

1 Q. Please provide a table in Excel format that lists each Nalcor Job Title and associate  
2 each with a Pay Grade as defined in PUB-Nalcor-142.

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5 A. PUB-Nalcor-272, Attachment 1 provides a list of Nalcor Job Titles and applicable Pay  
6 Grades for each position.

Position Title and Pay Grade Summary		
Position Description	Pay Grade	Union Code Description
EVP Finance & CFO	EXEC EVP	Non-Union
EVP Corp Serv & Offshore Dev	EXEC EVP	Non-Union
EVP Power Supply	EXEC EVP	Non-Union
EVP Power Development	EXEC EVP	Non-Union
President NL Hydro	EXEC EVP	Non-Union
Chief HR Officer & VP S&H Sust	EXEC SVP	Non-Union
VP Gen Counsel & Corp Secur	EXEC SVP	Non-Union
VP Finance Power Supply	EXEC VP	Non-Union
VP Production, PS & Energy Mkt	EXEC VP	Non-Union
VP Trans & Community Affairs	EXEC VP	Non-Union
VP Transition to Operations	EXEC VP	Non-Union
Chief Information Officer	EXEC VP	Non-Union
Chief Accounting Officer	EXEC VP	Non-Union
VP & Project Director LCP	EXEC VP	Non-Union
VP Trans & Distribution & NLSO	EXEC VP	Non-Union
VP Engineering	EXEC VP	Non-Union
VP Engineering Power Supply	EXEC VP	Non-Union
VP Reg Affairs & Customer Ser	EXEC VP	Non-Union
VP Financial Services	EXEC VP	Non-Union
Corp Secretary & Gen Counsel	EXEC VP	Non-Union
Controller, Hydro	PG-11	Non-Union
Dir Fin Plan Treas & Risk Mgmt	PG-11	Non-Union
Dir, Commercial Mgmt & Integ	PG-11	Non-Union
Dir, Corporate Communications	PG-11	Non-Union
Dir, Energy Marketing	PG-11	Non-Union
Dir, Hydraulic Production	PG-11	Non-Union
Dir, Indigenous Affairs	CPG-11	Non-Union
Dir, Internal Audit	PG-11	Non-Union
Dir, NLSO	PG-11	Non-Union
Dir, Operations Support	PG-11	Non-Union
Dir, Production	CPG-11	Non-Union
Dir, Rates & Regulatory	PG-11	Non-Union
Dir, Thermal Production	PG-11	Non-Union
Dir, Transmission	PG-11	Non-Union
Dir, TRO	PG-11	Non-Union
Asst Corp Sec & Legal Counsel	PG-10	Non-Union
Controller, Churchill Falls	PG-10	Non-Union
Controller, Energy Investments	PG-10	Non-Union
Project Controller, LCP	PG-10	Non-Union
Sr Legal Counsel	PG-10	Non-Union
Sr Mgr Fin Report & Compliance	PG-10	Non-Union
Sr Mgr Financial Services	PG-10	Non-Union
Sr Mgr Risk Mgmt	PG-10	Non-Union
Sr Mgr, AC Terminals	PG-10	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Sr Mgr, Asset Mgmt & Reliab	PG-10	Non-Union
Sr Mgr, BDE & Exploits Gen	PG-10	Non-Union
Sr Mgr, Bus Sol & Info Mgmt	PG-10	Non-Union
Sr Mgr, Business & Commercial	PG-10	Non-Union
Sr Mgr, Civil Engineering	PG-10	Non-Union
Sr Mgr, Commercial & Strategy	PG-10	Non-Union
Sr Mgr, Commercial (Hydro)	PG-10	Non-Union
Sr Mgr, Corp Safety & Health	PG-10	Non-Union
Sr Mgr, Energy Trading	PG-10	Non-Union
Sr Mgr, Environmental Services	PG-10	Non-Union
Sr Mgr, Fin Controls & Risk	PG-10	Non-Union
Sr Mgr, Fin Planning & Treas	PG-10	Non-Union
Sr Mgr, Fin Reporting & Bud	PG-10	Non-Union
Sr Mgr, Gas Turbines & Diesels	PG-10	Non-Union
Sr Mgr, Gen Engineering (PS)	PG-10	Non-Union
Sr Mgr, HR Corporate Services	PG-10	Non-Union
Sr Mgr, HR/LR (Operations)	PG-10	Non-Union
Sr Mgr, Hydro Generation	PG-10	Non-Union
Sr Mgr, Info & Oper Technology	PG-10	Non-Union
