of work orders, expediting and issuing/kitting
21 materials. They also perform warehouse duties including the receiving, storing,
22 issuing, and shipment of materials.

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24 The Stores Supervisor positions plan, lead, organize, and control the activities in
25 support of the Goods and Services process. They supervise and direct the activities
26 of warehouse employees and monitor stock levels and delivery of materials for

- 1 inventory and maintenance work orders and coordinate the transportation of all
- 2 outgoing and incoming freight.