

- 1 **Q. In reference to IBEW-NP-005, please explain the process of “geo-adjusting” market**
2 **group data for Newfoundland for non-union employee salaries. Does geo-adjusting**
3 **result in higher or lower salaries than the market group data?**
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- 5 A. In reference to IBEW-NP-005, the process of “geo-adjusting” market group data for
6 Newfoundland for non-union employee salaries is completed using the Geographic
7 Assessor of the Economic Research Institute (“ERI”). The ERI Geographic Assessor is
8 used by Willis Towers Watson in their assessment of Newfoundland Power’s Managerial
9 Compensation Structure and market medians for base salaries.
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- 11 The ERI reported the regional difference in compensation data in the city of St. John’s to
12 be 5% lower than the national market data.