Sr Mgr, IT Operations	PG-10	Non-Union
Sr Mgr, Mechanical Engineering	PG-10	Non-Union
Sr Mgr, Oper Risk & Insurance	PG-10	Non-Union
Sr Mgr, P&C Engineering	PG-10	Non-Union
Sr Mgr, Portfolio & Asset Mgmt	PG-10	Non-Union
Sr Mgr, Production MF	PG-10	Non-Union
Sr Mgr, Project Exec (Trans)	PG-10	Non-Union
Sr Mgr, Project Execution-Gen	PG-10	Non-Union
Sr Mgr, Project Execution-Reg	PG-10	Non-Union
Sr Mgr, Regulatory Engineering	PG-10	Non-Union
Sr Mgr, Resource Prod & Plan	PG-10	Non-Union
Sr Mgr, Rural Planning	PG-10	Non-Union
Sr Mgr, Site Services	CPG-10	Non-Union
Sr Mgr, Sys Oper & Integr Sup	PG-10	Non-Union
Sr Mgr, Thermal Generation	PG-10	Non-Union
Sr Mgr, Trans Plan & Integ Sup	PG-10	Non-Union
Sr Mgr, Transmission & Civil	PG-10	Non-Union
Sr Mgr, TROC	PG-10	Non-Union
Sr Mgr, TROL	PG-10	Non-Union
Sr Mgr, TRON	PG-10	Non-Union
Engineer, Network Services	PG-09	Non-Union
Engineer, P&C	PG-09	Non-Union
Engineer, Reliab Standards	PG-09	Non-Union
Engineer, System Oper	PG-09	Non-Union
Engineer, System Planning	PG-09	Non-Union
Engineer, Work Execution	PG-09	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Engineering Supv, Comm	PG-09	Non-Union
Engineering Supv, P&C	PG-09	Non-Union
Legal Counsel II	PG-09	Non-Union
Manager Air Services	CPG-09	Non-Union
Manager, Business Services	PG-09	Non-Union
Manager, Operations (Thermal)	PG-09	Non-Union
Mechanical Engineer	PG-09	Non-Union
Mgr Work Exec Lines & Stat	CPG-09	Non-Union
Mgr, Bull Arm Operations	PG-09	Non-Union
Mgr, Communications (Hydro)	PG-09	Non-Union
Mgr, Communications (LCP)	PG-09	Non-Union
Mgr, Cust Care & Energy Effic	PG-09	Non-Union
Mgr, Dykes, Dams & Structures	CPG-09	Non-Union
Mgr, Emergency Services	CPG-09	Non-Union
Mgr, Environment Operations	PG-09	Non-Union
Mgr, HR & Labour Rel (Hydro)	PG-09	Non-Union
Mgr, HR/LR (NE-CF)	CPG-09	Non-Union
Mgr, Ind Ben & Stakeholder Rel	PG-09	Non-Union
Mgr, Interconnection Integr	PG-09	Non-Union
Mgr, Internal Audit (Hydro)	PG-09	Non-Union
Mgr, Long Term Asset Planning	PG-09	Non-Union
Mgr, LTAP Facilities - CF	CPG-09	Non-Union
Mgr, Menihek Generation	PG-09	Non-Union
Mgr, Network Operations	PG-09	Non-Union
Mgr, Oper & Work Execution	PG-09	Non-Union
Mgr, Operations (Hydraulic)	PG-09	Non-Union
Mgr, Plant Operations	CPG-09	Non-Union
Mgr, Rel Standard & Comm Compl	PG-09	Non-Union
Mgr, Risk Controls & Planning	PG-09	Non-Union
Mgr, Safety & Health (Hydro)	PG-09	Non-Union
Mgr, Safety Health & Env	PG-09	Non-Union
Mgr, Safety Health & Env (CF)	CPG-09	Non-Union
Mgr, Safety Health & Env -Thrm	PG-09	Non-Union
Mgr, Supply Chain Mgmt & Admin	PG-09	Non-Union
Mgr, Town Operations	CPG-09	Non-Union
Mgr, Water Mgmt & Prod Sched	PG-09	Non-Union
Mgr, Work Execution	PG-09	Non-Union
Mgr, Work Execution	CPG-09	Non-Union
Program Manager	PG-09	Non-Union
Asset Specialist - GT & Diesel	PG-08	Non-Union
Assets Spec. Ld -Conv	PG-08	Non-Union
Engineer Pow Sys App -SW	PG-08	Non-Union
Engineer - Project Manager	PG-08	Non-Union
Engineer, Business Dev	PG-08	Non-Union
Engineer, Civil	PG-08	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Engineer, Civil	CPG-08	Non-Union
Engineer, Communications	PG-08	Non-Union
Engineer, Electrical	PG-08	Non-Union
Engineer, Electrical Design	PG-08	Non-Union
Engineer, GT & Diesel	PG-08	Non-Union
Engineer, HydroTechnical	PG-08	Non-Union
Engineer, Mechanical	PG-08	Non-Union
Engineer, P&C	PG-08	Non-Union
Engineer, Reliab Standards	PG-08	Non-Union
Engineer, Sr Reg Tech Spec	PG-08	Non-Union
Engineer, Trans Design	PG-08	Non-Union
Engineer, Transmission	PG-08	Non-Union
Financial Risk & ERM Lead	PG-08	Non-Union
Integration & WF Planning Spec	PG-08	Non-Union
Lead Occupational Health Nurse	PG-08	Non-Union
Lead, HR/LR	PG-08	Non-Union
Lead, Internal Audit	PG-08	Non-Union
Lead, Occ Health & Hygiene	PG-08	Non-Union
Lead, Regulatory & Compliance	PG-08	Non-Union
Lead, Regulatory Finance	PG-08	Non-Union
Lead, Treasury	PG-08	Non-Union
Lead, Work Protection	PG-08	Non-Union
Occupational Health Nurse	PG-08	Non-Union
Program Manager	PG-08	Non-Union
Project Manager	PG-08	Non-Union
Sr Communications Integrator	PG-08	Non-Union
Team Ld Project Services	PG-08	Non-Union
Team Lead Operations	PG-08	Non-Union
TL Corp Acct & Fin Systems	PG-08	Non-Union
TL Diversity People & Projects	PG-08	Non-Union
TL Energy Investments	PG-08	Non-Union
TL Fin Planning & Econ Anlys	PG-08	Non-Union
TL Fin Reporting & Budgeting	PG-08	Non-Union
TL Tax, Due Diligence & Compl	PG-08	Non-Union
TL, Accounting & Reporting	PG-08	Non-Union
TL, Acct Reporting & Budgeting	PG-08	Non-Union
TL, Audit Gov Risk & Cont	PG-08	Non-Union
TL, Audit Proj and Compliance	PG-08	Non-Union
TL, Compensation & Benefits	PG-08	Non-Union
TL, Corp Acct & Fin Systems	PG-08	Non-Union
TL, Corporate Systems	PG-08	Non-Union
TL, EMS	PG-08	Non-Union
TL, Energy Control Center	PG-08	Non-Union
TL, Energy Market Analytics	PG-08	Non-Union
TL, Engineering Supp Services	PG-08	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
TL, IS Service Mgmt	PG-08	Non-Union
TL, IS&T Security	PG-08	Non-Union
TL, Marketing	PG-08	Non-Union
TL, Oper & Work Execution	PG-08	Non-Union
TL, Operations (Thermal)	PG-08	Non-Union
TL, Payroll & HRIS	PG-08	Non-Union
TL, Procurement	PG-08	Non-Union
TL, Rates & Regulatory	PG-08	Non-Union
TL, Regulatory Compliance	PG-08	Non-Union
TL, Strategy & Continuous Impr	PG-08	Non-Union
TL, TRO Services	PG-08	Non-Union
TL, Work Execution	PG-08	Non-Union
TL, Work Execution MF	PG-08	Non-Union
Asset Spec AC Yards	PG-07	Non-Union
Asset Spec, Gen & Terminals	PG-07	Non-Union
Asset Spec, GT & Diesel	PG-07	Non-Union
Asset Spec, Term. & P & C	PG-07	Non-Union
Asset Spec, Terminal Stations	PG-07	Non-Union
Asset Specialist	PG-07	Non-Union
Asset Specialist - Hydraulic	PG-07	Non-Union
Asset Specialist, Distribution	PG-07	Non-Union
Asset Specialist, Exploits	PG-07	Non-Union
Asset Specialist, Thermal	PG-07	Non-Union
Asset Spec-Transmission	PG-07	Non-Union
Asset Spec-Transmission TRO	PG-07	Non-Union
Chief Aircraft Maint Engineer	CPG-07	Non-Union
Chief Pilot - Fixed Wing	CPG-07	Non-Union
Com Agreement Commitment Spec	PG-07	Non-Union
Commercial & Contracts Spec	PG-07	Non-Union
Corp Accounting Specialist	PG-07	Non-Union
Corporate Safety Specialist	PG-07	Non-Union
Engineer - Facilities	PG-07	Non-Union
Engineer - Program Manager	PG-07	Non-Union
Engineer, Cap Budget Coord	PG-07	Non-Union
Engineer, Civil	PG-07	Non-Union
Engineer, Communications	PG-07	Non-Union
Engineer, Distrib Design	PG-07	Non-Union
Engineer, Electrical	PG-07	Non-Union
Engineer, Equipment Trans	PG-07	Non-Union
Engineer, Hydrotechnical	PG-07	Non-Union
Engineer, LTAP	PG-07	Non-Union
Engineer, Mechanical	PG-07	Non-Union
Engineer, Mechanical	CPG-07	Non-Union
Engineer, Mechanical Design	PG-07	Non-Union
Engineer, P&C	PG-07	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Engineer, Planning	PG-07	Non-Union
Engineer, Reg Project Mgr	PG-07	Non-Union
Engineer, Site Supt, BA	PG-07	Non-Union
Engineer, System Oper	PG-07	Non-Union
Engineer, Trans Design	PG-07	Non-Union
Engineer, Trans Planning	PG-07	Non-Union
Engineer, Transmission	PG-07	Non-Union
Environmental Specialist	PG-07	Non-Union
HR Specialist, Div,People,Prog	PG-07	Non-Union
HR/LR Specialist	PG-07	Non-Union
Mechanical Maintenance A	PG-07	Non-Union
Mgr, Economic Analysis	PG-07	Non-Union
Occupational Health Nurse	PG-07	Non-Union
Occupational Health Nurse (CF)	CPG-07	Non-Union
Performance Specialist	PG-07	Non-Union
Plant Chemist	PG-07	Non-Union
Plant Electrical Engineer	PG-07	Non-Union
Project Development Engineer	PG-07	Non-Union
Project Manager	PG-07	Non-Union
Real Properties Specialist	PG-07	Non-Union
Safety Specialist, Engineering	PG-07	Non-Union
Safety, Health & Env Spec	PG-07	Non-Union
Security Analyst	PG-07	Non-Union
Senior Communications Advisor	PG-07	Non-Union
Spec, Energy Mrketing Analytic	PG-07	Non-Union
Spec, Financial Planning TRO	PG-07	Non-Union
Spec, Safety & Environment	PG-07	Non-Union
Spec, Safety, Health & Env	PG-07	Non-Union
Specialist, HR/LR Comm.	PG-07	Non-Union
Specialist, Financial Planning	PG-07	Non-Union
Specialist, Key Accounts	PG-07	Non-Union
Sr Communication Spec- Hydro	PG-07	Non-Union
Sr Communication Specialist	PG-07	Non-Union
Sr Market Specialist	PG-07	Non-Union
Sr Safety Supervisor	PG-07	Non-Union
Sr Supv Fac Mgmt & Fleet Sup	PG-07	Non-Union
Sr Supv Real-time Engy Mrkting	PG-07	Non-Union
Sr Supv, AP & GL	PG-07	Non-Union
Sr Supv, Bud & Forecasting	PG-07	Non-Union
Sr Supv, Bud, Frcst, Site Serv	PG-07	Non-Union
Sr Supv, Capital Asset Acct	PG-07	Non-Union
Sr Supv, ECC	PG-07	Non-Union
Sr Supv, Energy Mkting Systems	PG-07	Non-Union
Sr Supv, Fin Rpt & Compliance	PG-07	Non-Union
Sr Supv, Financial Accounting	PG-07	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Sr Supv, Gen & Terminals	PG-07	Non-Union
Sr Supv, Maintenance	PG-07	Non-Union
Sr Supv, Materials	PG-07	Non-Union
Sr Supv, Planning & Warehouse	PG-07	Non-Union
Sr Supv, Plant Operations	CPG-07	Non-Union
Sr Supv, ST Work Plan & Sched	PG-07	Non-Union
Sr Supv, ST Work Plan & Sched	CPG-07	Non-Union
Sr Supv, Tech Operations	PG-07	Non-Union
Sr Supv, Thermal	PG-07	Non-Union
Supv Plant Oper - Eastern	PG-07	Non-Union
Systems Engineer	PG-07	Non-Union
Trding & Portfolio Opt Spec	PG-07	Non-Union
Work Method & Maint Spec	PG-07	Non-Union
Access & Privacy Officer	PG-06	Non-Union
Assets, Spec Expl Gen	PG-06	Non-Union
Churchill Riv Ind Coord (CRIC)	PG-06	Non-Union
Distr. Services Supv	PG-06	Non-Union
EIT, GT & Diesel	PG-06	Non-Union
EIT, P&C	PG-06	Non-Union
EM Middle-Office Risk Analyst	PG-06	Non-Union
Engineer - Proj Mgr, Menihek	PG-06	Non-Union
Engineer P & C	PG-06	Non-Union
Engineer P&C	PG-06	Non-Union
Engineer, Bull Arm (Site)	PG-06	Non-Union
Engineer, Civil	PG-06	Non-Union
Engineer, Electrical	PG-06	Non-Union
Engineer, Electrical Design	PG-06	Non-Union
Engineer, Mechanical	PG-06	Non-Union
Engineer, Mechanical	CPG-06	Non-Union
Engineer, Network Services	PG-06	Non-Union
Engineer, P&C	PG-06	Non-Union
Engineer, Planning	PG-06	Non-Union
Engineer, Trans Design	PG-06	Non-Union
Helicopter Pilot	CPG-06	Non-Union
HRIS Analyst / SME	PG-06	Non-Union
Infrastructure Spec Systems	PG-06	Non-Union
Infrastructure Spec-Energy Sys	PG-06	Non-Union
Infrastructure Specialist	PG-06	Non-Union
Internal Auditor III	PG-06	Non-Union
Pilot - Fixed Wing	CPG-06	Non-Union
Pilot - Helicopter	CPG-06	Non-Union
Plant Engineer - Menihek	PG-06	Non-Union
Senior Financial Accountant	PG-06	Non-Union
Senior Financial Analyst	PG-06	Non-Union
Site Services Supervisor	PG-06	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Software Spec - Business App	PG-06	Non-Union
Software Specialist	PG-06	Non-Union
Sr Adv, Cust Serv, Proc & Proj	PG-06	Non-Union
Sr Adv, Safety, Heath & Env	PG-06	Non-Union
Sr Advisor Contracts & Proc	PG-06	Non-Union
Sr Advisor, Fleet & Equipment	CPG-06	Non-Union
Sr Analyst - Info Mgmt	PG-06	Non-Union
Sr Architectural Analyst	PG-06	Non-Union
Sr Asset Advisor, Fleet	PG-06	Non-Union
Sr Communications Advisor	PG-06	Non-Union
Sr Fin Acct - Joint Venture	PG-06	Non-Union
Sr Fin Analyst, Energy Invest	PG-06	Non-Union
Sr Fin Systems Advisor	PG-06	Non-Union
Sr Financial Accountant	PG-06	Non-Union
Sr Financial Analyst	PG-06	Non-Union
Sr Financial Analyst	CPG-06	Non-Union
Sr Tax Analyst	PG-06	Non-Union
Supv, Communications	CPG-06	Non-Union
Supv, Customer Care	PG-06	Non-Union
Supv, Distribution Services	PG-06	Non-Union
Supv, Drafting Services	PG-06	Non-Union
Supv, Electrical & P&C	PG-06	Non-Union
Supv, Electrical Maintenance	PG-06	Non-Union
Supv, Emerg Response Program	PG-06	Non-Union
Supv, Fire & Security	CPG-06	Non-Union
Supv, Info Mgmt	PG-06	Non-Union
Supv, Instrumentation	PG-06	Non-Union
Supv, Maintenance	PG-06	Non-Union
Supv, Network Services	PG-06	Non-Union
Supv, Operations	PG-06	Non-Union
Supv, P&C	PG-06	Non-Union
Supv, P&C	CPG-06	Non-Union
Supv, Real Property/Geomatics	PG-06	Non-Union
Supv, Remote Operations	PG-06	Non-Union
Supv, Revenue Metering	PG-06	Non-Union
Supv, Support Services	PG-06	Non-Union
Advisor, Tech Service (Mech)	PG-05	Non-Union
Aircraft Maintenance Engineer	CPG-05	Non-Union
Application Support Specialist	PG-05	Non-Union
Business & Fin Analyst	PG-05	Non-Union
Business Analyst	PG-05	Non-Union
Civil Construction Advisor	PG-05	Non-Union
Comm Advisor- Mkting & Com Inv	PG-05	Non-Union
Construction Advisor	PG-05	Non-Union
Cost Analyst	PG-05	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Digital & Graphics Designer	PG-05	Non-Union
Electrical Designer	PG-05	Non-Union
Energy Efficiency Advisor-Ext	PG-05	Non-Union
Environmental Advisor	PG-05	Non-Union
Environmental Coordinator	CPG-05	Non-Union
Financial Analyst	PG-05	Non-Union
HR Advisor	PG-05	Non-Union
HR Advisor, Compensation	PG-05	Non-Union
HR Advisor, Pension & Benefits	PG-05	Non-Union
HR Coordinator	PG-05	Non-Union
HR/LR Advisor	PG-05	Non-Union
HR/LR Advisor	CPG-05	Non-Union
HRIS Analyst	PG-05	Non-Union
Innu Liaison Advisor	PG-05	Non-Union
Maintenance Planner	PG-05	Non-Union
Planner	PG-05	Non-Union
Project Planner	PG-05	Non-Union
Rates & Regulatory Analyst	PG-05	Non-Union
Real-time Energy Marketer	PG-05	Non-Union
Risk & Insurance Analyst	PG-05	Non-Union
Safety & Training Advisor	PG-05	Non-Union
Safety Advisor	PG-05	Non-Union
Safety Advisor	CPG-05	Non-Union
Safety Analyst	PG-05	Non-Union
Safety Mgmt System Spec.	PG-05	Non-Union
Scheduler	PG-05	Non-Union
Senior Financial Accountant	PG-05	Non-Union
Settlements Analyst	PG-05	Non-Union
Supply Chain Analyst	PG-05	Non-Union
Supv Tech/Elect	PG-05	Non-Union
Supv, Electrical & Mechanical	PG-05	Non-Union
Supv, Electrical Maintenance	PG-05	Non-Union
Supv, Equipment Maintenance	PG-05	Non-Union
Supv, Facilities Maintenance	PG-05	Non-Union
Supv, Fleet Maintenance	CPG-05	Non-Union
Supv, General Maint (Trades)	CPG-05	Non-Union
Supv, General Maint(Contracts)	CPG-05	Non-Union
Supv, Line Maintenance	CPG-05	Non-Union
Supv, Lines	PG-05	Non-Union
Supv, Mechanical Maintenance	PG-05	Non-Union
Supv, Outside Maintenance	CPG-05	Non-Union
Supv, Plant Maintenance	CPG-05	Non-Union
Supv, Production	PG-05	Non-Union
Supv, Scheduling	CPG-05	Non-Union
Supv, Stores	PG-05	Non-Union

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Systems Analyst	PG-05	Non-Union
Vegetation Advisor	PG-05	Non-Union
Vegetation Advisor	CPG-05	Non-Union
Vegetation Control Advisor	PG-05	Non-Union
Water Resources Technologist	CPG-05	Non-Union
Accommodations Administrator	CPG-04	Non-Union
Budget & Fin. Support Analyst	PG-04	Non-Union
Comm & Community Rel Admin	CPG-04	Non-Union
Community Relations Admin	PG-04	Non-Union
Contracts Administrator	PG-04	Non-Union
Drafter - Design	CPG-04	Non-Union
Energy Efficiency Admin	PG-04	Non-Union
General Maint Administrator	PG-04	Non-Union
Info Mgmt Administrator	PG-04	Non-Union
Information Mgmt Adminstrator	PG-04	Non-Union
Information Security Admin	PG-04	Non-Union
Internal Auditor I	PG-04	Non-Union
Landscaping Administrator	CPG-04	Non-Union
Market Analyst	PG-04	Non-Union
Oper & Maint Adminstrator	PG-04	Non-Union
Payroll Administrator	PG-04	Non-Union
Programmer Analyst	PG-04	Non-Union
Programmer/Analyst	PG-04	Non-Union
Project Adminstrator	PG-04	Non-Union
Project Coordinator	PG-04	Non-Union
Recreation Administrator	CPG-04	Non-Union
Stores Administrator	PG-04	Non-Union
Support Services Administrator	PG-04	Non-Union
Supv, General Maint (Support)	CPG-04	Non-Union
Training Administrator	PG-04	Non-Union
Training Administrator	CPG-04	Non-Union
Vegetation Inspector	PG-04	Non-Union
Benefits & Communication Coord	PG-03	Non-Union
Client Support Analyst	PG-03	Non-Union
Communications Coordinator	PG-03	Non-Union
Computer Support Technician	PG-03	Non-Union
Corporate Secretary Coord	PG-03	Non-Union
Dam Keeper	PG-03	Non-Union
Energy Efficiency Coordinator	PG-03	Non-Union
Executive Assistant	PG-03	Non-Union
Executive Assistant	CPG-03	Non-Union
HR Coord, Div, People & Progrm	PG-03	Non-Union
HR Coordinator	PG-03	Non-Union
HR Coordinator	CPG-03	Non-Union
HR Co-ordinator	PG-03	Non-Union

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<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
IM Coordinator	PG-03	Non-Union
Material Control Coordinator	PG-03	Non-Union
Office Coordinator - Oil & Gas	PG-03	Non-Union
Payroll Coordinator	PG-03	Non-Union
Regulatory Coordinator	PG-03	Non-Union
Security Change Control Coord	PG-03	Non-Union
Treasury Coordinator	PG-03	Non-Union
Design Coordination Assistant	PG-02	Non-Union
Doc & Records Mgmt Assistant	PG-02	Non-Union
HR Assistant	CPG-02	Non-Union
HR/LR Assistant	PG-02	Non-Union
Human Resources Assistant	PG-02	Non-Union
Project Assistant	PG-02	Non-Union
Records & Info Mgmt Assistant	PG-02	Non-Union
Administrative Assistant	PG-01	Non-Union
Administrative Assistant	CPG-01	Non-Union
Support Worker	CPG-01	Non-Union
Billing Officer	Group 11	IBEW Hydro Office Workers
Buyer	Group 11	IBEW Hydro Office Workers
Lead Customer Services Rep	Group 11	IBEW Hydro Office Workers
Sr Advisor, Contract Mgmt	Group 11	IBEW Hydro Office Workers
Utility Metering Officer	Group 11	IBEW Hydro Office Workers
Accountant	Group 10	IBEW Hydro Office Workers
Administrative Officer	Group 10	IBEW Hydro Office Workers
Billing Data Officer	Group 10	IBEW Hydro Office Workers
Accounting Clerk III	Group 9	IBEW Hydro Office Workers
Area Office Clerk	Group 9	IBEW Hydro Office Workers
Buyer	Group 9	IBEW Hydro Office Workers
Customer Serv Rep.	Group 9	IBEW Hydro Office Workers
Customer Serv Tech. Rep.	Group 9	IBEW Hydro Office Workers
Documents Control Clerk	Group 9	IBEW Hydro Office Workers
Materials Control Clerk	Group 9	IBEW Hydro Office Workers
Network Services Clerk	Group 9	IBEW Hydro Office Workers
Senior Office Services Clerk	Group 9	IBEW Hydro Office Workers
Transportation Officer	Group 9	IBEW Hydro Office Workers
Accounting Clerk II	Group 8	IBEW Hydro Office Workers
Administration Officer	Group 8	IBEW Hydro Office Workers
Buyer	Group 8	IBEW Hydro Office Workers
Maintenance Planning Clerk	Group 8	IBEW Hydro Office Workers
Office Clerk	Group 8	IBEW Hydro Office Workers
Office Clerk Perm. P/T	Group 8	IBEW Hydro Office Workers
Office Clerk, Transportation	Group 8	IBEW Hydro Office Workers
Office Services/Stock Clerk	Group 8	IBEW Hydro Office Workers
Purchasing Clerk	Group 8	IBEW Hydro Office Workers
Meter Reader/Collector	Group 7	IBEW Hydro Office Workers

## Rate Mitigation Options and Impacts Reference, Page 12 of 13

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Part-time Meter Reader/coll	Group 7	IBEW Hydro Office Workers
Recept./Switchboard Opr	Group 7	IBEW Hydro Office Workers
Relief Meter Reader	Group 7	IBEW Hydro Office Workers
Office Services Clerk	Group 6	IBEW Hydro Office Workers
Treasury Clerk	Group 6	IBEW Hydro Office Workers
Electrician/Operator	Group 12	IBEW Hydro Operations
Hydro Plant Operator Remote	Group 12	IBEW Hydro Operations
Lead Hydro Plant Operator	Group 12	IBEW Hydro Operations
Tech. - Network Services	Group 12	IBEW Hydro Operations
Technologist	Group 12	IBEW Hydro Operations
Technologist - Chemical	Group 12	IBEW Hydro Operations
Technologist - Civil	Group 12	IBEW Hydro Operations
Technologist - Distribution	Group 12	IBEW Hydro Operations
Technologist - Drafter/CAD	Group 12	IBEW Hydro Operations
Technologist - Elect Design	Group 12	IBEW Hydro Operations
Technologist - Inst & Control	Group 12	IBEW Hydro Operations
Technologist - Metering	Group 12	IBEW Hydro Operations
Technologist - Prot & Control	Group 12	IBEW Hydro Operations
Technologist (Geomatics)	Group 12	IBEW Hydro Operations
Technologist- Distribution	Group 12	IBEW Hydro Operations
Technologist- Environmental	Group 12	IBEW Hydro Operations
Technologist Prot & Control	Group 12	IBEW Hydro Operations
Technologist-Customer Serv.	Group 12	IBEW Hydro Operations
Technologist-Drafter/CAD	Group 12	IBEW Hydro Operations
Thermal Plant Oper. Training	Group 12	IBEW Hydro Operations
Thermal Plant Operator	Group 12	IBEW Hydro Operations
Appr Power System Operator	Group 11	IBEW Hydro Operations
Electrical Operator (WTS)	Group 11	IBEW Hydro Operations
Electrician/Operator	Group 11	IBEW Hydro Operations
Hydro Plant Operator	Group 11	IBEW Hydro Operations
Appr Heavy Duty Repair	Group 10	IBEW Hydro Operations
Apprentice Electrician	Group 10	IBEW Hydro Operations
Apprentice Line Worker	Group 10	IBEW Hydro Operations
Apprentice Millwright	Group 10	IBEW Hydro Operations
Building Custodian	Group 10	IBEW Hydro Operations
Elec.Maint./Relief Oper.	Group 10	IBEW Hydro Operations
Electrical Maintenance A	Group 10	IBEW Hydro Operations
Electrician Maintenance A	Group 10	IBEW Hydro Operations
Line Worker	Group 10	IBEW Hydro Operations
Line Worker A	Group 10	IBEW Hydro Operations
Mech Maint A - H D Repair	Group 10	IBEW Hydro Operations
Mech Maint A - Millwright	Group 10	IBEW Hydro Operations
Mech Maint A - Welder	Group 10	IBEW Hydro Operations
Mech. Maintenance	Group 10	IBEW Hydro Operations
Mechanical Maint, Heavy	Group 10	IBEW Hydro Operations

<b>Position Description</b>	<b>Pay Grade</b>	<b>Union Code Description</b>
Mechanical Maint. Millwright	Group 10	IBEW Hydro Operations
Mechanical Maintenance A	Group 10	IBEW Hydro Operations
Production Supervisor	Group 10	IBEW Hydro Operations
Sr Line Inspector	Group 10	IBEW Hydro Operations
Technician- Emerg Response	Group 10	IBEW Hydro Operations
Carpenter	Group 9	IBEW Hydro Operations
Diesel Plant Operator	Group 8	IBEW Hydro Operations
Diesel System Representative	Group 8	IBEW Hydro Operations
Heavy Equipment Operator	Group 8	IBEW Hydro Operations
Terminal Maintenance A	Group 8	IBEW Hydro Operations
DPO (Standby Plant)	Group 7	IBEW Hydro Operations
Driver Ground Worker	Group 7	IBEW Hydro Operations
Electrical Maintenance B	Group 7	IBEW Hydro Operations
General Maintenance B	Group 6	IBEW Hydro Operations
Line Inspector	Group 6	IBEW Hydro Operations
Stores Worker	Group 6	IBEW Hydro Operations
Cook	Group 4	IBEW Hydro Operations
Industrial Cleaner	Group 4	IBEW Hydro Operations
Electrician\Operator	Group 3	IBEW Hydro Operations
Security Guard	Group 3	IBEW Hydro Operations
System Operator	Group 3	IBEW Hydro Operations
Utility Worker	Group 3	IBEW Hydro Operations